



PM Fair 2022, 7th October

The Royal Museum for Central Africa
Tervuren, Belgium

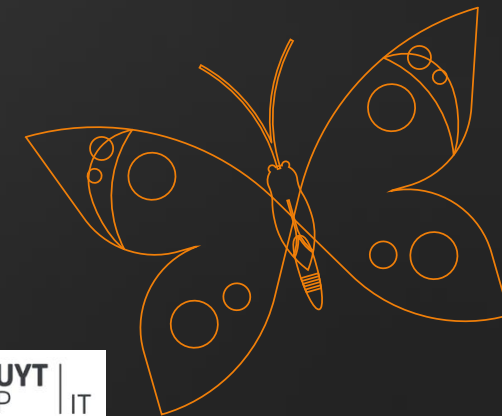


Presentation

Coach or not to coach, a change management question?

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Consultant in Change and PM coaching



You said change management ...

A lifelong journey



And many more ...

See on [linkedin](#)

Survey 1



- ▶ Who has already received coaching in a business or professional setting ?
- ▶ Did you make the progress you expected?
- ▶ Did you already apply coaching techniques in a change/transformation project ?

Problem statement/Context



As a Jr project manager, just after my training (and certification) I feel I know how to proceed with my project, but applying from the book and only based on the (too) "simple" use cases I experienced during my training simply do not work in a real life complex environment... Coaching would offer me the possibility to go **beyond the initial training** and explore how to adapt my project management style and techniques....

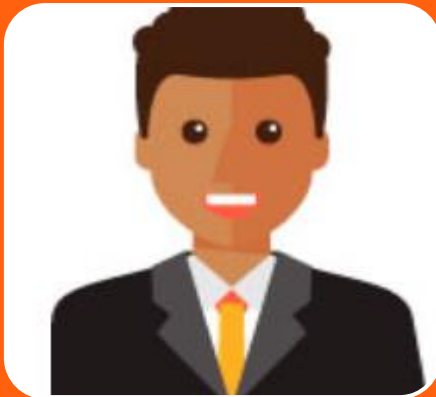


As an employee, assigned on a project management role, I have difficulties to identify the project (vs many BAU initiatives) and to organise my work and the one of my collaborators around a specific journey... Coaching would help me **to discover the essence of the management of project**



As a project manager professional, I'm engaged on complex projects where even though I know all the techniques, my personal behaviour (charism, leadership...) are identified as key success factors... Coaching would help me **to get feedback from a neutral peer about the direction I give to my project management style**

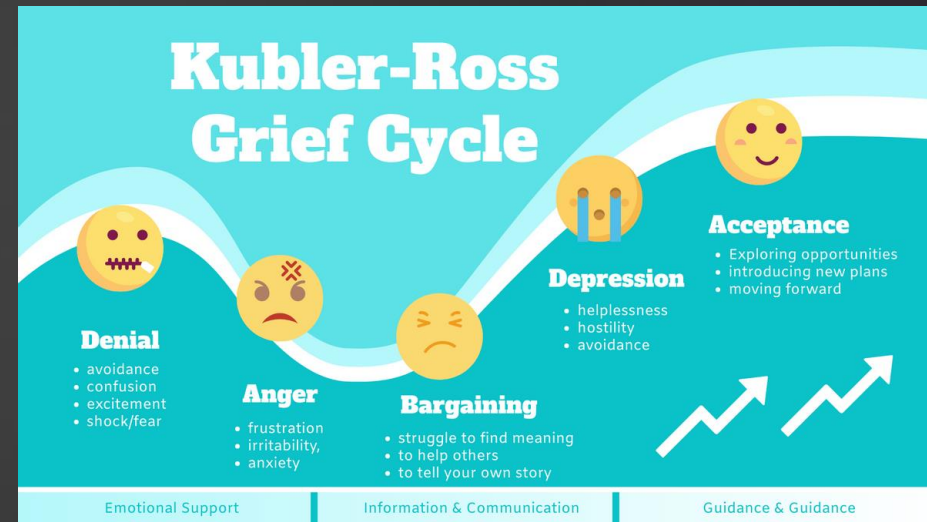
What is coaching ?



As a coach, I support a *coachee* in achieving a specific goal **in providing guidance**. Through my listening and questioning, I **help to shift its perspectives** and thereby she discovers different approaches to achieve her goals.

Coaching as a bridge to speed up the change ?

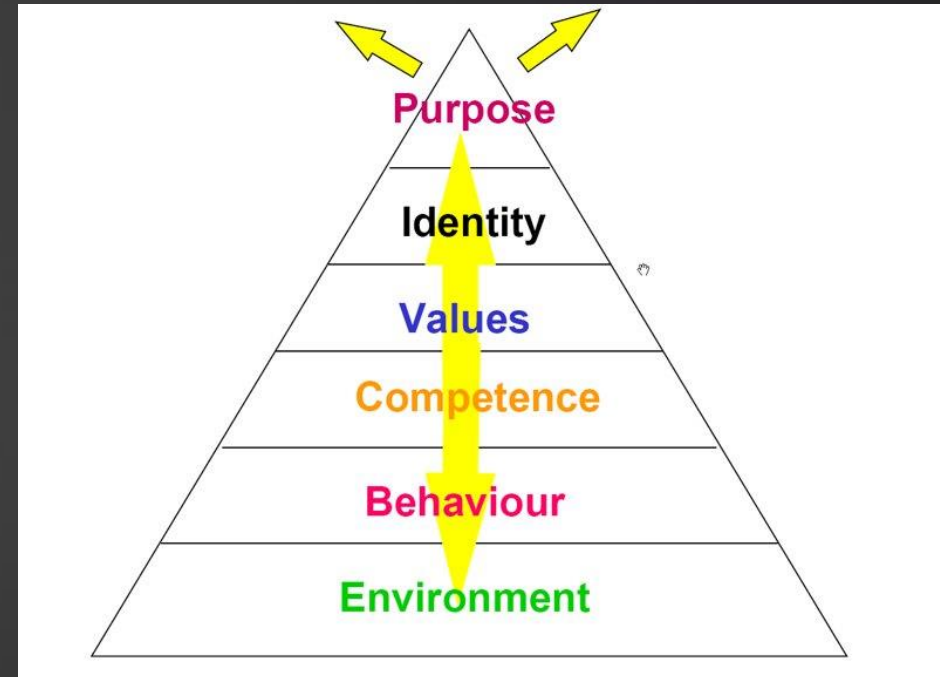
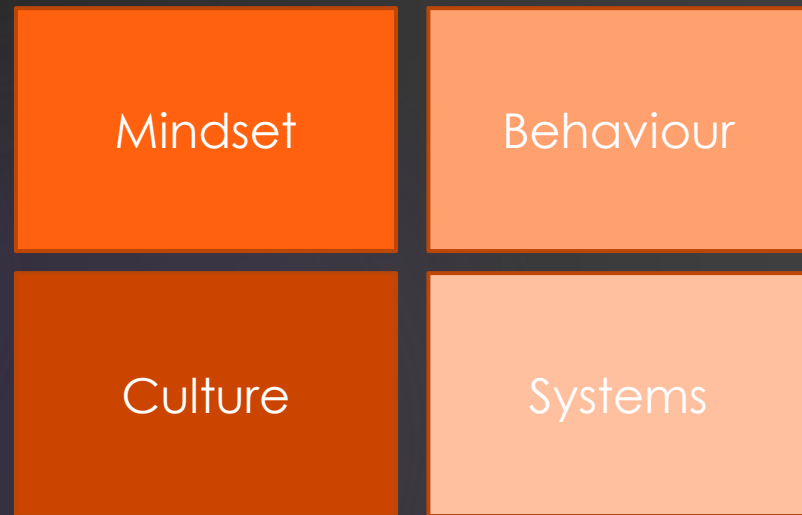
- ▶ An organizational change is first of all **for each individual** (incl. change leader or Project manager) a **personal change**, with his fears, ...
- ▶ **Change Leaders** have to transform their own beliefs about people, organizations. In other words, they **themselves must transform** to lead transformation successfully
- ▶ Change leaders have to be conscious that change affects themselves
- ▶ Coaching helps to increase the level of consciousness



By coaching, managing this « grief » cycle to short it

Deep and broad of a change

A systemic perspective



Source : the change leader's roadmap (Dean Anderston)

How to become a "top performer" ?



- Be highly motivated and work smart
- Lead and make others better
- Be coachable and follow
- Innovate, Dare & Repeat
- Be resilient & Bounce Back
- Optimal use & refuel of energy
- Enjoy and celebrate

ATTITUDES are a key driver

And you as Project manager ?



- ▶ How **adaptative** are you as Project Manager ?
- ▶ Ready to manage the **increased challenges** ?
- ▶ What will be the « *Project Manager of the future* » ?

And for a PM (people related) ?



- Self-reflection and self management
- Personal integrity and reliability
- Personal communication
- Relationship and engagement
- Leadership
- Teamwork
- Conflict and crisis
- Resourcefulness
- Negotiation
- Result orientation

Are they sufficient ?

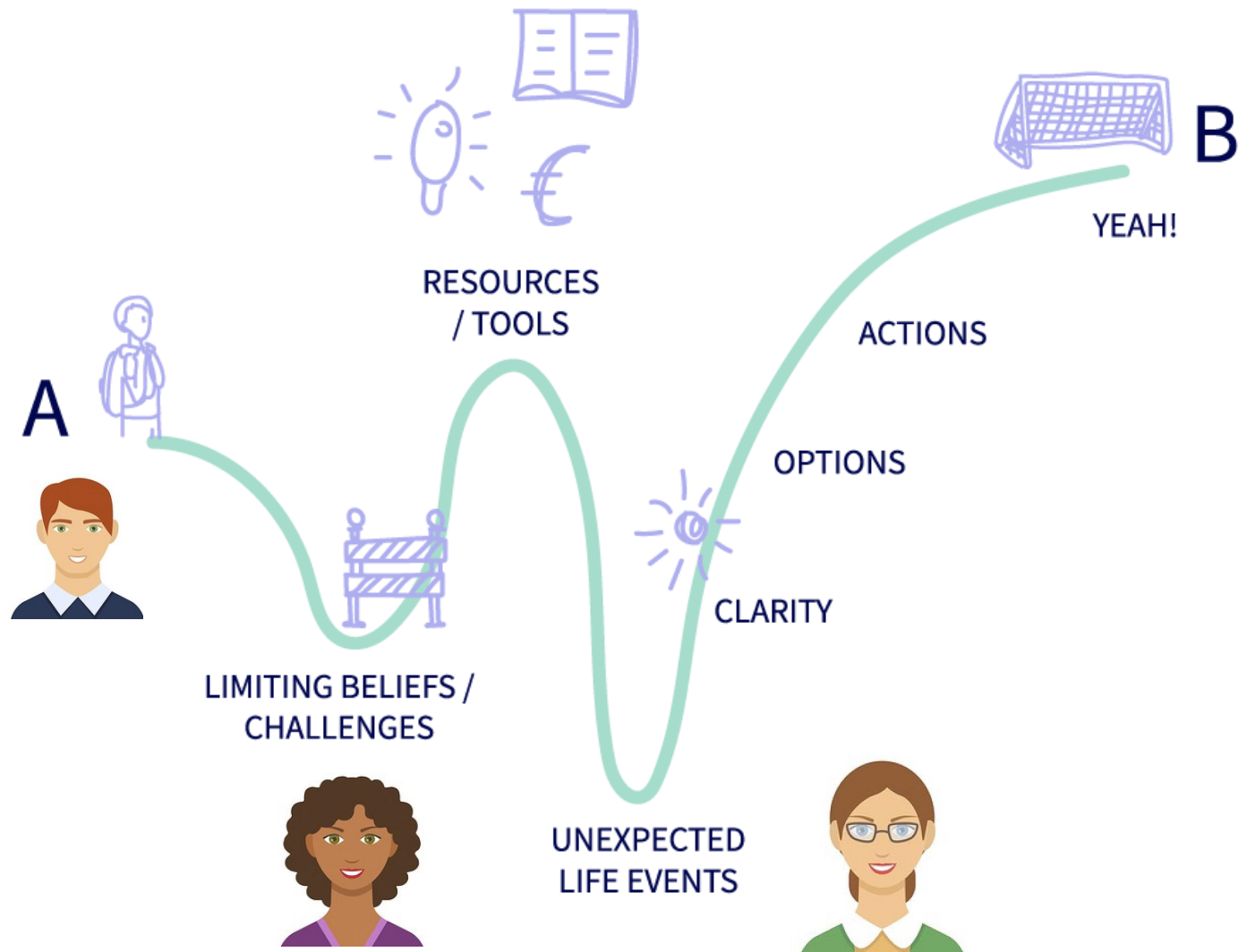
Which attitudes may be required for the « PM of the future » ?



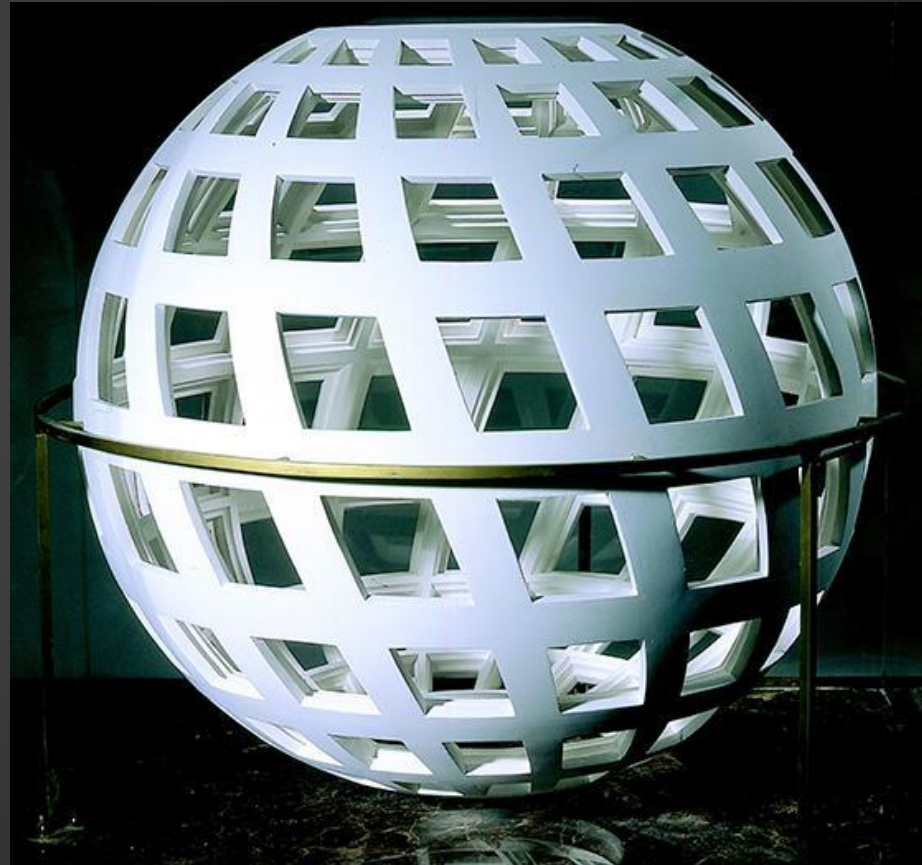
- Be highly motivated and **work smart**
- Lead and make others better
- **Be coachable and follow**
- Innovate, Dare & Repeat
- **Be resilient & Bounce Back**
- **Optimal use & refuel of energy**
- Enjoy and celebrate

And probably many other ones !!!

When starts the Companion tour ?



Companion's masterpieces (1/2)



Staff sphere

Companion's masterpieces (2/2)



Hand holding a sphere



Beaune Hospice in wet dough

What is your next **project** masterpiece ?

And how to reach it ?

As project craftwoman

Search for your guild/companions

Build up the right Project
Management attitudes

... To become a *Master Companion*
... In Project Management

Enjoy the journey ...

... We hope "inspirational"



"What's up, Doc ?"

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