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DUBAI WORLD TRADE CENTRE

Coaching as Project Management tool

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Agenda

- 1- Traditional Project Management model
- 2- New Project Management Triangle.
- 3- What is Coaching ?
- 4- Types of Coaching .
- 5- Coaching in Project Management
- 6- Coaching Tools for project Management

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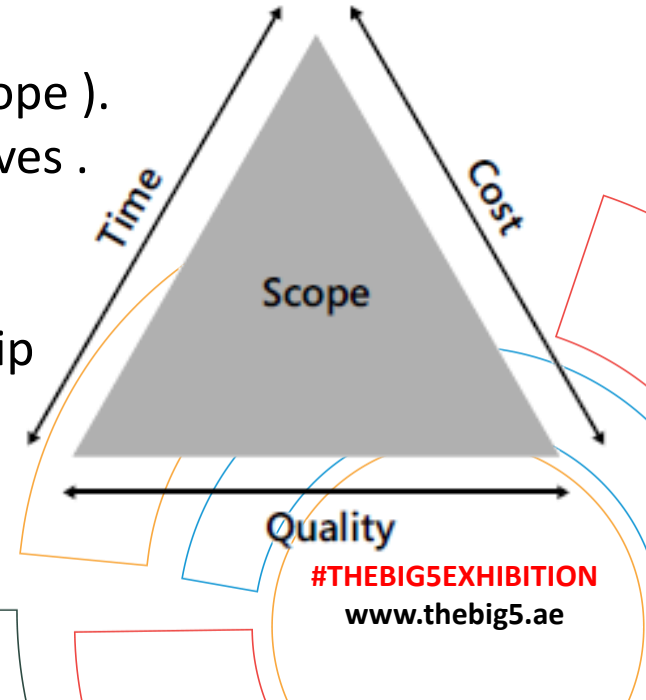
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1- Traditional Project Management

Role of project Manager

- Focus on Process & Procedures .
- Manage Project Constrain (Time , Cost , Quality , scope) .
- Lead the team that is responsible for project objectives .
- Balance the competing constrains with the project available resources .
- Use his personal soft skills to manage the relationship
Between project stakeholders



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Effect on the Project Manager



Anger
Stress
Demotivates

Sick Leaves
Absenteeism
High Turnover

Engagement
Satisfaction



Performance
Productivity



It's VUCA World



Volatility

Uncertainty

Complexity

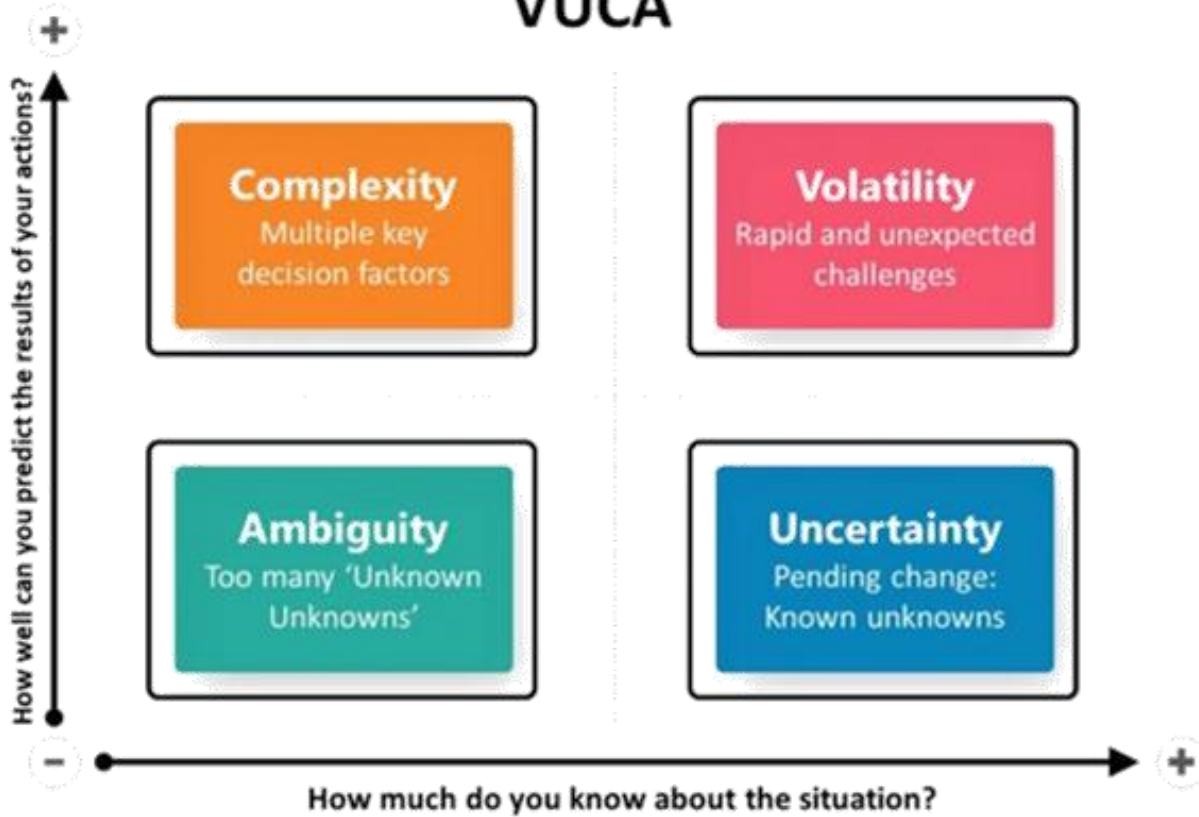
Ambiguity

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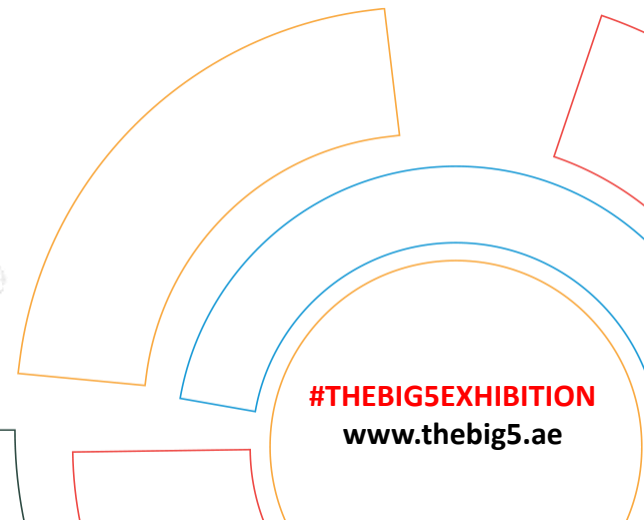
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2- New Project Management Talent Triangle



Leadership

The knowledge, skills, and behaviors needed to guide, motivate, and direct a team, to help an organization achieve its business goals.

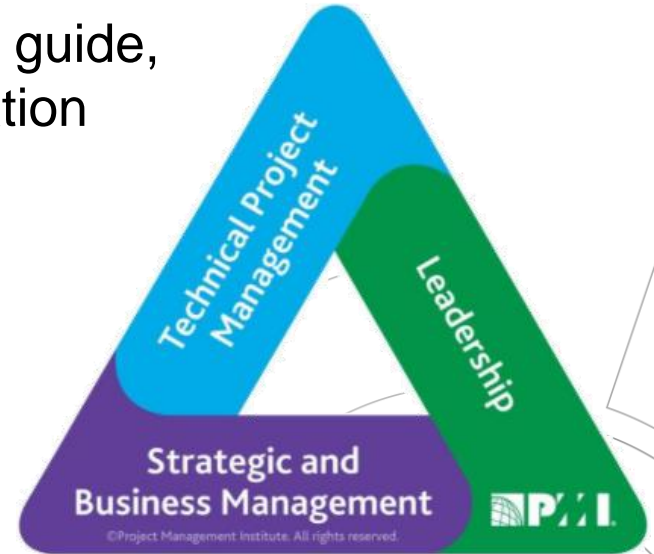
Sub Competencies

Active Listening
Communication
Adaptability
Brainstorming

Conflict management
Emotional intelligence
Influencing
Interpersonal skills

Coaching and mentoring

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Project Management Institute, A Guide to the Project Management Body of Knowledge, (PMBOK® Guide) – Sixth Edition, Project Management Institute Inc., 2017, Page 57

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3-What is Coaching ?



ICF defines coaching as **partnering** with clients in a thought-provoking and creative process that inspires them to **maximize** their **personal** and **professional** potential.

The process of coaching often unlocks previously untapped sources of imagination, productivity and leadership.

Partnering with a coach can change your life, setting you on a path to greater personal and professional

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ICF Coaching Competencies



A) Foundation

- Meeting ethical guidelines. .
- Establish Coaching agreement .

C) Communicate Effectively

- Active Listening.
- Powerful Questioning.
- Direct Communication.

B) Co-Creating Relationship

- Establish Trust.
- Coaching Presence.

D) Cultivating Learning and Growth

- Create awareness.
- Designing action.
- Planning and setting Goals.
- Managing progress and accountability.

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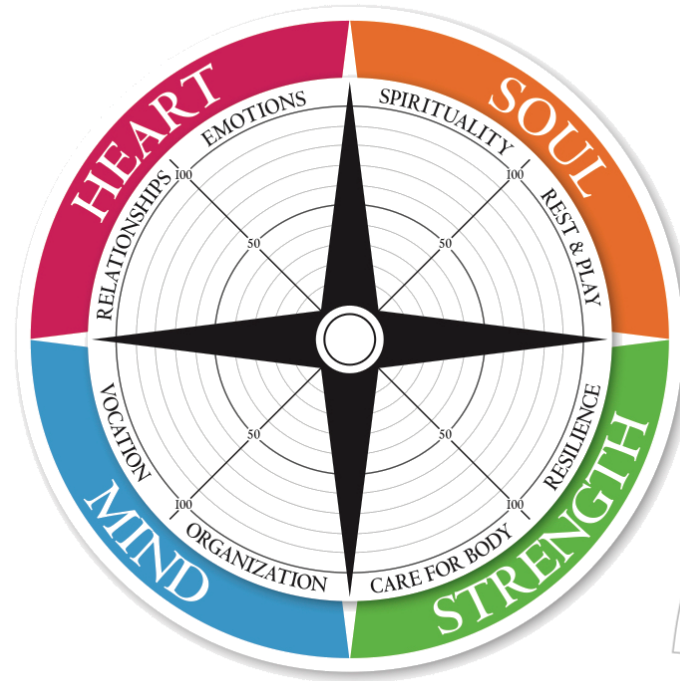
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4-Types of Coaching



Relationship Coaching
Emotional intelligence
Parental Coaching

Career Coaching
Executive Coaching
Performance Coaching
Business Coaching



Meditation Coaching
Yoga Coaching

Health Coaching
Nutrition Coaching
Sport Coaching

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Manager Vs Leader Vs Coach



Solve the problem ,
get the task done
Control the project



Motivate , Inspire , foster
change , give direction and
feedback



Help employee use
their strength to solve
the problem

All might use same skills but with different perspective and mindset

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Coach Vs Mentor Vs Consultant



Help employee use their strength to solve the problem



Focus on the person , advice , support , motivate



Focus on specific technical problem
Offering solution based on experience

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Coaching in project Management



- Coaching is an invaluable tool to a project manager. A good project manager will use coaching to develop the project team

Woods, J. & Abdon, P. (2011). The project manager as team coach: a plan for success. Paper presented at PMI® Global Congress 2011—North America, Dallas, TX. Newtown Square, PA: Project Management Institute.

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Benefits of Coaching



Main focus of Coaching is **maximizing** people strength .

Gallup Meta analysis

- 1.2 million individuals
- 49495 Work units
- 45 Countries

Using Strength
based Coaching. →

19% Increased Sales

29% Increased in Profits

59% fewer safety incident

72% Lower turnover

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Standards of Project Management



Here are 12 principles defined in the Standard for Project Management –

1. Be a diligent, respectful, and caring steward
2. Build a culture of accountability and respect
3. Engage stakeholders to understand their interests & needs
4. Focus on value
5. Recognize and respond to systems' interactions
6. Motivate, influence, coach, and learn

Stewardship
Team Building
Stakeholder
Value
Leadership
Motivation

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Standards of Project Management(Cont.)



7. Tailor the delivery approach based on context
8. Build quality into processes and results
9. Address complexity using knowledge, experience, and learning
10. Address opportunities and threats
11. Be adaptable and resilient
12. Enable change to achieve the envisioned future state.

Tailoring
Quality
Complexity

Opportunities & threads
Resilience
Change management

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VUCA SURVIVAL MODEL



Volatility



Vision

Uncertainty



Understanding

Complexity



Clarity

Ambiguity



Agility

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GROW Model



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CLEAR Model

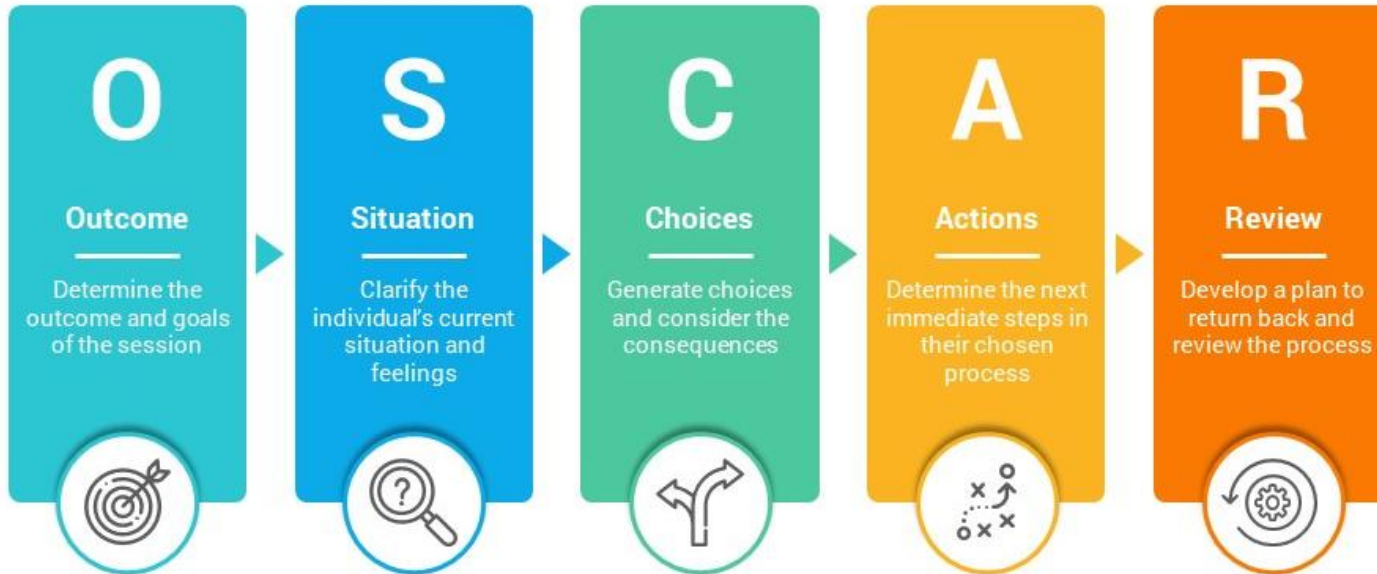


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OSCAR Model

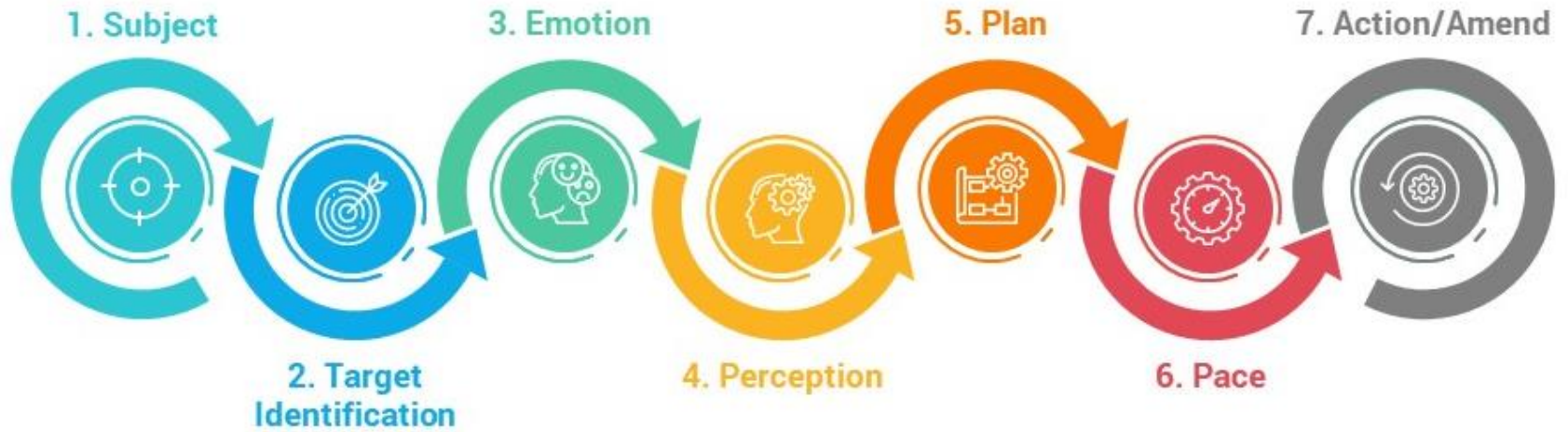


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STEPPPA Model



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Finally



Choose who you are ?
(Manager , Leader , Coach)

Whose support you might
need?
(Coach , Mentor or Consultant)

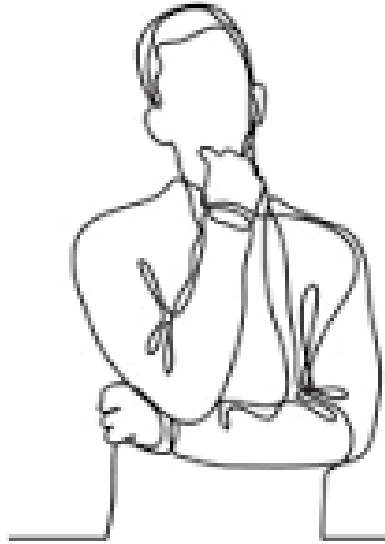
Its your choice to use it or not!!

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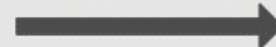
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Finally



Volatility



Vision

Uncertainty



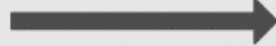
Understanding

Complexity



Clarity

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