



LEADERSHIP & PROJECT ORGANIZATION

LEADING PROJECTS,
CREATING MAJOR CHANGE.

PURPOSES OF COURTS:

- To promote justice in individual cases.
- To ensure the public perceptions of justice in individual cases.
- To provide an impartial forum for the resolution of legal disputes.
- To protect individuals against the arbitrary use of governmental power.
- **To provide for a formal record of legal status.**
- To deter criminal behavior.
- To rehabilitate individuals convicted of crime.
- To provide for the separation of convicted individuals from society where necessary.

- “For courts to continue to be able to meet the needs of the times, it is essential that the bench, the bar, legislative leaders, educators, and interested members of the public review and reconsider the work of the courts on a continuous basis and originate suggestions for improving the administration of justice.”

Carla Vivian Bello and Arthur T. Vanderbilt II, **Jersey Justice, Epilogue.** (1978)

FIVE (5) BASIC PROJECT PHASES

- **Project** initiation & conception.
- **Project** planning.
- **Project** execution.
- **Project** monitoring & control.
- **Project** closure.

PROJECT CHALLENGES?

- What are some common issues that could lead to project failure?

PROJECT CHALLENGES

WHAT ARE COMMON PROBLEMS?

- Project requirements vs. Daily Operations
- Poorly Defined Goals And Objectives.
- Lack of adequate funds or mismanagement of funds
- Unrealistic Deadlines.
- Scope Creep
- Insufficient Team Skills.
- Poor communication.
- Bad Risk Assessment/Management.

LEARNING OBJECTIVES

- Define Leadership
- Discuss Key Leadership Characteristics
- Distinguish Between Leadership & Management; Authority & Power
- Discuss Leading through Change (Projects)
- Hear About and Learn From the Experiences of Other Leaders

WHAT IS LEADERSHIP?

- “Decades of academic analysis have given us more than **350 definitions** of leadership. Literally thousands of empirical investigations of leaders have been conducted in the last **75 years** alone, but **no clear and unequivocal understanding exists** as to what distinguishes effective leaders from ineffective leaders...**never have so many labored so long to say so little.**”

-Warren Bennis and Burt Nanus (1985)

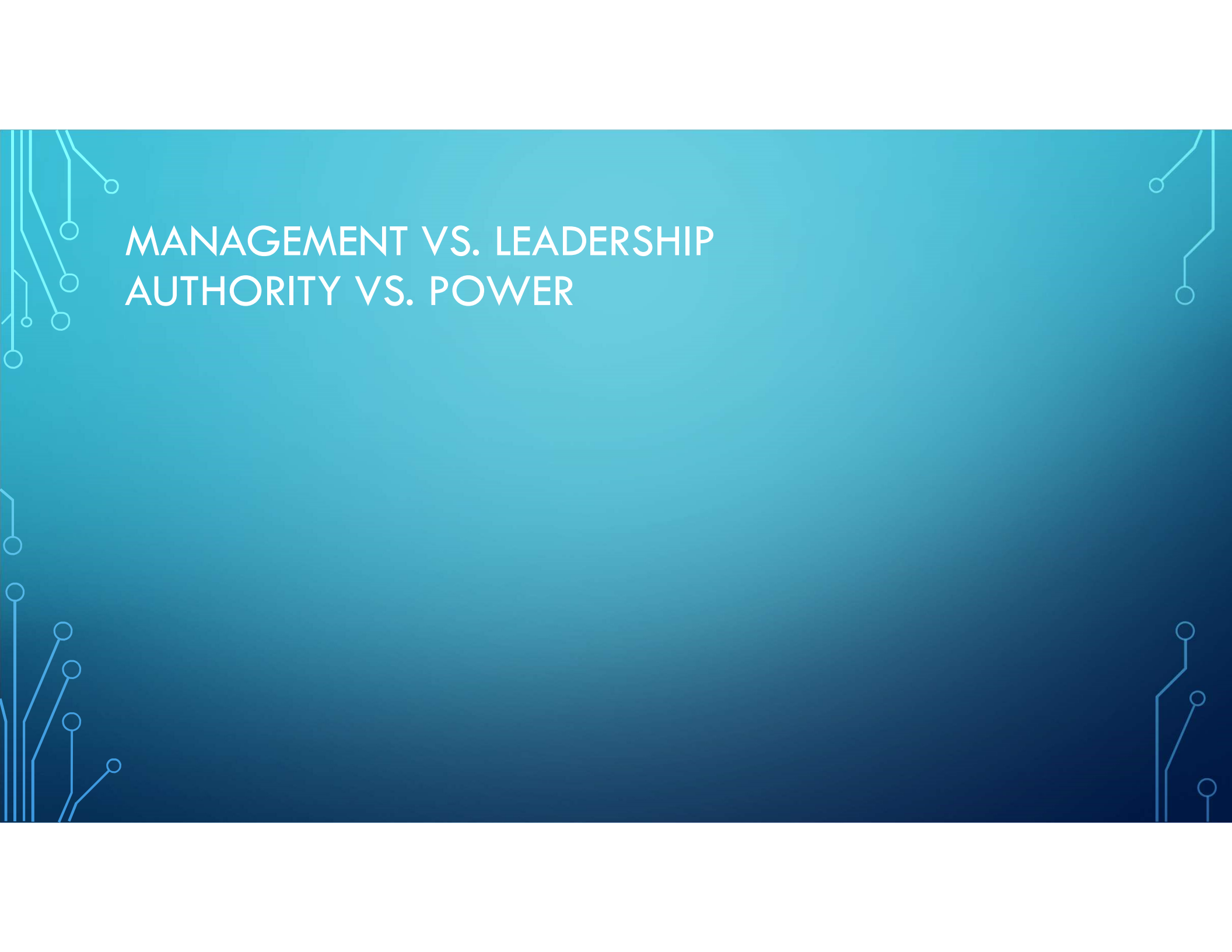
Leaders: The strategies for taking charge...

WHAT IS LEADERSHIP?

- Is it a skill developed through practice?
- Is it a natural talent?
- Is it a position?
- Is it authority?
- Can it be formal and/or informal?

WHAT IS LEADERSHIP?

- “The ownership of circumstances or situations, and the expression of that ownership in ways that solicits, inspires, or commands actions by others in furtherance of a goal or state of mind.”



MANAGEMENT VS. LEADERSHIP AUTHORITY VS. POWER

LEADERSHIP CHARACTERISTICS?

- What characteristics do people look for in leaders?
 - Competence
 - Credibility
 - Inspiration
 - Forward Thinking
 - Intelligence

James Kouzes and Barry Posner (2017)

8 TEAM LEADERSHIP PRINCIPLES FOR PROJECT SUCCESS

1. Intellectual Curiosity
2. A Talent for Goal-Setting
3. Wise Delegation
4. Accountability

-William Craig (2019: Contributor – Forbes.com)

8 TEAM LEADERSHIP PRINCIPLES FOR PROJECT SUCCESS

5. Respect

6. Mutual Trust

7. Efficiency

8. Passion

-William Craig (2019: Contributor – Forbes.com)

LEADING THROUGH CHANGE?

- “The domain of leaders is the future. The work of leaders is change.”

-James Kouzes and Barry Posner

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WHAT MAKES CHANGE DIFFICULT?

Change takes us from our comfortable places.

PROJECT LEADERSHIP PYRAMID (PMI.ORG)



LEADING PROJECTS, CREATING MAJOR CHANGE.

1. Establishing a sense of urgency
2. Creating the guiding coalition
3. Developing a vision and strategy
4. Communicating the change vision

-Kotter, J.P. (2012). Leading change. Boston, MA:
Harvard Business Review

LEADING PROJECTS, CREATING MAJOR CHANGE.

5. Empowering broad-based action
6. Generating short-term wins
7. Consolidating gains and producing more change
8. Anchoring new approaches in the culture

-Kotter, J.P. (2012). Leading change. Boston, MA: Harvard
Business Review

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