

Collaborative Leadership

.....where the journey is as important as its destination



Ulka Shrikhande, PMP

RefineM PROJECT
MANAGEMENT
CONSULTING

www.RefineM.com

Agenda

1. What is Virtual Lunch & Learn
2. Your Expectations from this Webinar
3. Introduction – Myself
4. The Four Faces of Leadership
 - a. **The Many Faces In An Organization**
 - b. **Leadership and Management**
 - c. **Leader's Hierarchy of Needs**
 - d. **Learning From The Story**
 - e. **The Four Faces of Leadership**
 - f. **Final Words**
 - g. **Resources**
5. Upcoming Learning Opportunities from RefineM
6. How to get 1 PDU for this Webinar?
7. Q & A

RefineM's Virtual Lunch & Learn

This is a monthly webinar delivered during the lunch hour in the first week (Wednesdays) of every month.

It's designed to help you learn while you eat lunch, providing a relaxed environment to enhance your experience.

The monthly webinars will cover a variety of Project Management / Agile topics.

Your Expectations

What are your expectations from this webinar?

Why are you here today?

Ulka Shrikhande, PMP

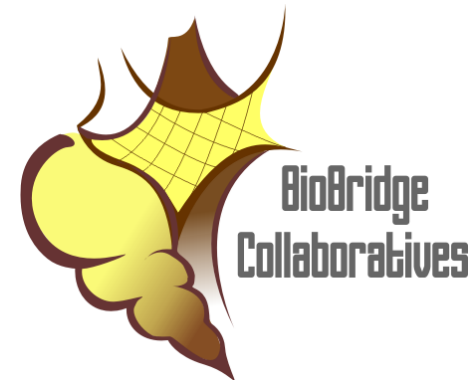


A National Motivational Leadership Speaker, Ulka is an engaging story-teller who believes that authentic leadership begins with the leader's own personal story. She is a strong proponent of collaborative leadership which is reflected in all her talks and workshops.

In addition to Speaking, Ulka is a developer of a Board Game based on PMBoK Guide's Process Groups and Knowledge Areas, useful to students preparing for the PMP exam. The game has been used at educational institutions as a part of their teaching curriculum.

Ulka is an active PMI-MN volunteer where she has served in various leadership positions.

Biobridge Collaboratives envisions a highly collaborative community both within and outside of every company's niche. We to develop a clear understanding of every client's needs and design leadership solutions that best suit the strategic goals of the company and its culture.



The Many Faces in an Organization



CEO



CEO's right hand



Upper manager



Upper manager's right hand



Seasoned employee



New hire



Sysadmin



Finance

YAPLAWAL.COM

Leadership and Management

Leadership

Two sides of the same coin = Results

People = Resources = Management

Management

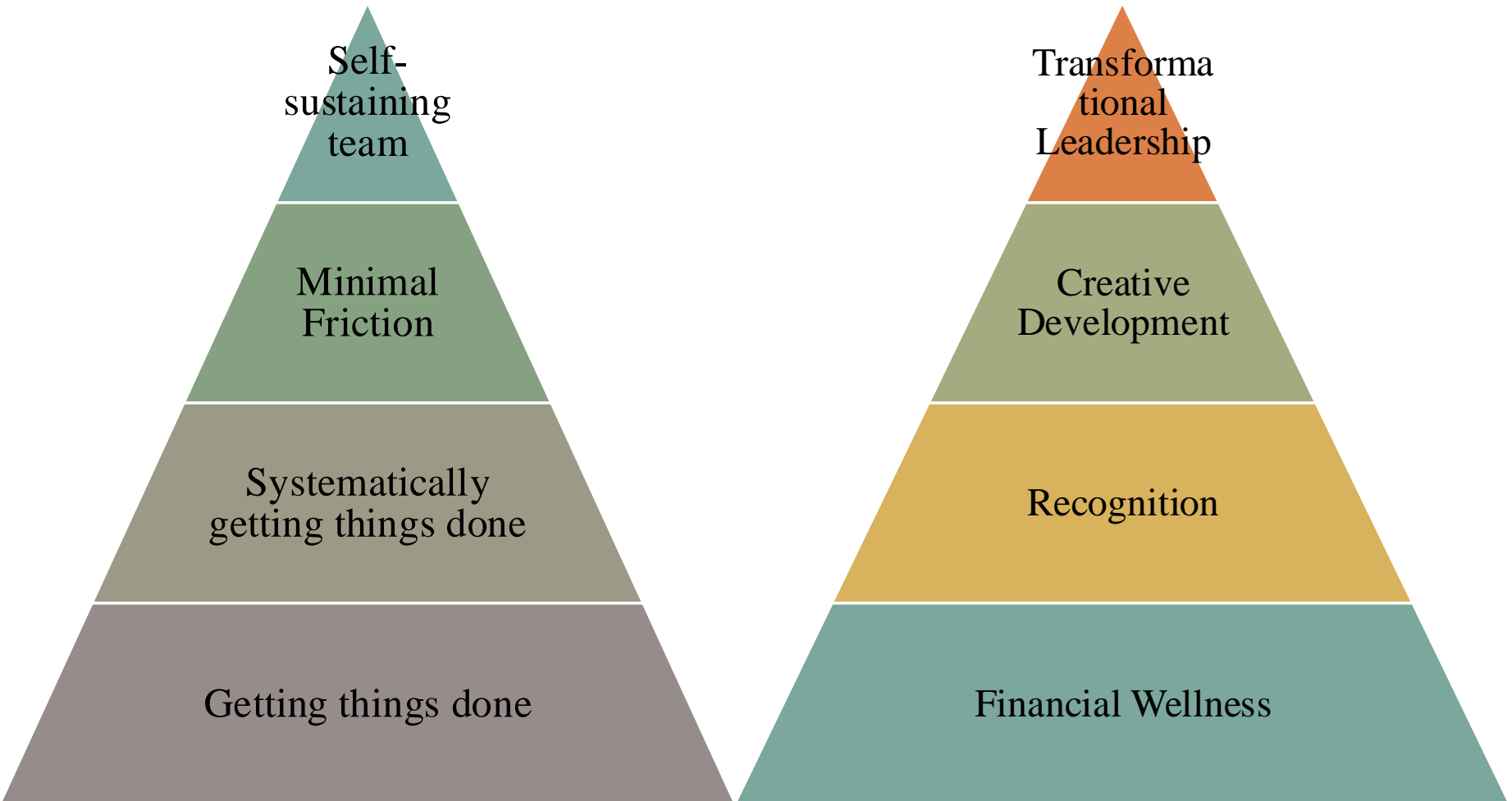
People = People = Leadership (The Human Factor)

Q: Why do you care about leadership?

Why do we care?



Leader's Hierarchy of Needs



Key to moving up the Hierarchy of Needs



Understanding Four states of inter-personal interactions

Once upon a time.....
The story of a woman's surgical journey

Learning from the Story

Phase I- Falling off the Climbing Wall

Phase II- The Urgent care Unit

Phase III- Visit to the Chiropractor

Phase IV- Visit to Surgeon I

Phase V- Visit to Surgeon II

I'M NOT OK-
YOU'RE
NOT OK



Phase I- Falling off the Climbing Wall
-Self Denial

I'M NOT OK-
YOU'RE OK



Phase II- The Urgent care Unit
- Reluctant Acceptance

I'M OK-
YOU'RE NOT
OK



Phase IV- Visit to Surgeon I
- Rebellion

I'M OK-
YOU'RE OK



Phase V- Visit to Surgeon II
- Complete acceptance, agreement and
conformance

The Four Faces of Leadership



The Four Faces of Collaborators

PEOPLE ENGAGEMENT

I'M NOT OK- YOU'RE OK

- Undecided
- Difficulty in asserting authority
 - Disengaged
- Unable to take responsibility
- Constantly seeking approval

I'M OK- YOU'RE OK

- Focused and clear about goals
 - Objective view-point
- Finds ways to develop trust
- Usually good communicators

I'M NOT OK- YOU'RE NOT OK

- Pessimistic
- Negative energy dissipaters
 - Lack of focus
- Developing trust challenging
 - Nay sayers

I'M OK- YOU'RE NOT OK

- Difficulty delegating
- Challenge to develop trusting relations
 - Micromanagers
- Arrogant (Like to call themselves direct) but cannot stand arrogance

TEAM PERFORMANCE

SELF ACTUALIZATION

The Four Faces of Collaborators

PEOPLE ENGAGEMENT

I'M NOT OK- YOU'RE OK

- Lead from behind- in a non-threatening manner
- Take a proactive role in communication
- Show appreciation

I'M OK- YOU'RE OK

- Practice Transparency
- Share your aspirations, goals, discuss challenges
- Best set of people to have routine performance discussions with

I'M NOT OK-YOU'RE NOT OK

- Look for a new position for yourself!
- Try to keep up your own optimism
- Practice proactive communication

I'M OK- YOU'RE NOT OK

- Communicate a clear wish-list and how you plan to work on it
- Use communication style the Leader is comfortable with
- Provide dates on which he/she can expect to hear from you
- Be sure to follow-up on them

TEAM PERFORMANCE

SELF ACTUALIZATION

Getting in the I'm O.K- You're O.K Mode- Self Awareness

Carve a clear mission statement for yourself

Tend to yourself- Periodically examine your needs during the day

Practice feeling above no one and beneath no one



Periodically identify and exercise your Strengths

<http://www.youtube.com/watch?feature=endscreen&NR=1&v=6UBv2DrDUe0>

Staying in the mode- Team enrichment

- * Work with a strength's based approach
- * Create and focus on a mission
- * Practice feed-forward

<http://www.youtube.com/watch?v=tFX74Glxca4>



- * Tend to people the way you would tend to yourself

<http://www.youtube.com/watch?v=1qIvXqRaTwU>

Final Words

Whether you have fallen into a leadership Role by accident or by deliberate efforts, it's a wonderful opportunity for self-discovery.

Also, not everyone gets opportunities to touch people's lives in a meaningful manner. That opportunity has knocked at your door.....

Check-list for the Month

Week 1 and 2

- Read or recollect your mission statement
- Read the list of 3 most admired traits
- Read the list of 3 least admired traits
- Observe your own behaviors
 - a
 - b
 - c
 - d

Week 3-4

- Reiterate your mission statement
- Tend to yourself
 - Periodically check your physical stress
 - Take a 5 min. break between meetings and ask yourself if you have lived up to your mission
 - Check your faces of leadership
 - Take a couple minutes to discover your strengths
- Tend to others

Week 3-4 contd..

- Tend to others
 - Check your interactive state
 - Bring yourself to I'm O.K – You're O.K at least once a day and communicate openly
 - Let at least one person know how their contribution to the team was significant
 - Have an open dialog with at least one person

THE I'M O.K.- YOU'RE O.K TEAM- LIVE AND LET LIVE

Nurturing the Collaborative Spirit



THANK YOU

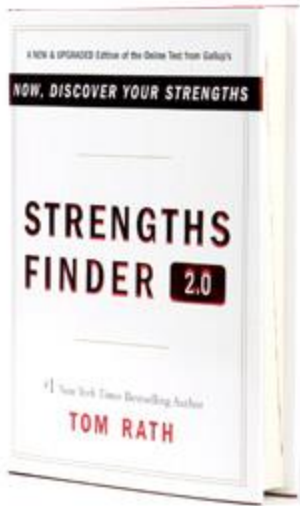
My Goal- Make your leadership journey a memorable experience for you

If I can be of any additional help, feel free to-

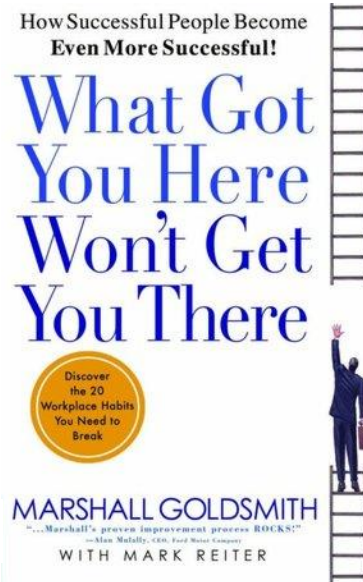
Email: ulka.ua@biobridgecollaboratives.com

Join me on LinkedIn: www.linkedin.com/in/ulkashrikhande

Resources



<http://strengths.gallup.com/110251/Gallups-Leadership-Research.aspx>

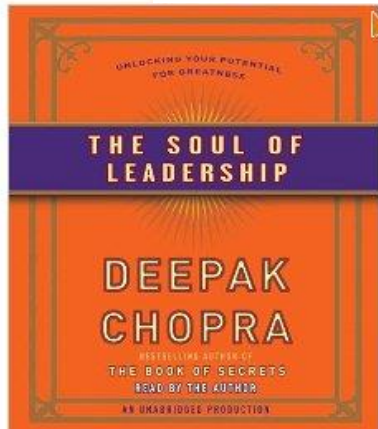


<http://www.youtube.com/watch?v=xY7UJVM9n0>



Marcus Buckingham

<http://www.youtube.com/watch?v=hWZTdso2Njs>



<http://www.youtube.com/watch?v=su46IRdhxG0&feature=relmfu>

More Training Opportunities From RefineM

Training	Atlanta	Kansas City	Charlotte	Springfield
<u>PM Fundamentals</u>	Mar 30-31	Apr 13-14	May 11-12	
<u>Agile Fundamentals</u>	Apr 01-02	Apr 15-16	May 13-14	Apr 09-10
<u>PMI-ACP® Exam Prep*</u>	Apr 01-03	Apr 15-17	May 13-15	
<u>Authentic Leadership</u>	---	---	May 11-12	Aug 24
<u>PMP® Exam Prep</u>	---	---	---	May 19-22
<u>Do More With Less**</u>	Aug 27	---	---	May 01
*Also offered as a 4-day <u>instructor-led online course</u> May 04-07				
**Also offered as a ½ day <u>instructor-led online course</u> Apr 08				

Visit <http://refinem.com/trainings/> for more details

April Lunch and Learn

- * **Leadership Skills for Project Managers**
 - ✓ What are the most critical leadership skills project managers need to master to be effective?
 - ✓ What critical skills are most often ignored?
- * **Guest Presenter: John Fleming**
- * **Wednesday, April 1, 12:00-1:00 PM Central**

Register Today - Don't wait for the last Minute

How to Claim 1 PDU for this Webinar?

- * PDU Category – B, Continuing Education
- * Program Title – Webinar on “The Four Faces of Leadership”
- * Date Started – Today’s date
- * Date Completed – Today’s date
- * Hours Completed – 1.00
- * Provider
 - ✓ Name – RefineM
 - ✓ Phone # 417-414-9886
 - ✓ Email – nks@refinem.com
- * PDUs Claimed – 1.00

Questions?



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