



PROJECT MANAGEMENT
CENTER FOR EXCELLENCE

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

UNIVERSITY OF MARYLAND
2026 PROJECT MANAGEMENT SYMPOSIUM

Ignite Change! The Power of Transformational Leadership in Project Management

Jackie Reisner

Senior Talent Manager, PMP, SPHR, CSM, SHRM-SCP
MS IO Psychology, MA Human Resources Management

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Agenda

- **Understanding Transformational Leadership**
- **Essential Characteristics for Leaders**
- **Implementation Strategies**
- **Key Takeaways**



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What is transformational leadership?



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**Creates a
compelling vision
and leverages
motivation theory
to inspire others**

**Leverages
emotional
intelligence to
model behaviors
and influence
followers**

**Drives results by
continuously
improving the
people,
processes, and
projects around
them**

Key Characteristics for Leaders



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- **Emotional Intelligence**
- **Visionary Motivation**
- **Individualized Approach**
- **Continuous Improvement**

Emotional Intelligence



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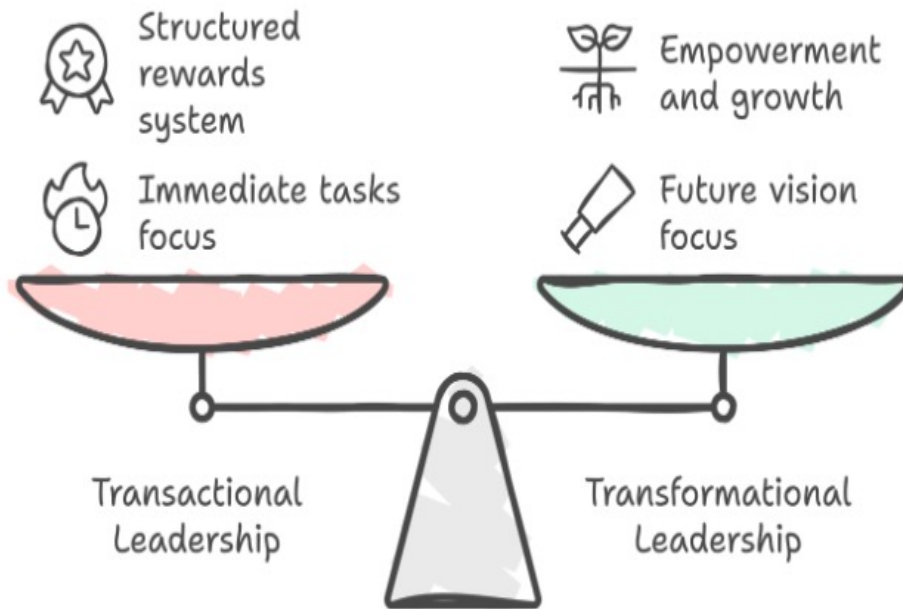
- Self-Awareness
- Self- Management
- Social Awareness
- **Relationship Management**



Visionary Motivation



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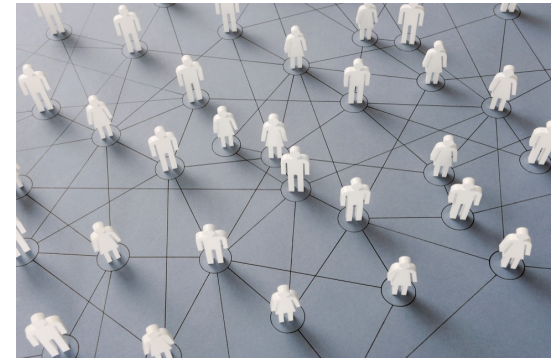
- **Create Your Leadership Vision**
- **Articulate connections between strategy and team or project goals**
- **Learn what motivates your people**
- **Connect the dots between tasks and growth**

Individualized Approach



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- Understand strengths and opportunities
- Foster Open Communication
- Tailor Professional and Career Development
- Recognize and Celebrate Contributions



Continuous Improvement



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- **Model Growth and Development**
- **Push employees to stretch (Don't remove accountability)**
- **Challenge the Status Quo**
- **Create a safe space to learn...and fail**



Turning Theory Into Practice



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- Example #1: Hard-to-Fill Open Role on the Team
- Example #2: Improve Employee Performance
- Example #3: Introduce a New Project

Emotional Intelligence

Visionary Motivation

Individualized Approach

Continuous Improvement

Key Takeaways



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**Have a Vision,
but more
importantly talk
about it!**

**Know and
Motivate Your
Team**

**Model the
Behaviors You
Want**



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Questions & Evaluation

Evaluate Session:



Contact Information:

Jackie Reisner
Jackie.Reisner@ngc.com

