

RefineM

Beyond the Bots:

Power Skills for Project Professionals to Thrive in the era of AI

Learn the 8 key skills that make you irreplaceable in an AI-driven world

NK Shrivastava, PMP, RMP, ACP, CSP, SPC4, ICP-ACC
CEO/Enterprise Agile Coach

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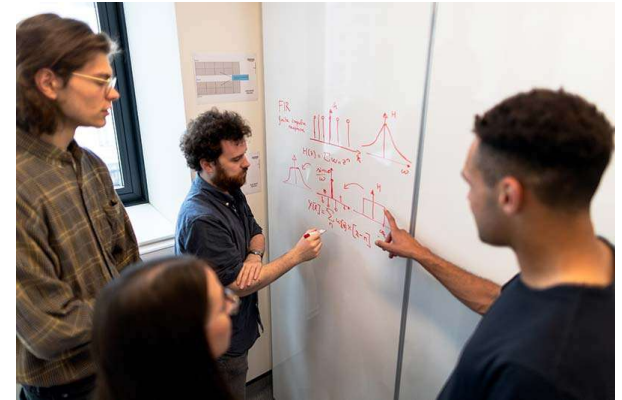
Agenda

Section	Topics
1	Introduction / Expectation Setting
2	How to Adapt to the Age of AI?
3	The Eight Power Skills
4	Quiz
5	Conclusion, Q&A

Objectives

By attending this webinar, you will:

- Get the confidence to thrive in the era of AI
- Get a better understanding of 8 power skills that can help you continue to be relevant in your career.



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Helping organizations achieve excellence in delivering business outcomes within 8-12 weeks through Agile Coaching



NK Shrivastava, Certified Enterprise Agile Coach

MBA, ICP-ACC, ACP, CSP, SPC4, PMP, RMP

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CEO/Enterprise Agile Coach @ RefineM since Dec 2011

- Agile Transformation/Coaching (IBM, Charter, Wells Fargo ...)
- Project Management/Process Improvement Consulting
- Project Management and Agile Training
 - ✓ PMP Exam Prep - <https://refinem.com/pmp-exam-prep-course-public/>
 - ✓ PMI-ACP Exam Prep - <https://refinem.com/pmi-acp-exam-prep-course-public/>
 - ✓ Agile Leadership - <https://refinem.com/agile-leadership-course/>
 - ✓ Self-Paced Online Training - <https://refinem.com/self-paced-online-trainings/>
- Product Creation for Project and Agile Professionals
 - ✓ Essential Gear for Project Managers - [RefineM.com/products/essential-gear-for-project-managers/](https://refinem.com/products/essential-gear-for-project-managers/)
 - ✓ PMP Exam Simulator - [RefineM.com/pmp-exam-prep-practice-test/](https://refinem.com/pmp-exam-prep-practice-test/)
 - ✓ Agility Assessment Tool - [Agility.RefineM.com/](https://agility.refinem.com/)
 - ✓ Videos – PMP and Agile - <https://vimeo.com/search?q=RefineM>

25+ years of successful Agile & Project leadership before Launching RefineM

- ✓ Successfully led hundreds of projects of all sizes using Waterfall and/or Agile
- ✓ Recovered many projects, saved millions of dollars
- ✓ Implemented numerous process improvements
- ✓ Coached/mentored hundreds of PMs and executives
- ✓ Board member of SWMO PMI Chapter (2008-2014)

RefineM's GenAI Initiatives

- Our 2-day GenAI workshop for POs and PMs

https://trainings.refinem.com/index.php/Home/genai_course_schedule

- Our AI POC group

- Our AI tools, Intellidoc.AI and DBQuery.AI

<https://dataanalytics.refinem.com/generative-ai/>



POCs completed:

- Earned Value Management,
- Project Status Reporting
- Project Risk Management
- AI Charter

POCs in progress:

- Testing
- CPMAI
- AI Implementation
- AI Alignment and Governance

Contact us if you would like to join our AI Group

What's New at RefineM

Upcoming Free Webinar	Date
Developing AI and Data Literacy https://refinem.com/refinem-october-2025-webinar-developing-ai-data-literacy/	Oct 16

RefineM Products	Self-Paced Online Training
<u>Essential Gear for Project Managers</u> RefineM.com/products/	<u>Agile Fundamentals Self-Paced Course</u> RefineM.com/course/agile
<u>PMP® Exam Prep Test Simulator</u> Examprep.RefineM.com	<u>PM Fundamentals Self-Paced Course</u> Refinem.com/course/project-management-fundamentals/
<u>Agility Assessment</u> Agility.RefineM.com	<u>Agile BusReqs Self-Paced Course</u> https://vimeo.com/ondemand/refinembusreq
<u>PDU Bundle</u> https://vimeo.com/ondemand/refinempdus	<u>Backlog Grooming Self-Paced Course</u> Udemy.com/course/backlog-grooming-for-agile-requirements/

Survey Question

What are your expectations from this webinar?
Why are you here today?



Use Menti to answer



How AI is Changing the Project Management Landscape?

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Where We Are in the Age of AI

35% of companies were using some form of AI in 2022 according to PMI.

According to PMI's 2023 Annual Global Survey on Project Management, 33% of project managers are utilizing AI for decision support, enhancing the quality and speed of project-related decisions.

McKinsey's report as of 2025 indicates that 78% of respondents' organizations use AI in some capacity.



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<https://www.technologyrecord.com/article/generative-ai-is-helping-89-per-cent-of-project-leaders-to-be-more-efficient-at-work-says-pmi>

<https://www.businesswire.com/news/home/20230922274518/en/Demand-Increases-for-Project-Professionals-with-AI-Skills-Yet-PMI-Research-Finds-Only-18-Have-Practical-Experience>

<https://www.mckinsey.com/capabilities/quantumblack/our-insights/the-state-of-ai>

What Tools Are Available for Project Managers

1. OpenAI – ChatGPT

Conversational AI chatbot powered by advanced language models

2. Anthropic – Claude

AI assistant focused on safety, reasoning, and natural dialogue

3. PMI – Infinity

Project Management-focused GenAI tool

4. Google – PaLM2, NotebookLM, Gemini

PaLM2 is for reasoning, coding, and multilingual tasks, NotebookLM is an AI-powered note-taking tool, and Gemini is a multimodal AI model designed for text, image, and code generation.

5. Cohere – Command

LLM optimized for business and enterprise applications



<https://www.technologyrecord.com/article/generative-ai-is-helping-89-per-cent-of-project-leaders-to-be-more-efficient-at-work-says-pmi>

<https://www.businesswire.com/news/home/20230922274518/en/Demand-Increases-for-Project-Professionals-with-AI-Skills-Yet-PMI-Research-Finds-Only-18-Have-Practical-Experience>

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What Does the Era of AI Mean for Project Managers?

1. Your projects are going to interface with AI, probably directly if not indirectly.
2. You need to know what it is and how it will impact your projects and teams.
3. You need to find opportunities to use it to optimize your project management.
4. You need to develop power skills that AI tools can't replicate.





How to Adapt and Thrive in the Age of AI?

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Survey Question

What are the top 3 skills do you feel are most important in today's AI driven world?



Answer on menti.com

How to Survive and Thrive

AI is here and continuing to grow.

However, it does not handle interpersonal situations well, only technical ones.



Technical – AI Can Do Well	Interpersonal – AI Can NOT Do Well
Recognize patterns	Align projects to strategy
Suggest improvements	Implement a new structure
Generate predictions and recommendations	Evaluate predictions and recommendations
Streamline communication	Form genuine human bonds
Suggest ways to manage a conflict	Use conflict to foster better understanding

What Are the Power Skills?

AI is here and continuing to grow.

What power skills can you use to survive and thrive?

1. AI and Data Literacy
2. Strategic/Value Focus
3. Human-Centered Leadership
4. Critical Thinking
5. Problem Solving
6. Building Relationships
7. Managing Conflicts
8. Safeguarding Mental & Emotional Health



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<https://www.businesswire.com/news/home/20230922274518/en/Demand-Increases-for-Project-Professionals-with-AI-Skills-Yet-PMI-Research-Finds-Only-18-Have-Practical-Experience>

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The Eight Power Skills

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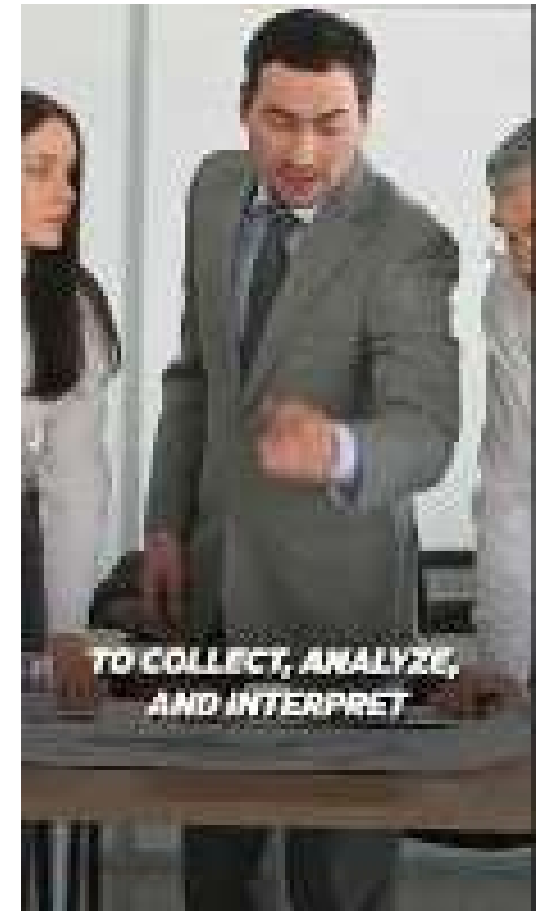
AI & Data Literacy

What is AI and Data Literacy?

- Understanding AI tools' strengths and weaknesses
- Using data to guide decision-making
- Examples: Assessing risks, assessing project status (Earned Value) and creating a project dashboard

How to Develop AI and Data Literacy?

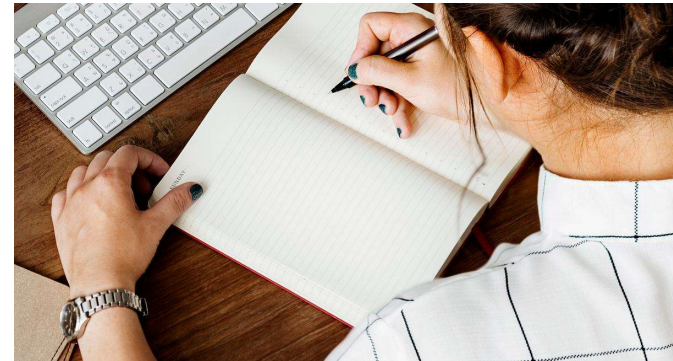
- Take courses on AI, machine learning, and data analytics
- Experiment with tools in low-stakes environments
- Join communities or working groups in your organization



Strategic/Value Focus

What is Strategic/Value Focus?

- Seeing the big picture
- Aligning projects with strategy
- Prioritizing work based on value
- Communicating the 'why'



How to Develop Strategic/Value Focus?

- Learn your organization's strategic plan and KPIs
- Practice linking project deliverables to business outcomes
- Volunteer for portfolio or roadmap planning sessions

Human-Centered Leadership

What is Human-Centered Leadership?

- Leading with empathy, trust, inclusion
- Supporting people as individuals
- Inspiring engagement and ownership in teams
- Leveraging emotional intelligence



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How to Develop Human-Centered Leadership?

- Seek feedback on your leadership style from peers and team members
- Practice active listening and showing appreciation
- Take leadership or emotional intelligence training

Critical Thinking

What is Critical Thinking?

1. Thinking about thinking
2. Asking questions
3. Applying reasoning to assess validity
4. An enabler of continuous improvement and more effective problem-solving



How to Develop Critical Thinking Skills?

- Practice root cause analysis and '5 Whys' techniques
- Develop active listening and emotional intelligence skills
- Study logical fallacies and cognitive distortions to discover applications to your own thinking

Critical Thinking and Problem Solving

Critical Thinking	Problem Solving
Self-focused	Team-focused
Evaluating information	Evaluating solutions
Output is a decision	Output is a solution
Both can be learned and practiced	

Problem Solving

What is Problem Solving?

- Effectively identifying and resolving obstacles
- Staying calm and creative under pressure
- Turning challenges into opportunities to improve



How to Develop Problem Solving Skills?

- Use structured frameworks (PDCA, DMAIC, design thinking)
- Reflect on past problems to capture lessons learned
- Brainstorm solutions with cross-functional teams
- Cultivate the skill of collaboration

Building Relationships

What does Building Relationships mean?

- Developing trust-based professional connections
- Collaborating across departments and disciplines
- Investing in building a strong support network



How to Develop Relationship-Building Skills?

- Schedule regular one-on-ones with stakeholders
- Attend industry or community networking events
- Practice open communication and follow-through
- Approach networking with a servant leadership mindset

Building Relationships: Video



[“Robert Steven Kaplan: The Importance of Building Relationships”](#)

<https://www.youtube.com/watch?v=anA7425O2Xo>

Source: [Big Think, YouTube.](#)

Managing Conflicts

What does Managing Conflicts mean?

- Addressing disagreements constructively and respectfully
- Balancing competing interests
- Understanding that conflict is inevitable in team situations, especially on projects, but:
- Preventing small tensions from spilling over into big issues



How to Develop Conflict Management Skills?

- Learn conflict resolution techniques ranging from smoothing to compromising to collaborating
- Take introductory classes on conflict management
- Build your emotional regulation skills to help with your conflicts

Managing Conflicts: How to Develop It

Description	Type of Resolving
"It seems that the real problem here is not a lack of communication, but a lack of knowledge of what needs to be done and when. Here is a copy of the project schedule. It should help you understand what you need to know."	Confronting
"Do it my way!"	Forcing
"Let's calm down and get the job done!"	Smoothing
"Let us do a little of what both of you suggest"	Compromising
"Let's deal with this issue next week"	Withdrawal
"Sandy and Amanda, both of you want this project to cause as little distraction to your departments as possible. With that in mind, I am sure we can come to an agreement on the purchase of equipment and what is best for the project."	Smoothing
"We have talked about new computers enough. I do not want to get the computers, and that is it!"	Forcing
"Sandy, you say that the project should include the purchase of new computers, and Amanda, you say that the project can use existing equipment. I suggest we perform the following test on the existing equipment to determine if it needs to be replaced."	Confronting
"Let's what everyone thinks, and try to reach a consensus"	Collaborating

Safeguarding Mental & Emotional Health

What does it mean to safeguard mental and emotional health?

- Prioritizing well-being to maintain performance and resilience
- Recognizing stress, burnout, and emotional overload early
- Supporting a culture of balance and psychological safety



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How to Develop Mental and Emotional Health Preservation Skills?

- Set boundaries and model healthy work habits
- Practice mindfulness, rest, and self-care routines
- Encourage open conversations about workload and stress

Quiz

Go to [menti.com](https://www.menti.com) to answer



Top 2 Winners get free access (100% discount) to one of RefineM's products of their choice

1. Essential Gear for Project Managers (\$89)
2. PMP Exam Prep Simulator – 3 months (\$100)
3. Agility Assessment – 3 months (\$99)
4. PDU Bundle - 2 months (\$98)
5. Self-Paced Online Course (\$100 each)
 - Agile Fundamentals, or
 - Project Management Fundamentals

Conclusion



We see the rise of AI causing concerns among many project management professionals who are worried that AI may displace their jobs or change them fundamentally.



While this is happening, there are steps you can take. Cultivating any or all of these eight power skills is a strong first step to advance your career in the age of AI.



Start with one of these skills, begin developing it, then pick up others as you continue building skills to further accelerate your career.



RefineM's 2-Day AI Tools Workshop

About 70-75% of this 2-day training course is hands-on exercises based on case studies and refined through real-world applications of AI tools. Be prepared to get your hands dirty and discover ways that AI can be a part of your project management toolkit.

Next class is Thursday-Friday, October 17-18.

Also available November 21-22.



https://trainings.refinem.com/index.php/Home/genai_course_schedule
for more information and to register

RefineM October Webinar: AI and Data Literacy

Thursday, October 16, 12:00 noon Eastern

Are you overwhelmed by the advances made in AI and Data Analytics?

Are you convinced you'll never catch up?

Next month, we'll explore the practical side of AI and data literacy for project professionals: what it means, why it matters, and how to begin applying it in your daily work.

Visit <https://refinem.com/refinem-october-2025-webinar-developing-ai-data-literacy/>
for more information and to register

Claiming Your PDU

PDU Claim Code	3990PMWOL4
Activity Name	<i>“Beyond the Bots: Power Skills for Project Professionals”</i>
Provider	“RefineM LLC”
Date Started/Completed	September 25, 2025
Contact Person	NK Shrivastava
Contact Phone	(417) 763-6762
Contact Email	Trainings@RefineM.com
PDU s	1.00 Power Skills.

**Please claim your PDU by end of December 2025.
Claim code will expire after December 31.**

Questions

Questions?

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NK Shrivastava
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Let's continue the convo!
Connect with me via LinkedIn.

Contact me if you would like this or other webinars delivered to your team/organization

Meditation and Yoga

- Powerful benefits
- Increased awareness
- Start early in the morning

Contact@RefineM.com



Inspiring, Funny Content

- Uplifts mood
- Helps clear emotions
- Try a feel-good or funny show or podcast

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Daily Plan

- Weekdays and weekends
- Involve family
- Align to goals

