



PROJECT MANAGEMENT
CENTER FOR EXCELLENCE

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



DIVING DEEP INTO THE TALENT POOL — GETTING THE BEST OUT OF YOUR PROJECT TEAM

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2020 Project Management Symposium



Topic Exploration

- Talent Assessment
- Develop Team Talents and Skills
- Determine Team Member Motivation
- Use Influencing and Negotiation

Talent Assessment – 30 minutes

- Goal:
 - 15-20 minutes
 - 1st 30 Days
 - Each Team Member



Talent Assessment – 30 minutes

Ask the following questions...

What skills would you like to use on this project to help it succeed?

How can you make a meaningful contribution to this effort?

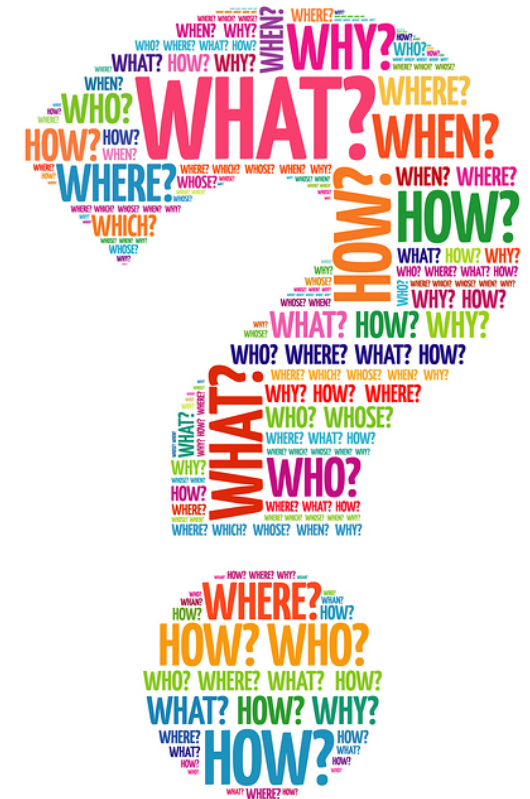


Talent Assessment – 30 minutes

Ask the following questions...

Are there any skills you wish to use that you have not previously?

What is the best way for us to work together on this project?



Talent Assessment – 30 minutes

- So what do you do with remaining time?!
- Simple, let them ask you questions they need answered



Talent Assessment – 30 minutes

- Like an interview
- It establishes key relational and rapport aspects for your project team to succeed

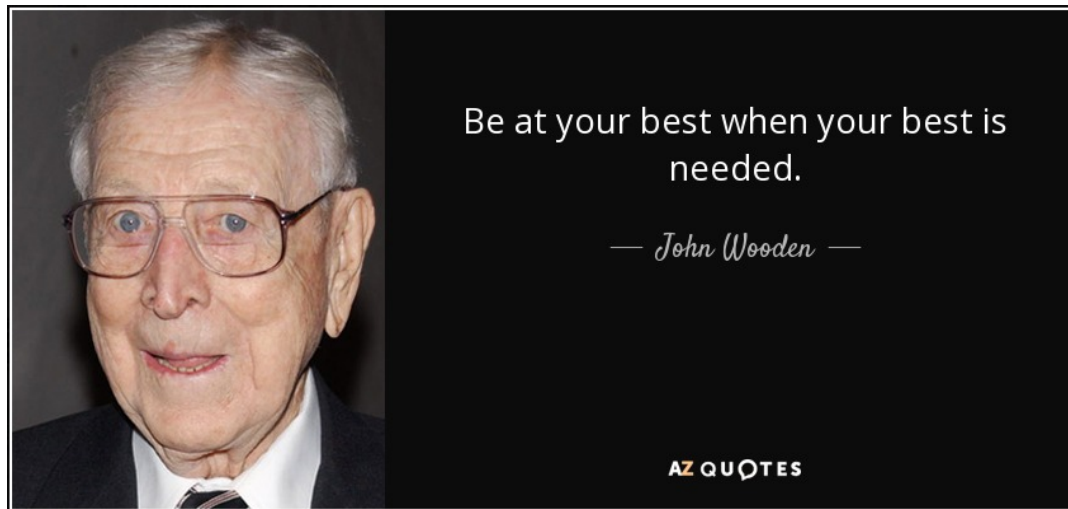




Poll Question #1...

- How often do you interview your team members within the first 30 days of your project?

Develop Talents and Skills



- Remember, your team members are only as good as they can be within the project environment
- Determine with each one, what they need to be at their best
- This is essential to bring out the best in them and the overall project outcome

Develop Talents and Skills

- Some key areas to help team members in...
 - Interpersonal (People)
 - Technical
 - Team Building



Develop Talents and Skills

- Also, consider who may need coached or mentored to help them excel
 - Coaching – *is a process that aims to improve performance and focuses on the 'here and now' rather than on the distant past or future*



Develop Talents and Skills

- Also, consider who may need coached or mentored to help them excel
 - Mentoring -- *provide guidance, motivation, emotional support, and role modeling*





Poll Question #2...

- Have you been a coach or mentor to a project team member in the past or currently?

What Motivates Your Team Members

6 Steps to Use to Motivate...

- Share Vision & Set Goals
- Communicate Effectively
- Teamwork Encouragement



What Motivates Your Team Members

6 Steps to Use to Motivate...

- Create “Healthy” Work Environment
- Give Positive Feedback – Reward Team Members
- Provide Development Opportunities





Poll Question #3...

- Do you find it easy or difficult to motivate your fellow project team members?

Negotiate and Influence Your Team

Negotiation and Influencing Tactics...

- Listen more than you talk
- Use timing effectively
- Frame the negotiation correctly



Negotiate and Influence Your Team

Negotiation and Influencing Tactics...

- Get and give, as needed
- Be willing to walk away, perhaps to revisit in the future





Poll Question #4...

- Do you consider yourself a good negotiator and influencer?



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