

Lead and motivate your IT project team



SII-52 3 Days (21 Hours)

Description

Beyond the skills of manager and organizer, the IT project manager must be able to energize, motivate and lead his team around a common objective. This internship will allow you to acquire the know-how and interpersonal skills essential to succeed in this mission.

Who is this training for ?

For whom

Any IT project manager responsible for supervising his team.

Prerequisites

Aucune

Training objectives

- Carry out a self-assessment of your own managerial style
- Develop the skills matrix for your project
- Master the verbal and non-verbal in your communication
- Prepare and conduct a delegation interview
- Master the essential techniques for motivating your team
- Apply conflict resolution and reframing techniques

Training program

Concilier les rôles de chef de projet et de chef d'équipe Projet

- Know the role and mission of the project manager.
- Understand his managerial style.
- Define the characteristics of a project team and understand its dynamic.
- Differentiate between individual objectives and Project objectives.
- Become aware of your powers and responsibilities.
- Find your place in the organization.
- Exercise: Questionnaire on your management style.
- Exchange of experiences.

Constituer et organiser son équipe projet

- Map the required skills and integrate the skills development of individuals.
- Negotiate resources with your hierarchy and subcontractors.
- Involve the team in the construction of the schedule.
- Define meeting times and their contents: project team meeting, progress meeting.
- Learn to lead effective meetings.
- Exercise: Team meeting scenario.
- Developing a skills matrix.

Communiquer avec efficacité

- Be aware of the framework of your communication, set realistic and measurable objectives.
- Assert yourself in your communication.
- Act your presence through posture, gaze, gestures.
- Control your emotions and manage your stress.
- Listen actively.
- Enter the " map of other ".
- Master communication.
- Deal with rumor, withholding information.
- Exercise: Active listening, priority matrix .
- Communication situations followed by debriefings.

Maîtriser les relations au quotidien

- Maintain daily relationships.
- Identify and manage conflictual relationships.
- Know how to say no.
- Argument.
- Respond to objections.
- Integrate new employees, define their missions.
- Delegate and control.
- Manage, integrate difficult employees .
- Reframe gaps.
- Scenario Delegation interview.
- Resolving a conflict.

Motiver les membres de son équipe Projet

- Identify and concretize motivation factors.
- Share your vision and values, give meaning.
- Unify the teams dispersed on the project.
- Maintain team cohesion and involvement throughout the project.
- Collective reflection Identify the causes of demotivation and motivation.
- Implementation in situation: motivational interview, give signs of recognition.