The 5 Team Leadership Principles for Project Success
Session SFT 10

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Picture taken from book cover of "Leadership Principles for Project Success" by Thomas Juli, CRC Press, New York, 2010
This Session is about Project Success
How Do You Lead Your Project to Success?
… by effective project management, i.e., project and team leadership

Effective project management needs to have a solid foundation in project and team leadership.

Without leadership there is no direction in project management.

Team Leadership is the decisive factor in improving the chances for a project to succeed.

Without team leadership chances are that a project will be “just another project”.

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Project Leadership

Project Management
Individual Leadership
Teamwork

Team Leadership
The 5 Team Leadership Principles for Project Success

Build Vision
Nurture Collaboration
Promote Team Performance
Cultivate Team Learning
Ensure Team Delivers Results

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Leadership Principles for Project Success
Principle 1: Build a Common and Inspiring Project Vision

Build Vision
Leadership Principles for Project Success

Principle 1: Build a Common and Inspiring Project Vision

1 - Analyze Playing Field
2 - Motivation Statement
3 - Vision Statement
4 - Project Objective(s) Statement
**Project Motivation Statement**

*Why* do you want to start the project in the first place?

1. **What are the top issues or risks we are dealing with?** *Why?*
2. **Who (individuals, groups, organizational units, etc.) is affected by these issues or risks and how?** *Why?*
3. **What are the impacts of these issues or risks on them? What happens if nothing changes?** *Why?*

**Motivation Statement**

The **issue(s)** of …

affect(s) …

The impact(s) of which is (are) …
Project Vision Statement
What do you envision for your project?

1. What would be the ideal resolution to the identified root problem addressed in the Motivation Statement? Why?
2. What benefits can we expect from the improved situation and who benefits from it? Why?
3. What do we need to do to achieve this? Why?

Vision Statement

The successful project will (help) …
It will benefit …
In order to achieve the solution we have to …
Nurture Collaboration
Leadership Principles for Project Success
Principle 2: Nurture Collaboration

1 – Team = Project’s Heart & Soul

2 – Team Norming Workshop

3 – Team Evolution

4 – Teamwork
Promote Team Performance

Leadership Principles for Project Success
Principle 3: Promote Team Performance
Leadership Principles for Project Success

Principle 3: Promote Team Performance

1 – Be a role model
2 – Create right environment
3 – Empower your team
4 – Foster solution and results orientation
5 – Invite productive competition
6 – Let it happen
7 – Celebrate Performance

Promote Performance
Leadership Principles for Project Success

Principle 4: Cultivate Team Learning

Cultivate Team Learning
Leadership Principles for Project Success

Principle 4: Cultivate Team Learning

1 – Team Sync

2 – Project Reviews

3 – Training

4 – Extended Team Learning

5 – Learning & Innovation

Cultivate Learning
Daily Sync-Meeting

- Time-boxed to 15 minutes
- Best when held first thing in the morning
- All team members are required to attend
- Primary objective: sync
- Start on time

Ask 3 simple questions

What did you accomplish yesterday?

What will you accomplish today?

What impediments are in your way?
Leadership Principles for Project Success

Principle 5: Ensure that You and Your Team Deliver Results

Ensure Results
Project Success
Necessary and sufficient conditions

- Vision
- Collaboration
- Performance
- Learning
- Results

Necessary condition
Sufficient condition

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Each principle has to account for the others
Ensuring ongoing interim results is important because …

Ongoing project results serve as a **reflection of leadership**
and how well the 5 principles are practiced.

They reveal the **true quality of collaboration, performance,**
**and learning.**

It is a form of **quality assurance of effective leadership**
for project success.
In a Nutshell
Leadership Principles for Project Success
Getting from Vision to Results

Why?

How?

What?

Vision
Collaboration
Performance
Learning
Results

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The Dynamic Project Leadership Pyramid

Each principle has to account for all other principles as one unit

The Project Leadership Pyramid:

✓ calls for **holistic leadership**

✓ it helps create **high-performance contexts for teams**

✓ it thus helps secure **project success**.

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Project success …

… is the safe journey from Project Vision to final Project Results.

Project Success starts with **you** …

-> Know where you and your team are going,
what you plan to do
along the way,
and who will be sharing
the adventure with you.