



Why Project Leaders Fail

Speaker: Thomas Mattus

Company: Successful Strategies International, Inc.

Website: <http://www.ssi-learn.com>

Welcome to the PMI Houston Conference & Expo and Annual Job Fair 2015

- Please put your phone on silent mode
- Q&A will be taken at the close of this presentation
- There will be time at the end of this presentation for you to take a few moments to complete the session survey. We value your feedback which allows us to improve this annual event.

Identify the Correct Penny



What was the purpose of this exercise?



- You grow so accustomed to how you perceive things that you think you have all the answers
- You are never done learning in life
- Allow your mind to continually grow during this presentation, your career and your life

Overview:

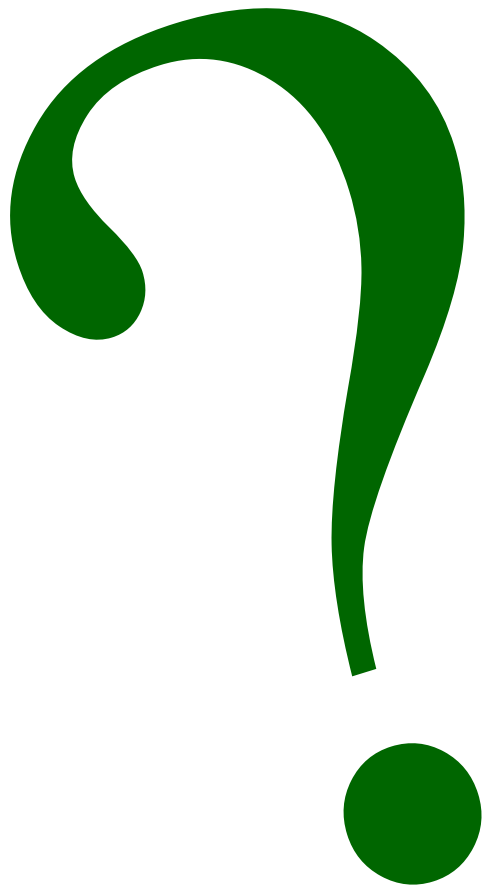
Greatest skills leaders can have

- Top five contributors to leadership failure
- Main cause of leadership failure
- The role of the leader
- How leaders can become more effective

**Over the years, studies
have been conducted on
why projects fail...**

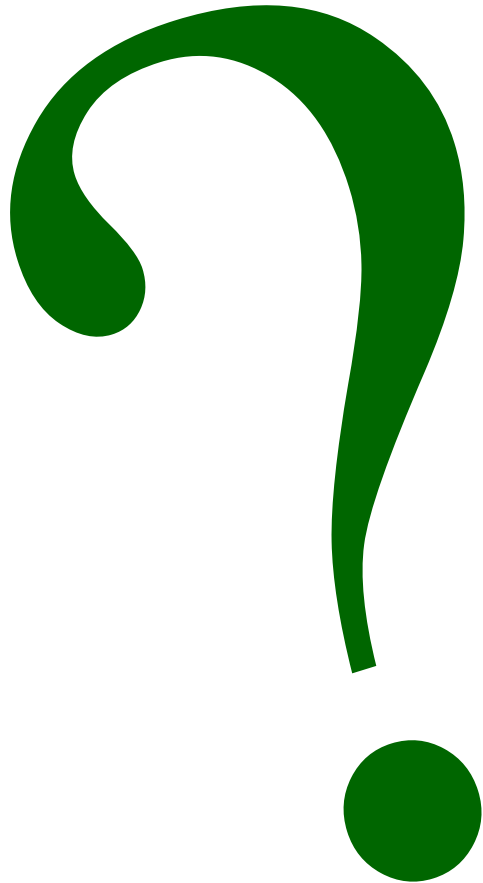
#1 Reason

***Not adequately defining the
objectives for the project***



**One area overlooked
when evaluating
project failure?**

***The Failure
of Leadership***



**What is the
greatest skill a
leader can have?**

The greatest skill a leader can have?

COMMUNICATION

The basic ability to connect and get along with other people.

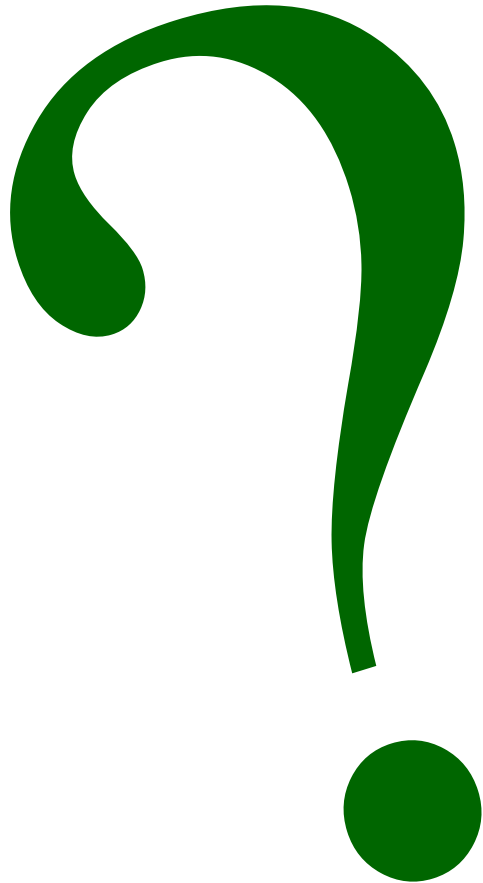
The Worst Manager you ever worked for...

A group of *250 IT Employees*
(who manage at least 10 staffers)
**were surveyed about the worst
manager they ever worked for.**

The Survey Says...

The top five contributors to leadership failure:

Poor Interpersonal Skills	58%
Self Centeredness	56%
Failure to Acknowledge Problems	55%
Untrustworthiness	54%
Weak Management Skills	52%



**Main cause of
Leadership
Failure today?**

Main cause of Leadership Failure today...

A lack of...

Emotional Intelligence

Emotional ability and interpersonal skills are not something easily learned.

Emotional Intelligence

...is often the distinguishing factor between great and average performers.

Emotional Intelligence Study at J&J found the following from 182 Questions

- 358 High Potential Managers had EI characteristics-survey of 1185 manager
- Service Orientation
- Focus on Developing Subordinates
- Self Confidence, Achievement Orientation
- Excellent Listening, Verbal and Written Communication Skills
- Influence Skills
- Change Catalyst

The Role of the Leader

- One of the most critical responsibilities as a leader is selecting the staff members organization.
- The strength of your managerial staff will determine the fate of your organization.

The Role of the Leader

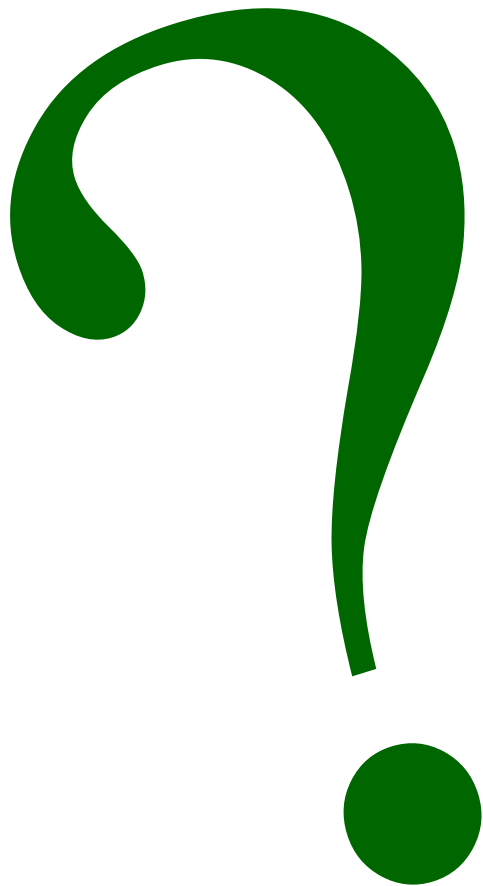
About 35% of new managers and executives failed in their jobs within the first 18 months during 2014

Success in management and leadership is all about people and relationships.

"Failing New Managers" by Don Blohowiak, August 2005

The Role of the Leader

- Letting new managers fail is demoralizing to them and your staff
- It's viewed as a strike against you
- Interrupts your organizations productivity
- The success of managers is not only important to the organization but to your career advancement as well



Additional reasons for Leadership Failure today?

Additional reasons for Leadership Failure today...

Missed Coaching Opportunities

Firing someone for nonperformance without proper support to succeed is as glaring an indictment of the manager as it is the employee. Both fail.

Missed Coaching Opportunities

#1 Excuse

“Leaders are frequently “too busy” to pay much attention to the development of their most critical resource – their employees.”

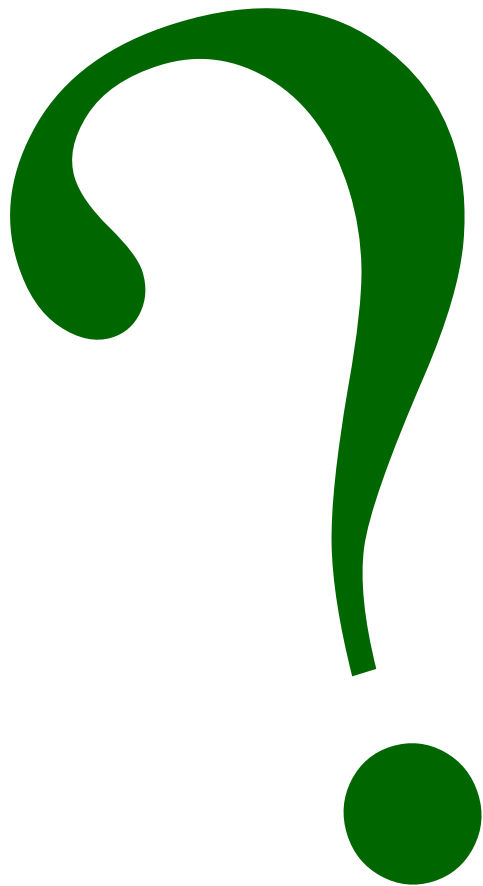
Additional reasons for Leadership Failure today...

- Leaders do not share their vision
- Typically talk more than they listen
- Lack of inspiration
- No open door policy
- Personal Opinion influences decisions
- Lack of trust

TEAM EXERCISE

Characteristics of The Best Leaders

- Gather a team, select a leader, and agree to three characteristics of the best leaders
- Seven minute exercise
- Team Leaders should present findings



**How can leaders
become more
effective?**

Ask 6 difficult
questions

"Why Do Many Leaders Fail", by Bob Rosner, May 2005

1 How is that working for you?

- One question that most of us don't ask ourselves nearly enough
- 360 Evaluations where employees can rate their boss
- No reason NOT to know how you are doing as a leader

2

Where are you vulnerable?

11 “derailers” or behaviors that can undo a leader:

1. Arrogance
2. Melodrama
3. Volatility
4. Excessive Caution
5. Habitual Disgust
6. Aloofness
7. Mischievousness
8. Eccentricity
9. Passive Resistance
10. Perfectionism
11. Eagerness to Please

3

Do you analyze the adversity you are facing?

- Learn from your mistakes
- What patterns can you spot?
- What behaviors got you into trouble before?
- What did your critics say that ended up being right?

4

Do you listen to your customer?

- Customers focus on getting more for less
- Important to see every interaction as a focus group where you can learn something new

5

Do you have a mentor/confidant?

- “Reverse Mentoring”
 - Bosses learn from young workers about what its like on the front lines to learn about the challenges they face
- Point of view of a younger worker can differ from an older boss
- Everyone can profit by being mentored by someone

6

Do you force yourself to change?

- As we get older, we get set in our ways
- The only difference between a rut and a grave is the depth

Conclusion...

“Leaders who can show trust, respect and appreciation are more likely to keep employees and if they can achieve that much, performance levels are also likely to increase.”

Conclusion...

- Companies must develop and learn from best practices regarding leadership
- Create organizational cultures that foster performance, pride and fun
- Build solid relationships between employer and employee
- Leaders need to be effective communicators



EDUCATIONAL RESOURCES

The following texts make a good read for project managers and anyone in the business world.

Boss Talk in the 21st Century , A Leadership Guide

Great tips on how to be an effective manager.

By Thomas J. Mattus

DESIGN A Life That WORKS

By Michael Alan Tate

Good planning is critical in Life and Projects.

What Got You Here Won't Get You There

What's holding you back from being a better leader. A blunt approach to self assessment .

By Marshal Goldsmith



EDUCATIONAL RESOURCES

The following websites contain information for project managers including articles and tools.

www.pmstudy.com

www.ganttthead.com

www.projectsatwork.com

www.pmboulevard.com



EDUCATIONAL RESOURCES

The following published articles are available on SSI's website – www.ssi-learn.com

Winning the War on Retaining Brain Power

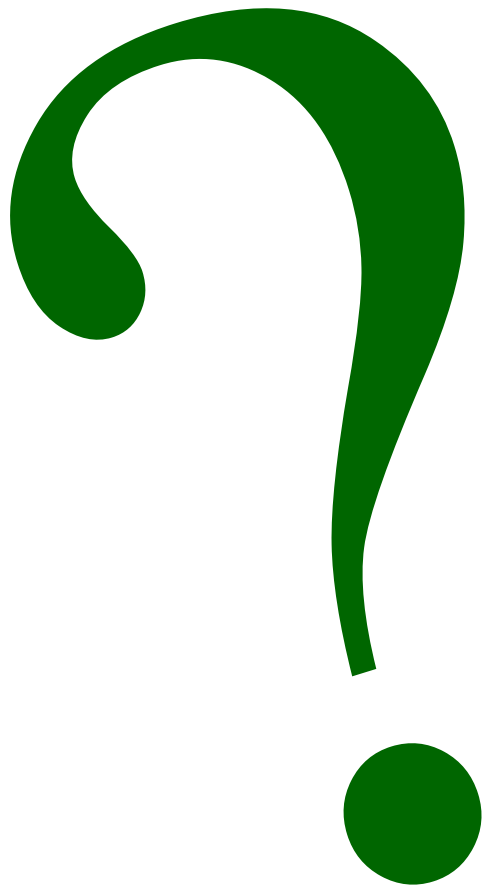
By Tom Mattus

The High Cost of Employee Turnover

By Tom Mattus and Craig Ruvere

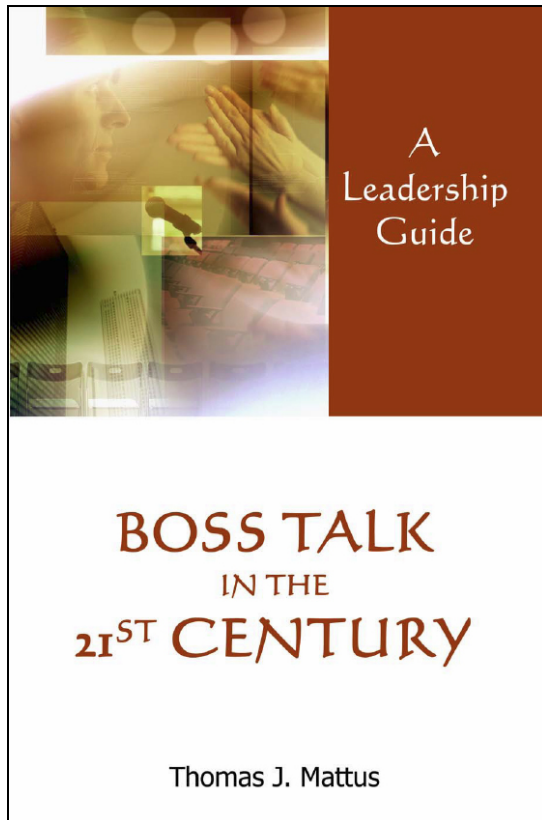
How to Attain Project Success with Project Measurement

By Tom Mattus and Craig Ruvere



Questions?

Boss Talk in the 21st Century by Thomas J. Mattus



Now Available

\$32.95 per book with free shipping and handling.

Call with any questions or to receive an order form
877-390-3057 or 631-331-4564 or
e-mail tom.mattus@ssi-learn.com

Please send checks or purchase orders payable to
Thomas Mattus to:
Box 667
Port Jefferson, NY 11777

Allow 20 business days for delivery.

Contact Information

- Speaker: Thomas Mattus
- Company: Successful Strategies International, Inc.
- Website: <http://www.ssi-learn.com>
- Phone: 877.390.3057
- E-mail: tom.mattus@ssi-learn.com

Thank You