

## Introduction

Leadership in project management is a continuous journey of self-discovery, aimed at refining and developing one's leadership qualities. This course provides tools to enhance leadership skills, which are essential for the success of any project. By focusing on the strategic use of power, influence, politics, and negotiation, the course enables participants to improve their leadership effectiveness, particularly in environments where direct control is not possible.

The course emphasizes the importance of interpersonal skills, crucial for executing tasks efficiently within projects. It teaches how to leverage personal skills to positively impact others and achieve project goals. In addition, the course explores various leadership traits, behaviors, and styles, assessing how these affect team dynamics, motivation, trust, and employee empowerment. Through a blend of these concepts, participants will be equipped to maximize project success while maintaining personal and professional integrity.

The final sections of the course focus on utilizing negotiation skills, influence tactics, and organizational politics to obtain the resources necessary for project success. The course covers how to apply these techniques in diverse project negotiation scenarios, ensuring participants can effectively navigate power dynamics and secure key project outcomes.

## What is a Project Leadership Course?

A project leadership course is designed to provide professionals with the knowledge, skills, and abilities to effectively lead and manage projects. This course covers leadership principles, best project management practices, and negotiation strategies to ensure leaders can guide their teams toward success while navigating organizational complexities and stakeholder relationships.

This "Project Leadership in Action" course provides comprehensive training in the areas of power, influence, politics, and negotiation, essential for effective project management. It prepares project managers and team leaders to excel in political leadership and develop the influence required to succeed in complex organizational environments. The course transforms participants into leaders capable of managing the intricate power dynamics that often arise during project negotiations.

## Target Audience

- Project managers
- Team leaders
- Technical project members

- Workstream leaders
- Project sponsors and owners

#### Course Objectives

By the end of this course, participants will be able to:

- Implement practical techniques to enhance project leadership.
- Apply various concepts to increase their influence and leadership power.
- Manage corporate politics at both project and senior management levels.
- Master different forms of power and develop strategies to boost their influence for project success.
- Identify common negotiation principles and strategies specific to project contexts.
- Develop negotiation tactics focused on achieving common goals and interests in projects.
- Discover and refine a unique leadership identity and project a dynamic leadership image.
- Uphold integrity and ethics while becoming politically astute.
- Understand the key competencies required to negotiate and influence project needs effectively.
- Build confidence when negotiating with stakeholders.
- Safeguard against the negative impacts of organizational politics.

#### Targeted Competencies

- Leading teams
- Situation analysis and decision-making
- Problem-solving abilities
- Understanding motivational needs
- Customer orientation

- Leading and controlling projects
- Cognitive skills

## Course Content

### Unit 1: The Nature of Project Environment and Organizational Politics

- Challenges faced in the project environment
- Understanding politics as a reality in project management
- The art of leadership within organizational politics
- The impact of organizational politics throughout the project lifecycle
- The role of organizational culture in shaping project management
- Project politics and self-awareness
- Stakeholder influence in project success
- Political behaviors and how to develop political skills for team members
- Leadership that delivers results in politically charged project environments

### Unit 2: Project Leadership

- Key traits of effective project leaders
- Essential attitudes for successful project leadership
- The foundational blocks of project leadership
- Various leadership styles in the context of projects
- The role of personality and self-awareness in leadership
- Comparing IQ vs. EQ in leadership effectiveness
- Effective communication and coaching in project team leadership

- Behaviors that shape exceptional project leaders
- Implementing leadership in real-world project scenarios

#### Unit 3: The Use of Power and Influence in Project Leadership

- Using power to create excellence in project leadership
- The necessity of power in successful projects
- Understanding the different sources of power
- Differentiating between powerful and powerless communication in project leadership
- Building personal leadership power in projects
- Empowerment models and practices
- Influence tactics for project leaders
- Keys to successful influence in projects
- Trust-building behaviors within project teams
- Establishing credibility and trust in leadership

#### Unit 4: Negotiation for Maximizing Project Results

- The importance of negotiation in projects
- The role of the project leader as a negotiator
- Preparations for project-related negotiations
- The importance of active listening in negotiations with stakeholders
- Managing emotions and conflict during negotiations
- Principle-based negotiations in projects
- Common negotiation mistakes to avoid

- Key negotiation tactics for project leaders
- Using persuasion and delegation to enhance project success

#### Unit 5: Project Leadership Development

- Developing self-awareness and self-discipline as a project leader
- Mentoring and learning in project leadership contexts
- Managing leadership transitions in project environments
- Crafting political strategies for project teams
- Fostering a positive and collaborative project culture
- Navigating multi-relationship management with stakeholders
- Becoming a well-rounded and effective project leader

This course is designed to provide participants with the tools and insights needed to lead projects effectively while managing the complexities of organizational politics and navigating the delicate balance of power and influence within projects.