



Project Management Through

High Impact Leadership

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Date: Tuesday, August 6th, 2024

Time: 9:00a.m. MST



Your Facilitators



Cerila Gaillard, PMP, CSM

Owner of Orchestrating Success LLC and host of “Managing Your Projects with Confidence” Podcast. Cerila is a seasoned expert in project management. My commitment is to prepare businesses for the work required to achieve project success!



Roxanne Montoya, M.Ed., PPA

Owner and Chief Strategist at Avem Systems. A 20 year Educator and Consultant. Former University Instructor. With a background in State Procurement, Public Policy & Administration, Workforce Development, Training, Evaluation, Technology, and STEM Education. I help businesses start, grow, and develop.

High Impact Leadership In Project Management

Making a significant and positive difference

By combining high-impact leadership with effective project management practices, organizations can achieve their goals efficiently and drive meaningful outcomes.

Today we're breaking down these concepts to help you create a more productive, engaged, and motivated team.

Leadership In Project Management

Effective project managers exhibit leadership qualities such as vision, communication, and empowerment to guide their teams towards project success.

Strategic Alignment

Leaders ensure that projects are aligned with the organization's overall strategy, while project managers execute those strategies by overseeing project implementation

Change Management:

Both leadership and project management involve managing change effectively, whether it's implementing new initiatives or adapting to unforeseen challenges.

You Might Be A Micromanager If...

When employees feel constantly monitored and overwhelmed by miscommunication, unclear directives, and perceived aggression, they might struggle with completing tasks, making choices, and taking initiative.

Effective management typically balances oversight with trust, giving employees the freedom to make decisions while providing guidance and support when needed.



Poor Productivity

Micromanagement can lead to inefficiencies. Team members spend time reporting on minor details rather than focusing on their actual tasks.

Lack of Growth

Team members might miss out on valuable learning experiences and personal growth opportunities if they are not allowed to handle tasks independently.



Poor Communication

Micromanagers often have a top-down communication style, which can inhibit open dialogue and feedback from the team. Micromanagers are not always self-aware. They rarely ask for feedback on their own performance.

Stressful Workplace

Micromanagers often find themselves overwhelmed, trying to control every detail, which can lead to burnout and reduced effectiveness in their own role.





Leaders know it's not about them.

Leadership isn't about being a great leader, it's about making the people around you better.

In industry, the goal is to be an effective leader that can work as a liaison between the highest level of management and the employees, between departments, within your own team, and individually with each team member.

Importance Of Effective Communication

Bad or ineffective communication can lead to misunderstandings, decreased morale, inefficiency, reduced trust, and conflict.

A leader who cannot communicate effectively might miss out on valuable feedback, ideas, or opportunities for improvement because they're not engaging well with their team or stakeholders.

Developing better outcomes and a more positive work environment. Through Effective Leadership



Active Listening and Emotional Intelligence

Understanding and managing emotions, both in oneself and others, is crucial for effective leadership. Leaders with high emotional intelligence can build strong relationships, resolve conflicts, and motivate their teams.



Establishing Trust And Maintaining Professionalism

High-impact leaders empower their team members by delegating tasks, providing resources, and offering support, which fosters a sense of ownership and accountability.



Setting Your Team Up for Success

Effective leaders have a clear vision for the future and develop strategies to achieve it. They communicate this vision to their teams, inspiring them to work towards common goals.



Confidence & Credibility

Leaders need to be adaptable in the face of change, whether it's in the market, technology, or within the organization itself. They should be able to adjust their strategies and approach as needed.

What Do High Impact Leaders Focus On?

High-impact Leaders work to make a significant, positive difference through effective strategies, empowering others, and achieving outstanding results. They do this while maintaining strong ethical standards and fostering a supportive environment.



Vision and Strategy:

High-impact leaders have a clear and compelling vision for the future and are able to formulate and communicate strategies to achieve that vision. They inspire others with their forward-thinking approach and strategic goals.

They invest in the growth and development of their team members, providing guidance, feedback, and opportunities for professional advancement.



Empowerment and Communication

Providing your team with the resources, autonomy, and support they need to excel. They encourage innovation and foster an environment where people feel valued and motivated to contribute.

Effective communication is a cornerstone of high-impact leadership. Leaders must be able to articulate their vision, provide clear instructions, and listen actively to feedback and concerns from their team.

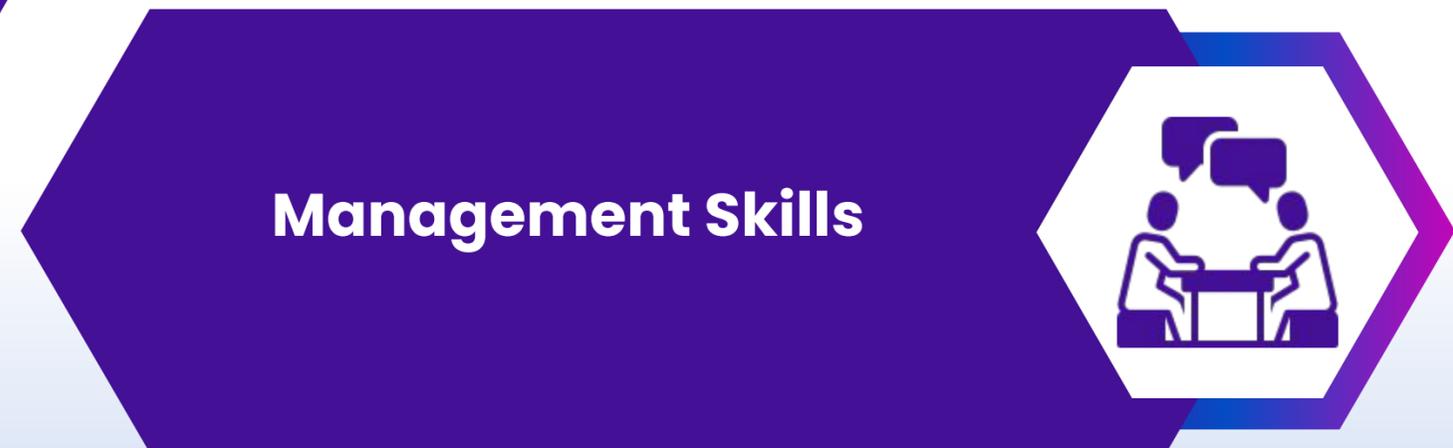


Adaptable and Ethical

High-impact leaders are flexible and adaptable, able to navigate changes and challenges effectively. They respond to shifting circumstances and adjust strategies as needed to keep the organization on track.

They uphold strong ethical standards and integrity. They lead by example and ensure that their actions and decisions align with the organization's values and principles.

To be an effective project manager you need both **Leadership** and **Management Skills**



To be an effective project manager you need

Leadership Skills



Leadership Skills cont..

**Understanding
the project
WHY?**

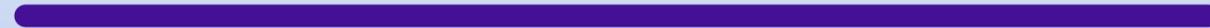
Goals

Requirements

Scope

**Expectations
Internal &
External**

**Project
Decisions &
Direction**



Leadership Skills cont..

Resources

Risks

Budget

Timeline

Motivation

**Communication
Internal &
External**



To be an effective project manager you need **Management Skills**

Management Skills



Management Skills

**Planning &
Managing
Project Plan**

**Updating
Documentation**

**Reporting
i.e. Metrics**

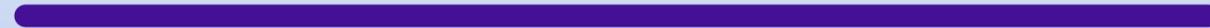
**Communication
Internal &
External**

**Managing
Resources**

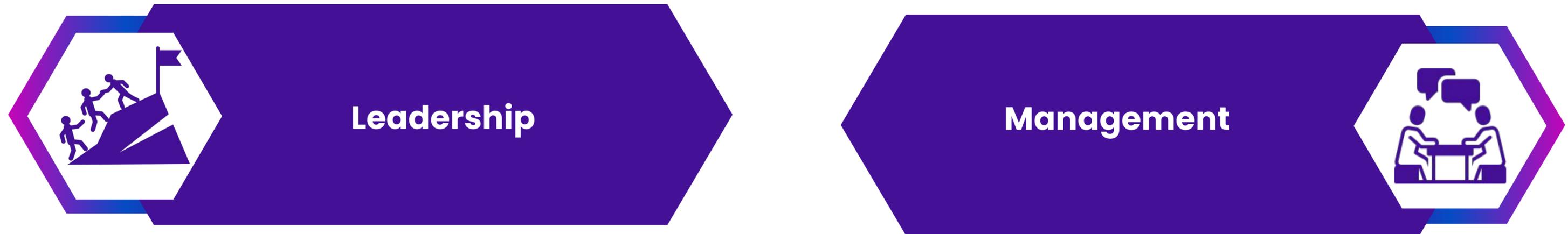
**Resolving
Project Issues**

**Resolving
Project Issues**

**Managing
Procurement**



To be an effective project manager you need both **Leadership** and **Management Skills**



The key is **BALANCE**



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