

Leadership Lessons from the Movies

SIUE

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Denise Harrison, MBA, PMP
Electric Vehicles Project Manager
Ameren Missouri

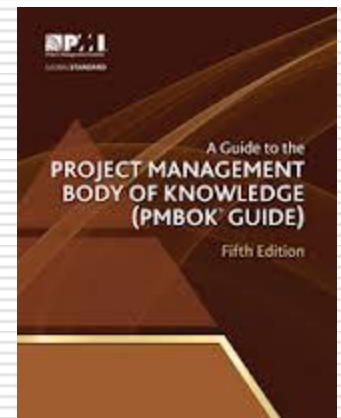
&

Mary Sue Love, Ph.D.
Associate Professor
Management & Marketing Department
SIUE





From team building to stakeholder management, a PM's interpersonal skills have a clear impact on a project's success



Every PM has these marching orders:

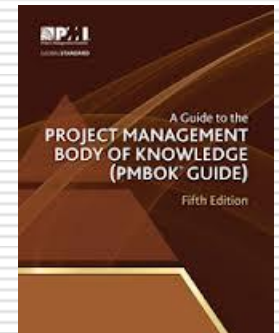
- ❑ Lead team members and stakeholders toward a common goal
- ❑ Get things done through team members
- ❑ Lead with respect and trust (rather than fear and submission)



See: PMBOK® 5 Appendix X3 for a full list of Interpersonal Skills in PM

Every PM has these marching orders:

- ❑ Communicate, motivate and inspire the team
- ❑ Maintain the vision, strategy and communicate performance
- ❑ Evaluate performance of the project team



See: PMBOK® 5 Appendix X3 for a full list of Interpersonal Skills in PM

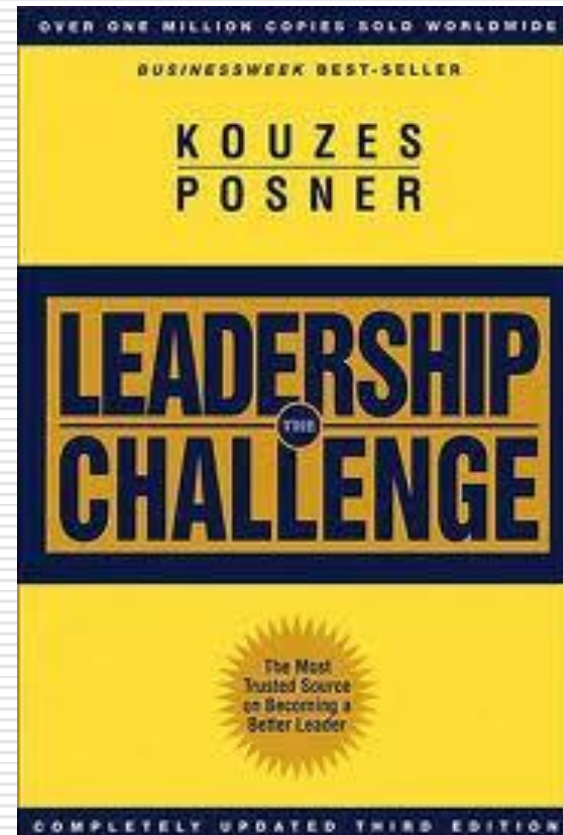


Let's Watch Movies

Inc. Magazine's March 2000 listing of movies that teach about leadership ("Everything I Know about Leadership, I Learned from the Movies") reminds us that we can find examples everywhere, but that movies often offer archetypes from which to study and learn.

Leadership Practices Inventory

- ❑ One way to examine discuss leadership
- ❑ Today, we'll use this lens to identify leadership in several movie clips



Kouzes & Posner's Approach to Leadership

- ❑ Leadership is a relationship
- ❑ Leadership is everyone's business
- ❑ Leadership development is self-development



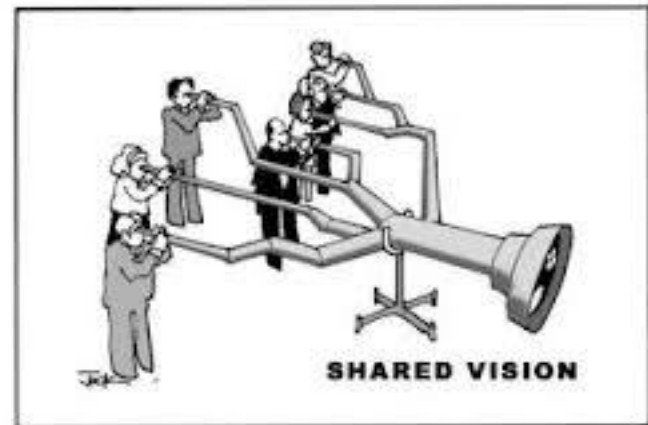
Model the Way

- ❑ Find your voice by clarifying your personal values
- ❑ Set the example by aligning actions with shared values



Inspire a Shared Vision

- Envision the future by imagining exciting and ennobling possibilities
- Enlist others in a common vision by appealing to shared aspirations



Challenge the Process

- ❑ Search for opportunities by seeking innovating ways to change, grow, and improve
- ❑ Experiment and take risks by constantly generating small wins and learning from mistakes



IF IT DOESN'T **CHALLENGE** YOU
IT DOESN'T **CHANGE** YOU

- FRED DICHTO

Enable Others to Act

- ❑ Foster collaboration by promoting cooperative goals and building trust
- ❑ Strengthen others by sharing power and discretion



Encourage the Heart

- ❑ Recognize contributions by showing appreciation for individual excellence
- ❑ Celebrate the values and the victories by creating a spirit of community



Model the Way	Inspire Shared Vision	Challenge the Process	Enable Others	Encourage the Heart
<ul style="list-style-type: none"> • Behavior wins respect • Model the behavior that they expect from others • Clear about own guiding principles • Give a voice to their values • <i>“People first follow the person and then the plan”</i> 	<ul style="list-style-type: none"> • Dream of what could be • confidence to deliver extraordinary things • Imaging a attractive opportunity • Desire to act • People will not follow as long the vision not belongs to them • Knowledge of peoples desire and dreams 	<ul style="list-style-type: none"> • Search and accept challenges • Innovative ideas for transformation of an status quo • Recognition of new ideas and being an <i>early adopter</i> • Being open to learn new things and to learn from failures 	<ul style="list-style-type: none"> • Leadership is a team effort • Foster collaboration and build trust • Enable others to do good work 	<ul style="list-style-type: none"> • Appreciate peoples commitment and contribution • Sense about how to form team identity and guidance through hard times

Studies show those who use these practices:

- Are more effective in meeting job-related demands
- Are more successful in representing units to management
- Create higher-performing teams
- Foster loyalty and commitment
- Increase motivational levels and willingness to work
- Reduce absenteeism, turnover, and dropout rates
- Possess high degrees of personal credibility

Studies show those who use these practices:

- ❑ Generate increased sales and customer satisfaction.
- ❑ Enhance motivation and willingness to work hard.
- ❑ More successfully represent their units to management.
- ❑ Facilitate high patient satisfaction and meet family member needs.
- ❑ Promote involvement in schools.
- ❑ Increase fundraising results and expand gift-giving.
- ❑ Extend the range of their agencies' services.
- ❑ Influence recruitment positively.

Leadership Team



So....

**CAN WE MAKE THESE
COME ALIVE FOR US
FROM THE MOVIES?**

Saving Private Ryan





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Saving Private Ryan

- Why does revealing his profession before the war have such an impact on the squad?
- He's Modeling the Way, how?

Cool Runnings





Most astonishing is the
Jamaicans. They still have a
chance to win an Olympic medal.

Cool Runnings

- ❑ Why are they so determined to complete the race?
- ❑ Again, Modeling the Way

Braveheart





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Braveheart

- ❑ How does this inspire the troops?
- ❑ You got it, Inspire a Shared Vision

Invictus





Invictus

- ❑ How does Mandela stretch Pienaar's own expectations of what is possible?
- ❑ Inspiring, huh?

Dave



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Dave

- ❑ How does Dave get his shelter saved?
- ❑ How does he do it without tipping the boat?
- ❑ That's Challenging the Process

Men in Black





Men in Black

- ❑ How does E know who the real threats are?
- ❑ What's different about his thinking?
- ❑ He is Challenging the Process!

Apollo 13





Apollo 13

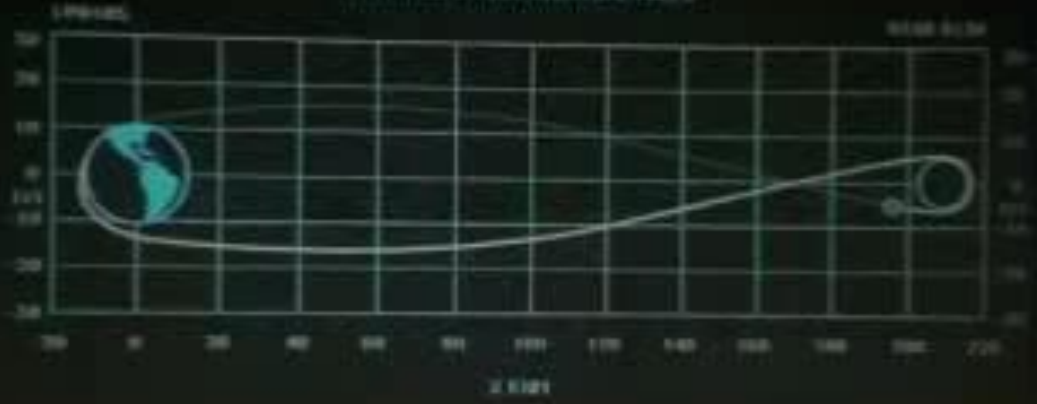
- ❑ How does Krantz get the team focused on the same goal?
- ❑ How does he step back and enable them to act?

Apollo 13



EARTH MOON TRANSIT

DISTANCE X 1000 NAUTICAL MILES



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Apollo 13

- So good we have to see two clips...in this one, Krantz is telling them they better figure out how to get a square peg to fit a round hole...again, what do we see here that enables others?

The Shawshank Redemption





The Shawshank Redemption

- ❑ What makes those 3 beers so important?
- ❑ What impact does encouraging the heart have on people?

Coach Carter





Coach Carter

- How does Coach Carter lift the team, even though they lost the big game?



What can we take away for our real lives?

THESE ARE JUST MOVIES



Tell us your favorite leadership movie, or movie scene

- Join the conversation at Today'sMeet
 - Begin your comment with

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