



PROJECT MANAGEMENT
CENTER FOR EXCELLENCE

A.J. CLARK SCHOOL OF ENGINEERING
Civil & Environmental Engineering Department

UNIVERSITY OF MARYLAND
2026 PROJECT MANAGEMENT SYMPOSIUM

Leader**SHIFT** for Project Managers: Mastering Leadership Agility in the Age of AI

Kevin M. Coleman “Coach Kevin”

Leadership Coach, Trainer, and Speaker

PMSYMPOSIUM.UMD.EDU



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SPEAKER:



Kevin M. Coleman
“The **Empowerment Coach**”

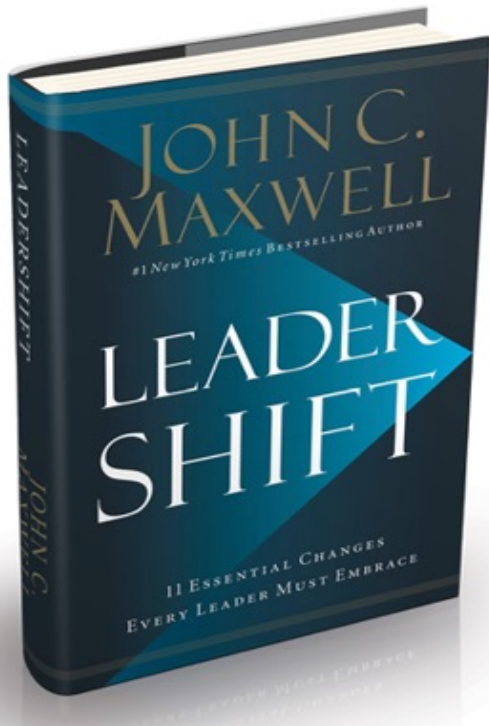
- Leadership Training and Development Consultant
- Communication Training and Development Consultant
- Sales Training and Development Consultant
- Certified FICTP ICF Coach
- Certified John C. Maxwell Coach, Trainer, and Speaker
- Certified John C. Maxwell **D.I.S.C.** Consultant
- Employee Empowerment Skills Expert



Leader**SHIFT** for Project Managers: Mastering Leadership Agility in the Age of AI



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**Eleven (11) *SHIFTS* that
will help you become a
more innovative and
influential leader in today's
fast-paced world!**

The Definition of **LeaderSHIFT**



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“It is the ability and willingness
to make a leadership change
that will positively enhance
organizational and personal
growth.”

John C. Maxwell

Leader**SHIFT** 3 Key Learning Points



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SHIFT #1:

Soloist versus Conductor:
Collaboration over individual
effort.

SHIFT #2:

Planner versus
Learner/Adapter: Embracing
uncertainty in todays
Projects.

SHIFT #3:

**Maintaining versus
Innovating: Future-focused
thinking.**



LeaderSHIFT “Interactive” Question # 1

Why do you think every Leader needs to *LeaderSHIFT*?

Here are three reasons why...

- Life moves much faster now with AI.
- The future seems to be coming at us faster than ever.
- Forward is also shorter.

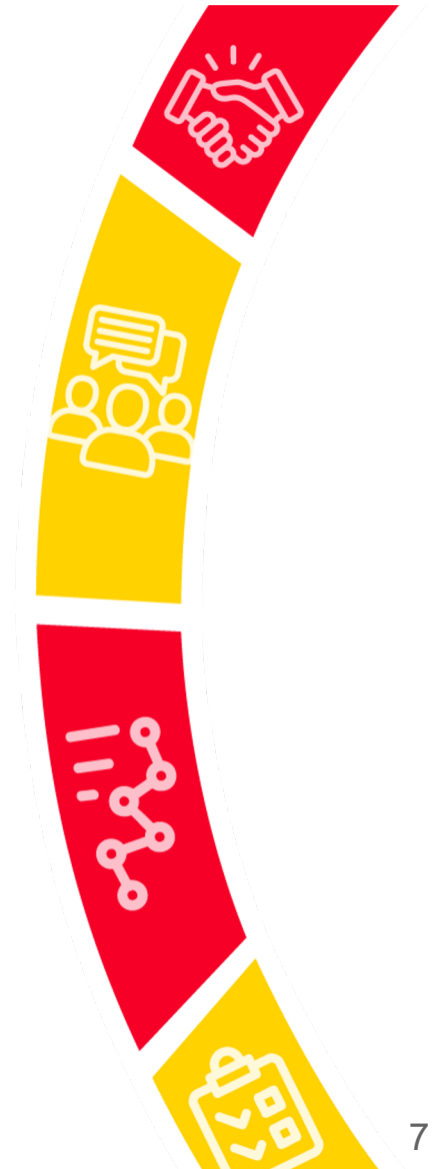
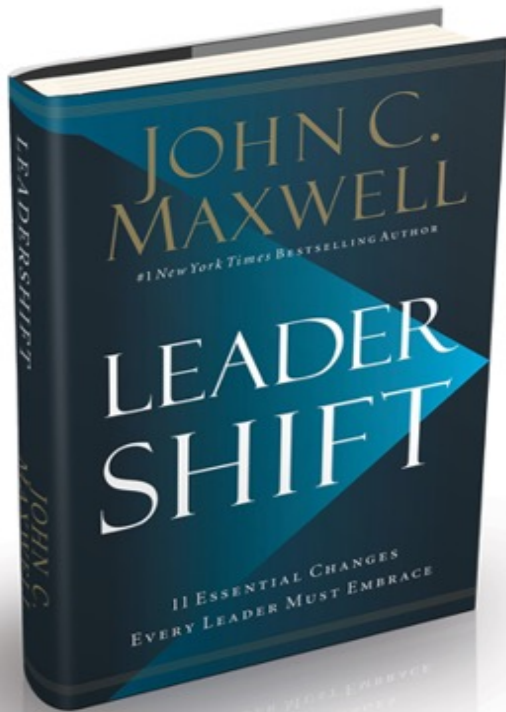


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LeaderSHIFT # 1

The Soloist to Conductor





1. The Soloist to Conductor:

“One is too small a number to achieve greatness.”

- ***The Law of Significance***

“You can get everything in life you want if you will just help enough other people get what they want.”

- ***Zig Ziglar***



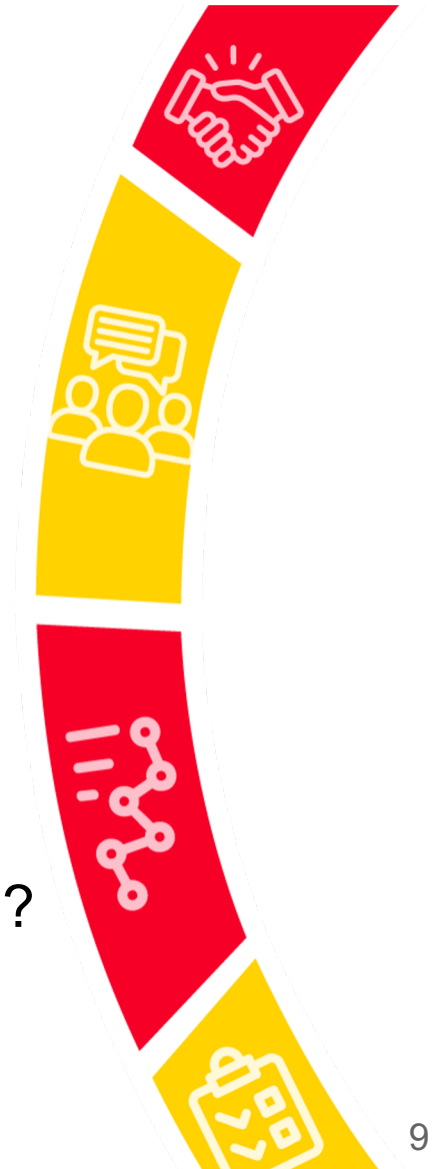
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LeaderSHIFT “Interactive” Question # 2

When you *LeaderSHIFT* as a Conductor you change your focus from receiving to Giving.

How are you intentionally adding Value to those around you?





1. The Soloist to Conductor:

Here are 5 Challenges of *LeaderSHIFTing* from Soloist to Conductor:

1. Going Slower so you can go Further.
2. Recognizing that you need Others.

COMPETING	COMPLETING
Has a Scarcity Mind-set	Has an Abundance Mind-set
Thinks Win-Lose	Thinks Win-Win
Practices Single Thinking	Practices Shared Thinking
Excludes Others	Includes Others



1. The Soloist to Conductor:

Here are 5 Challenges of *LeaderSHIFTing* from Soloist to Conductor:

3. Making the Effort to understand others.
4. Wanting others to Shine more than you do.
5. Helping others to become Better every day.



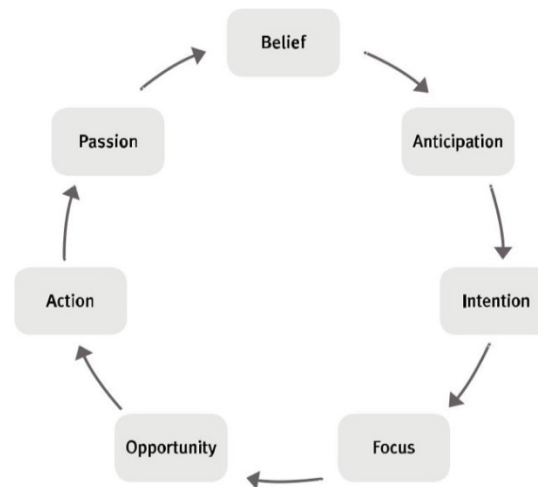


1. The Soloist to Conductor:

Here are 5 ways to live out the *LeaderSHIFT* as a Conductor:

1. Focus on Adding Value to those around you Daily.

If it is true you receive what you believe, what are you believing today?
See the Belief Cycle Below:





1. The Soloist to Conductor:

Here are 5 ways to live out the *LeaderSHIFT* as a Conductor:

2. Add as much Value as possible, as Often as Possible.
3. Never Wait to Add Value.
4. Give without keeping score so Motives stay Pure.
5. Welcome any Return as an unexpected Benefit.



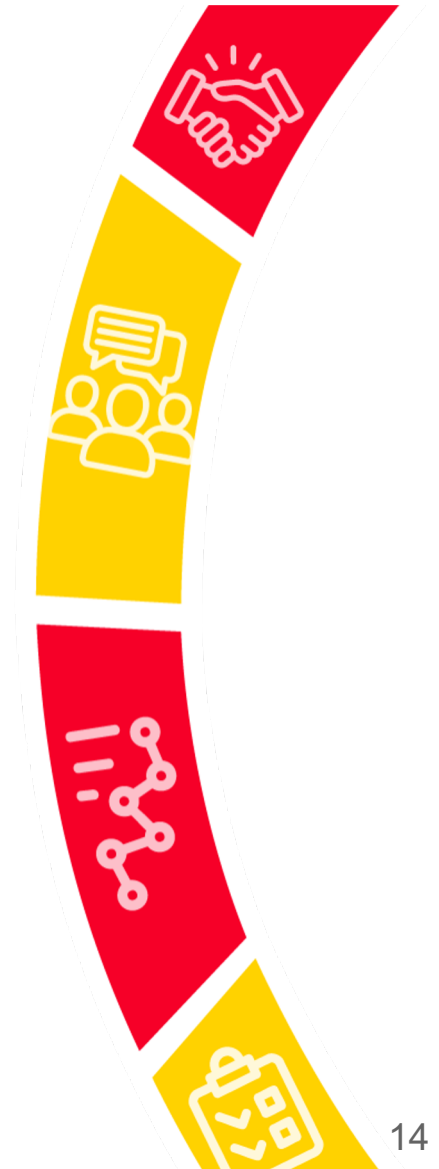
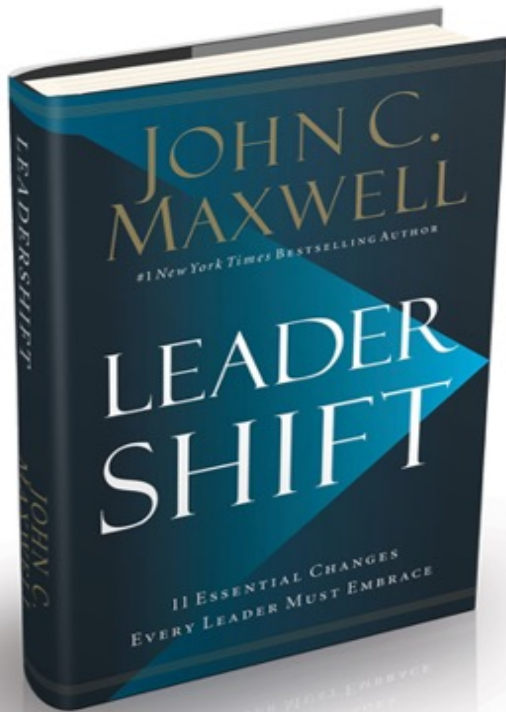


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LeaderSHIFT # 2

The Planner to Adaptive Learner





2. The Planner to Adaptive Learner:

Here are 5 ways to live out the *LeaderSHIFT* as an Adaptive Learner:

1. Embrace Uncertainty
2. Learn Continuously
3. Adapt Plans Quickly
4. Encourage Experimentation
5. Value Feedback Loops

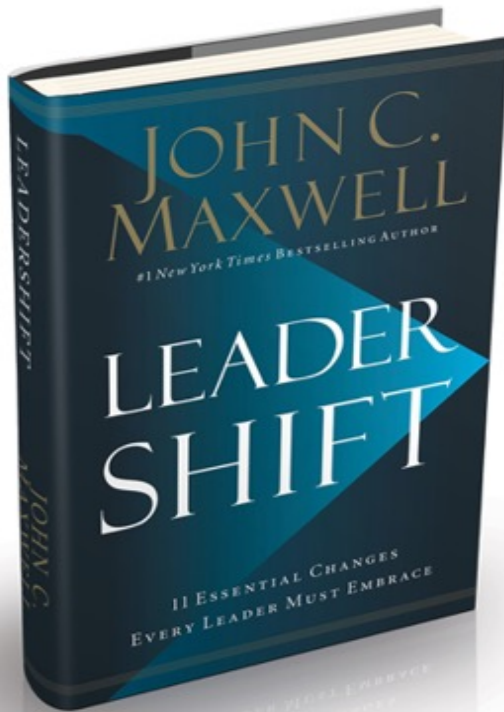


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LeaderSHIFT # 3

The Director to Coach





3. The Director to Coach:

Here are 5 ways to live out the *LeaderSHIFT* as a Coach:

1. Ask More, Tell Less
2. Develop People Intentionally
3. Provide Constructive Feedback
4. Encourage Ownership of Growth
5. Build Confidence in Others

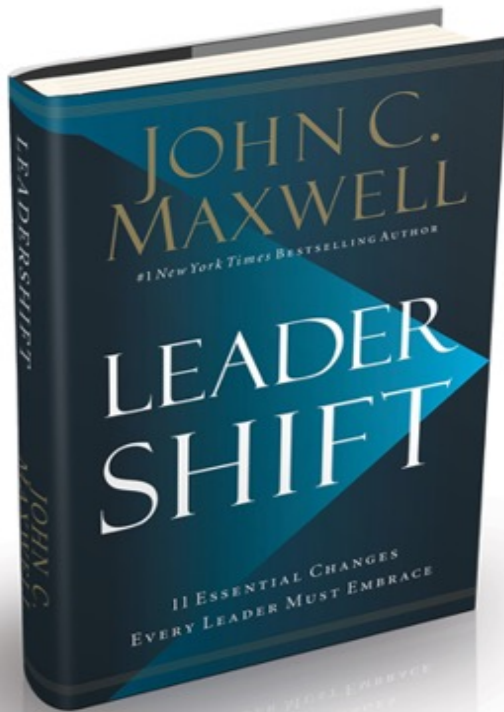


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LeaderSHIFT # 4

The Position to Permission





4. The Position to Permission:

Here are 5 ways to live out the *LeaderSHIFT* Permission:

1. Build Trust First
2. Lead Through Relationships
3. Earn Influence Daily
4. Listen Actively
5. Create Psychological Safety

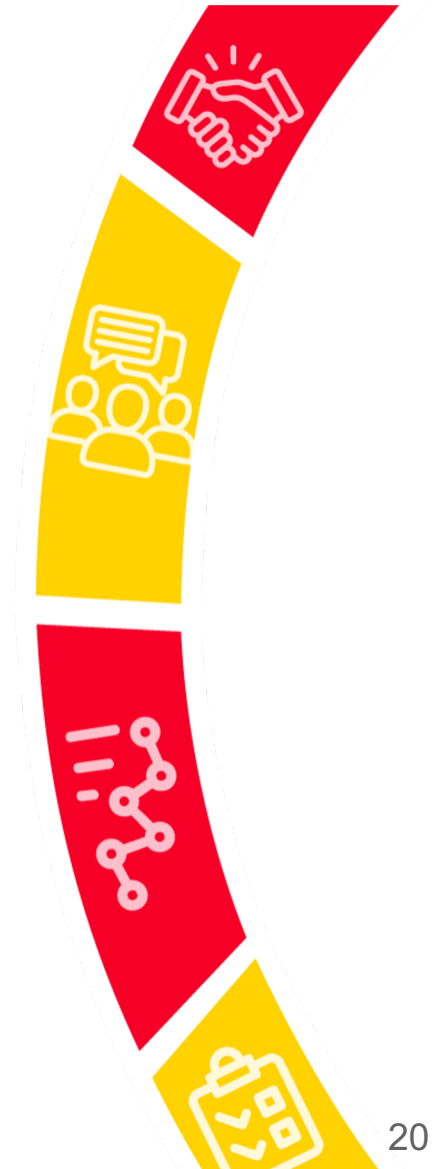
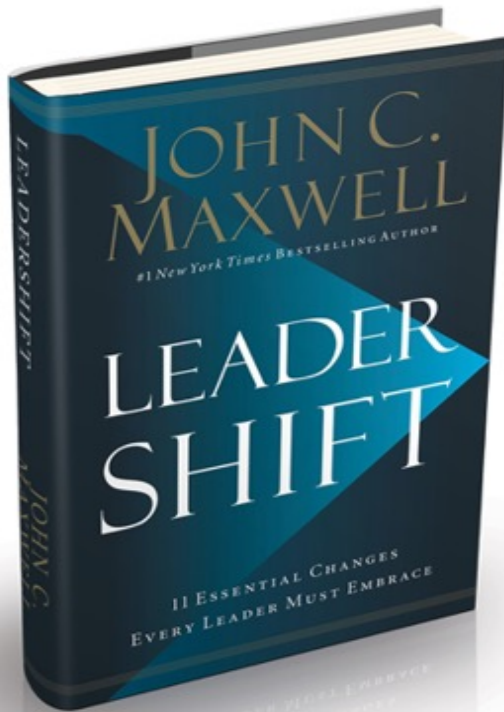


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LeaderSHIFT # 5

The Maintaining to Innovating





5. The Maintaining to Innovating:

Here are 5 ways to live out the *LeaderSHIFT* as an
Innovating Leader:

1. Challenge the Status Quo
2. Encourage Innovation
3. Adopt New Tools and Methods
4. Reward Creative Thinking
5. Continuously Improve Processes



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Seven (7) ways to adopt the Leader**SHIFT** mindset



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1. Continually Learn, Unlearn, and Relearn.
2. Value Yesterday but Live in Today.
3. Rely on Speed but Thrive on Timing.
4. See the Big Picture as the Picture keeps getting Bigger.
5. Live Today but Think about Tomorrow
6. Move Forward courageously in the midst of Uncertainty
7. Realize Today's Best will not meet Tomorrow's Challenges

References



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- Book: *LeaderSHIFT* by John C. Maxwell
- Book: *The ONE Thing* by Gary W. Keller
- Book: *Five Levels of Leadership* by John C. Maxwell
- Book: *Multipliers* by Liz Wiseman



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Questions & Evaluation

Evaluate Session:



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