# Introduction

The early development of **project management** focused heavily on techniques like planning and controlling large, multi-functional, multi-organizational projects. While these activities are still central to professional project management, the **leadership role** of the project professional has increasingly been recognized as a key determinant in achieving project success.

This **project leadership and management skills** program focuses on the **leadership skills** required in environments where tight budgets and deadlines demand high levels of performance. Participants will learn to lead teams that may change frequently and face daily new challenges.

### Understanding Project Leadership

**Project leadership** is a pivotal aspect of project management training. It involves the ability to guide a team towards completing a project successfully. This course emphasizes the nuances of project leadership and how it ties into the broader leadership framework within project management.

Upon completing this course, participants will receive a **Project Leadership Certificate**, officially recognizing their advanced leadership and project management skills, positioning them as qualified leaders in their organizations and industries.

# Targeted Groups

This course is ideal for:

- **Project Managers**
- **Managers, Supervisors, and Team Leaders**
- **Project Technical Experts**
- **Workstream Leaders**
- Individuals looking to enhance their project management and leadership skills.

# Course Objectives

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

- Understand the importance of **leadership skills** in project management and their impact on project performance.
- Review the key skills needed to be an effective, **multi-dimensional project leader** and how to develop and apply them.
- Identify the preferred **leadership style** based on the project context and organizational culture.
- Understand the role of the project leader in **building and sustaining effective teams**.
- Enhance interpersonal skills to **motivate individual team members** and harness the team’s full potential.

# Targeted Competencies

By completing this course, participants will improve their ability in:

- **Project Management** and **Leadership Skills**
- **Situation Analysis** and **Problem-Solving**
- Understanding **Motivational Needs** and **Customer Orientation**
- **Leading Projects** and **Controlling Projects**

# Course Content

## Unit 1: Project Management and Leadership

- What defines a **leader**? How much of leadership can be learned?
- The **impact of project leadership skills** on the project environment.
- Characteristics of **high-performance project teams** and their leaders.
- Exploring useful **models and theories of project leadership**.
- Types of leadership and choosing how to use **leadership power**.
- Evaluating and developing personal **leadership styles** and flexibility.

## Unit 2: Essential Skills for Project Leaders

- The **three key dimensions** of project leadership: **inwards**, **outwards**, and **upwards**.
- Developing a **project vision** through **strategic thinking**.
- The vital role of **communication skills** and how to enhance them.
- Understanding **emotional intelligence** in leadership.
- The importance of **visibility** and developing behavioral and influencing skills.
- **Building relationships** based on trust and respect.

## Unit 3: Leading the Project Team

- The **role of leadership** in enhancing team performance.
- Understanding **individual roles** within a team and recognizing **team preferences**.
- Managing **conflict** and promoting **positive team dynamics**.
- **Setting standards**, maintaining discipline, and rewarding performance.
- **Building motivation** and **harnessing team potential**.
- Promoting team learning through the role of the leader as **coach/mentor**.

## Unit 4: Leading Across Organizational Boundaries (Internal and External)

- Gaining the support of other **leaders** and developing **influencing skills**.
- Securing **empowerment** from key stakeholders.
- Knowing when and how to **take initiative** and lead.
- Building and maintaining **rapport with key partners**.
- Becoming an effective **team player** in leadership teams.
- Evolving into a **business leader** and leading other leaders.

## Unit 5: Leading More Senior Stakeholders

- The challenges and skills of leading and managing **upwards**.
- **Communicating with senior stakeholders** and building credibility.
- Essential **negotiation skills** and knowing when to negotiate.
- The role of **networking** and sustaining **rapport**.
- Handling disagreements among senior stakeholders and practicing **diplomacy**.
- Managing **personality and style conflicts** with senior team members.

This course is designed to equip participants with essential **leadership and management skills**, empowering them to effectively lead projects, teams, and stakeholders across different organizational levels.