



Niel Magsombol
SPC, SSM, CSP, CSM, CSP, PMP
Certified Kanban,
Certified DevOps
Agile Transformation &
Business Agility Coach

JOHN MAXWELL

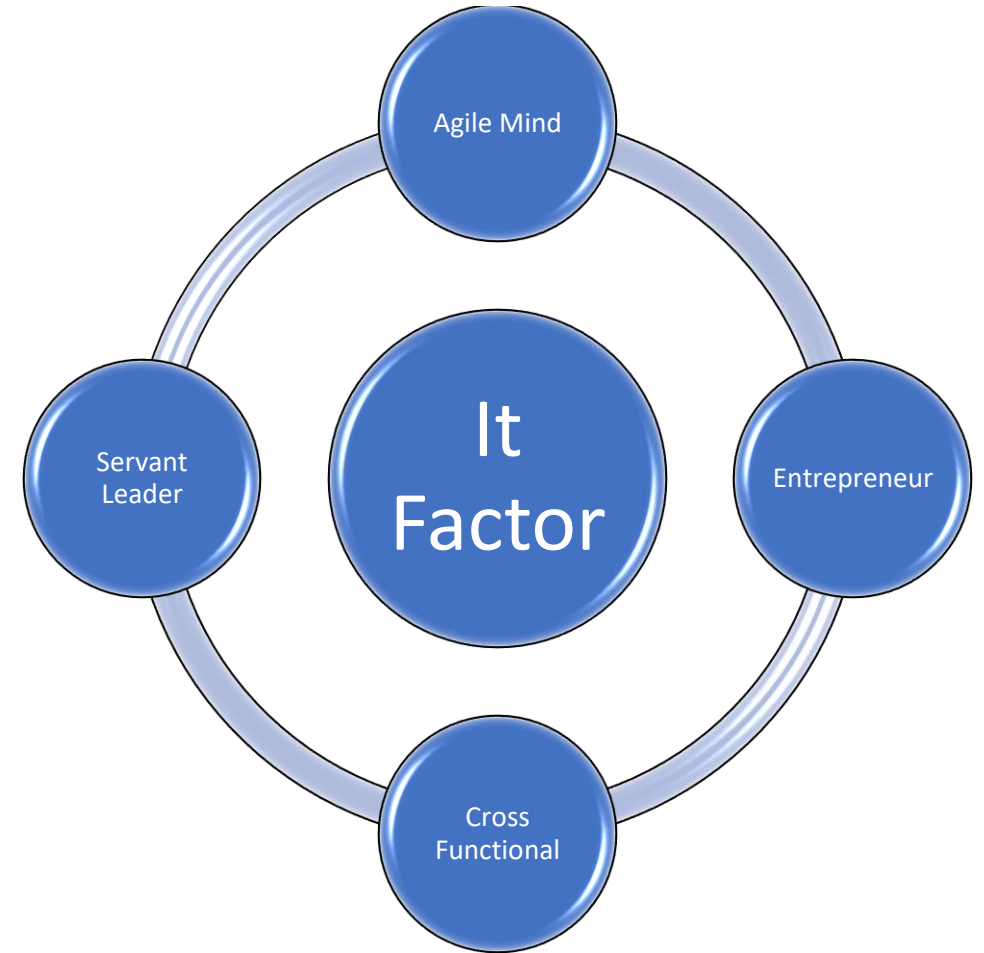
Certified Leadership:

- Coach
- Trainer
- Speaker
- DISC Behavioral Analysis Trainer



IN-VISION

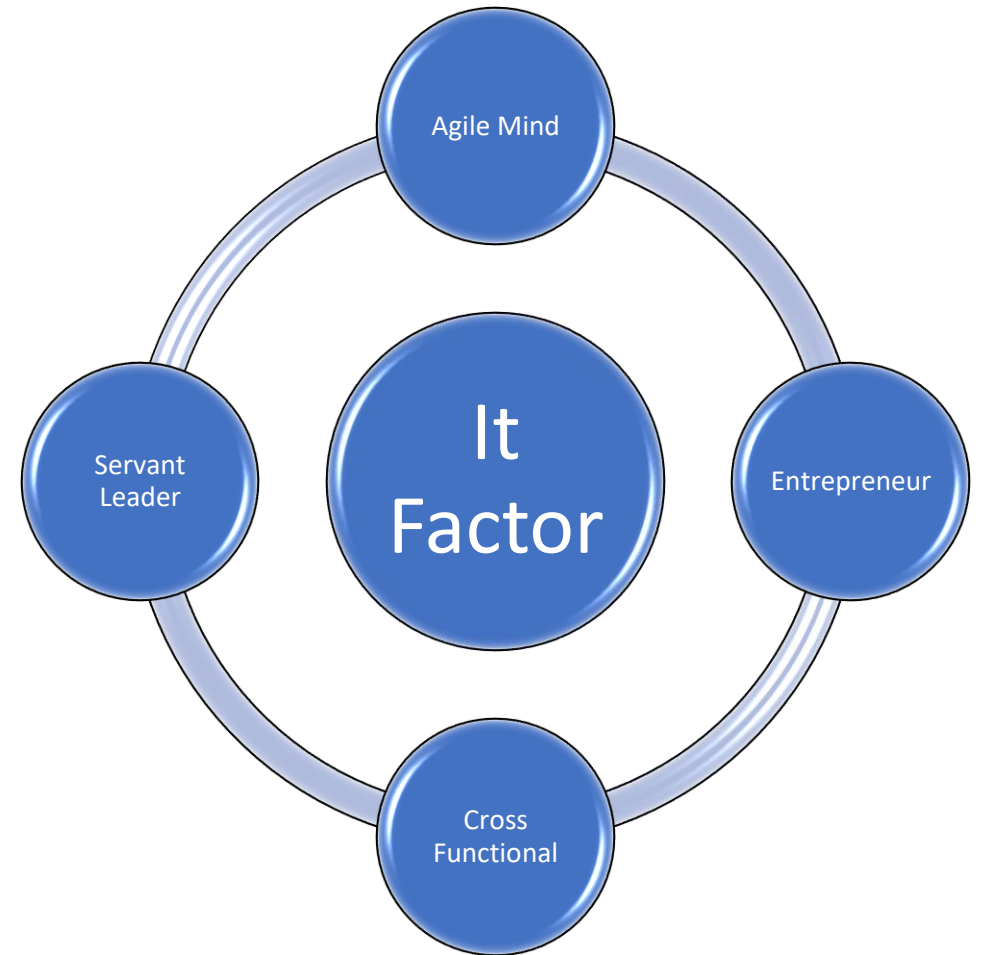
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LEARNING OBJECTIVES

At the conclusion of this session, participants will be able to:

- Classify and define the critical leadership aspects that define the **'It' Factor**
 - Agile Mindset for PM's & SM's
 - Entrepreneurship
 - Learning Agility: Cross Functionality
 - Servant Leadership: Influence



Purpose

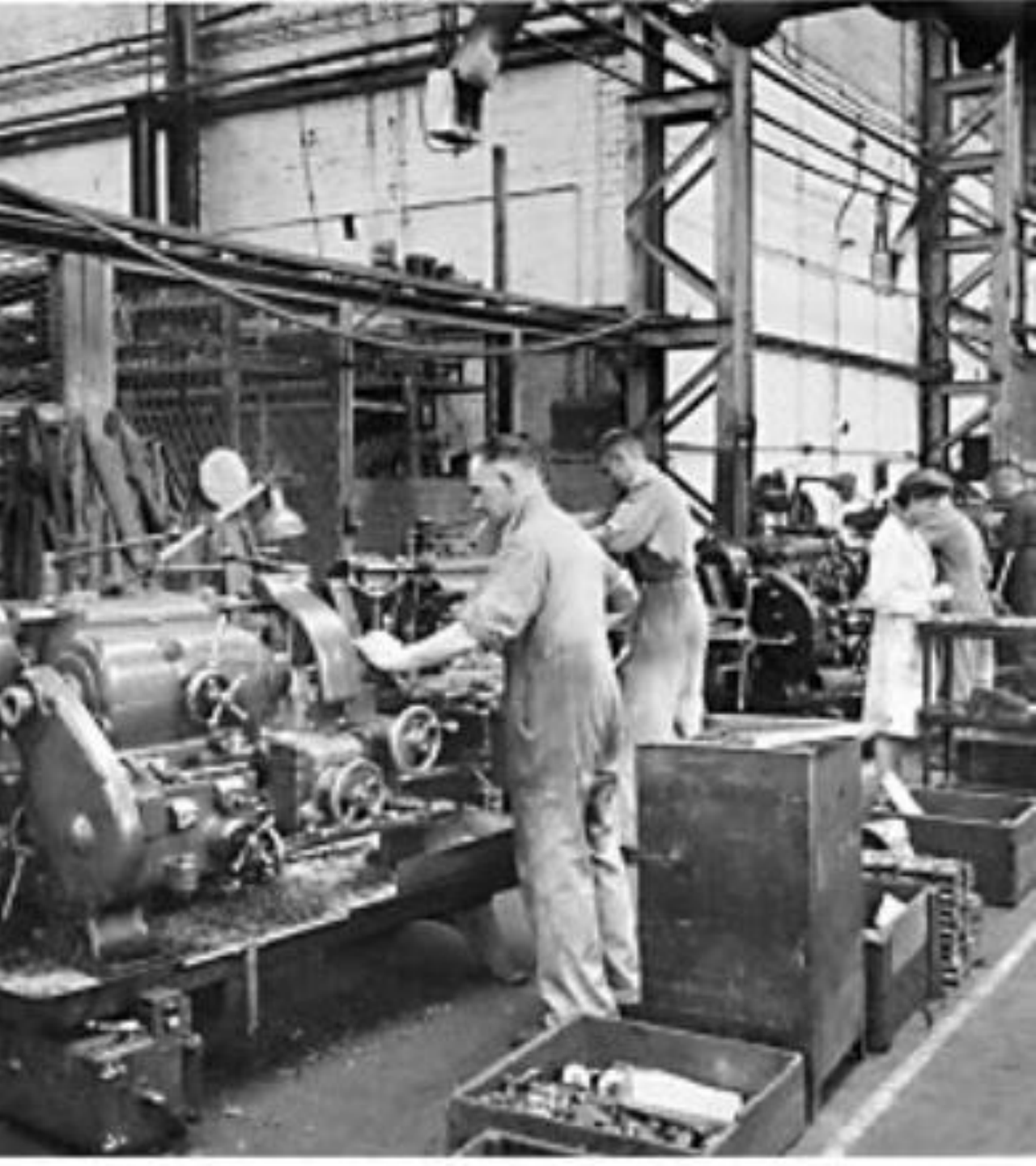


I Believe In The Power of Human Potential

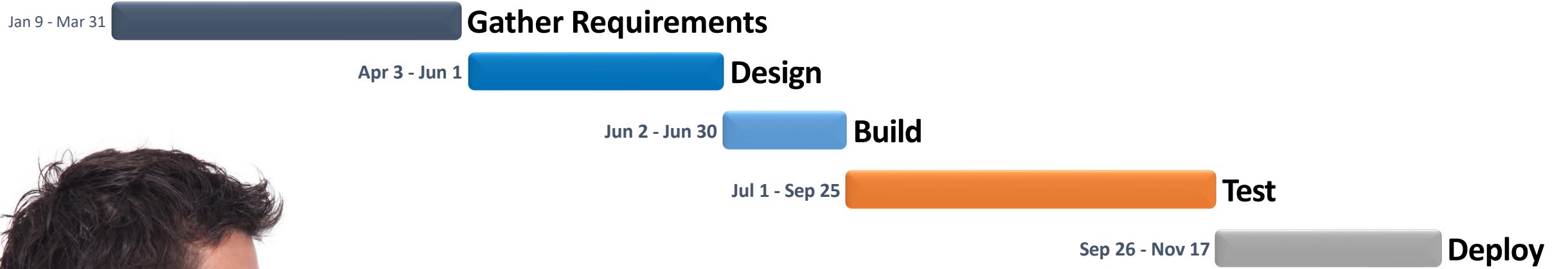
The 'It' Factor

Often used in sports, often refers to the seemingly intangible qualities of an individual that causes them to stand out, especially in areas of leadership.

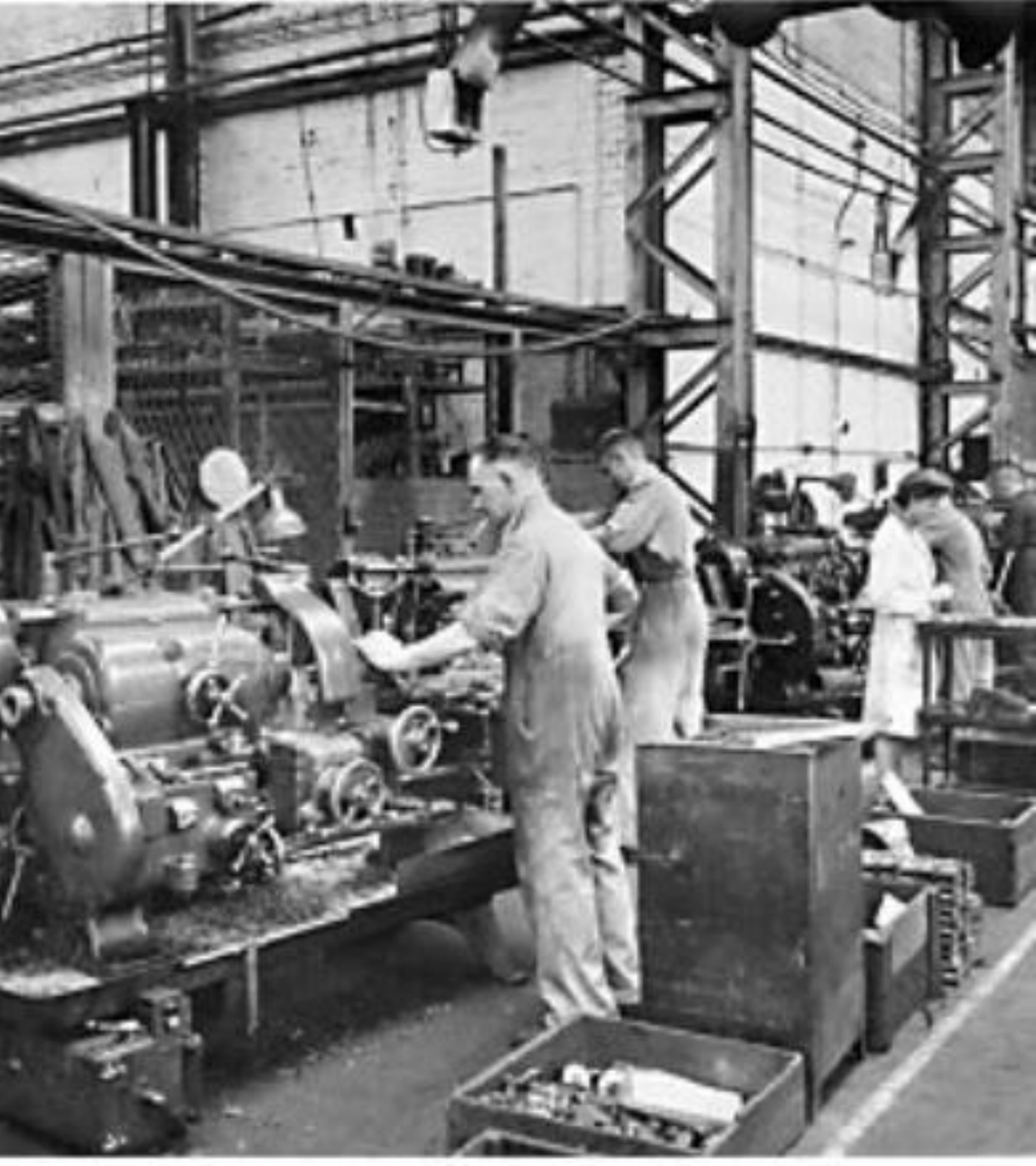




Intro: My Story

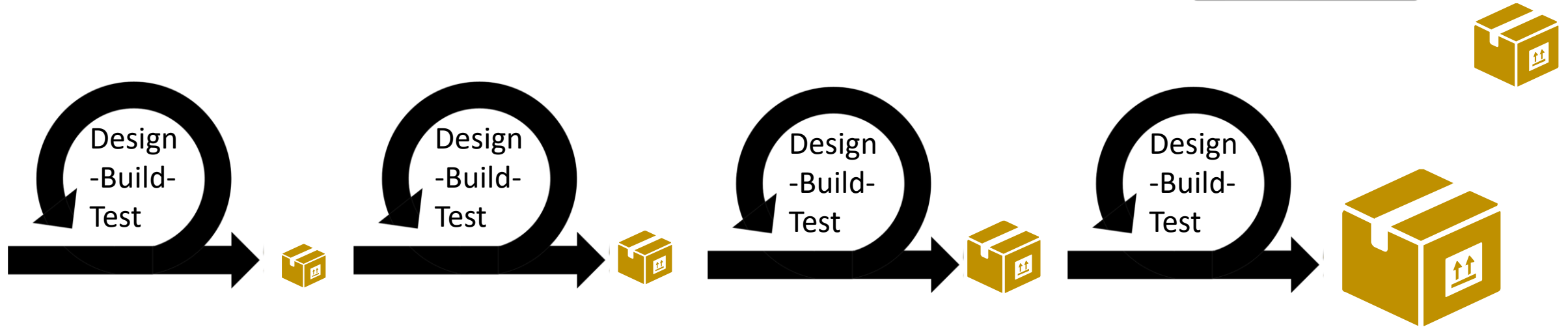
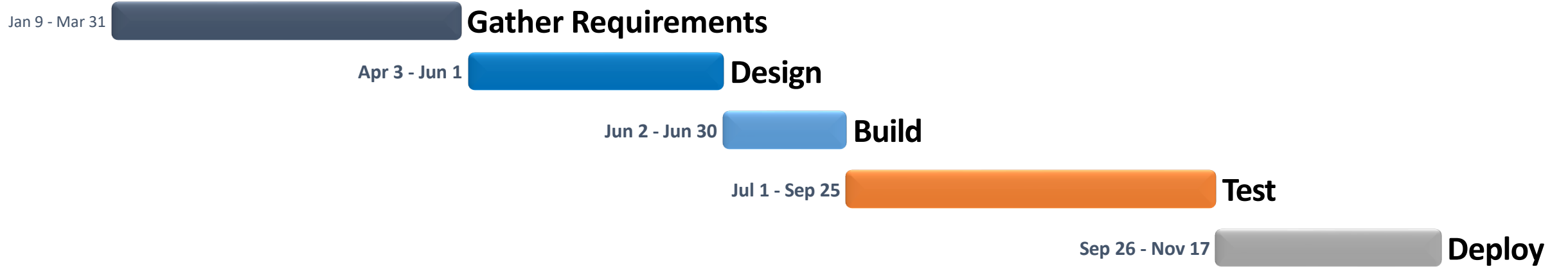


**LOCK REQUIREMENTS!
HIT THE DATE!**

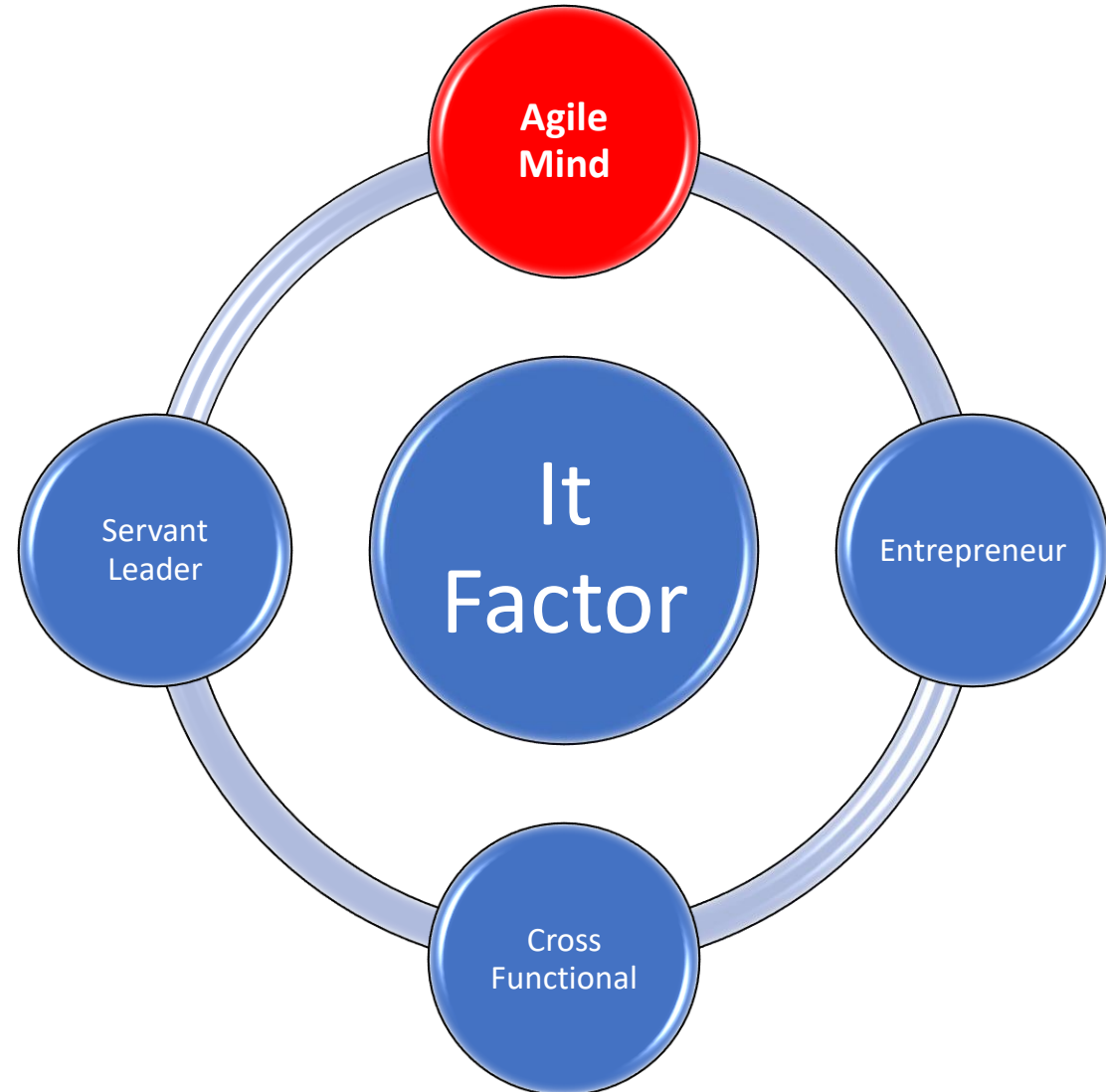


A hypo what...



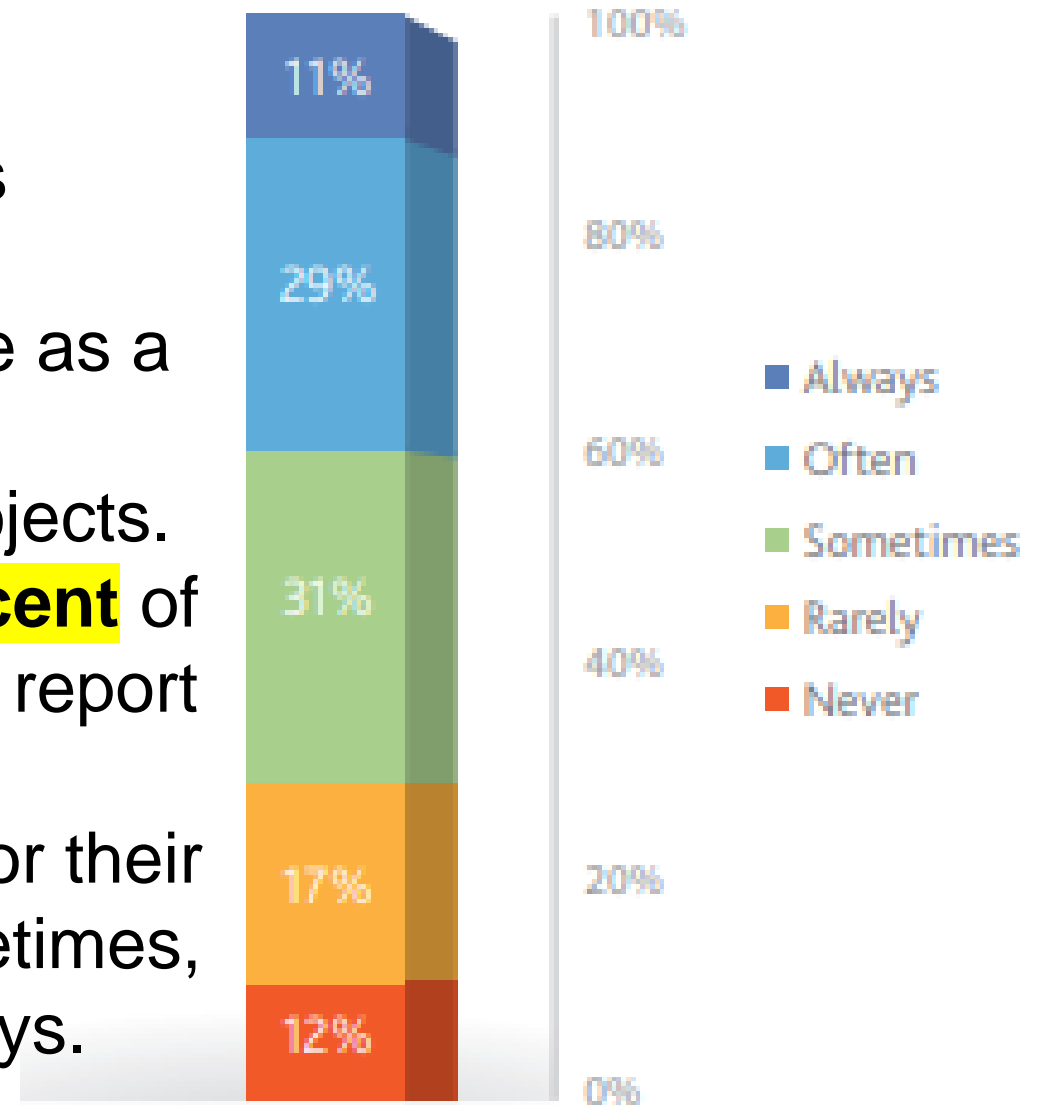


#1 - Agile Mindset



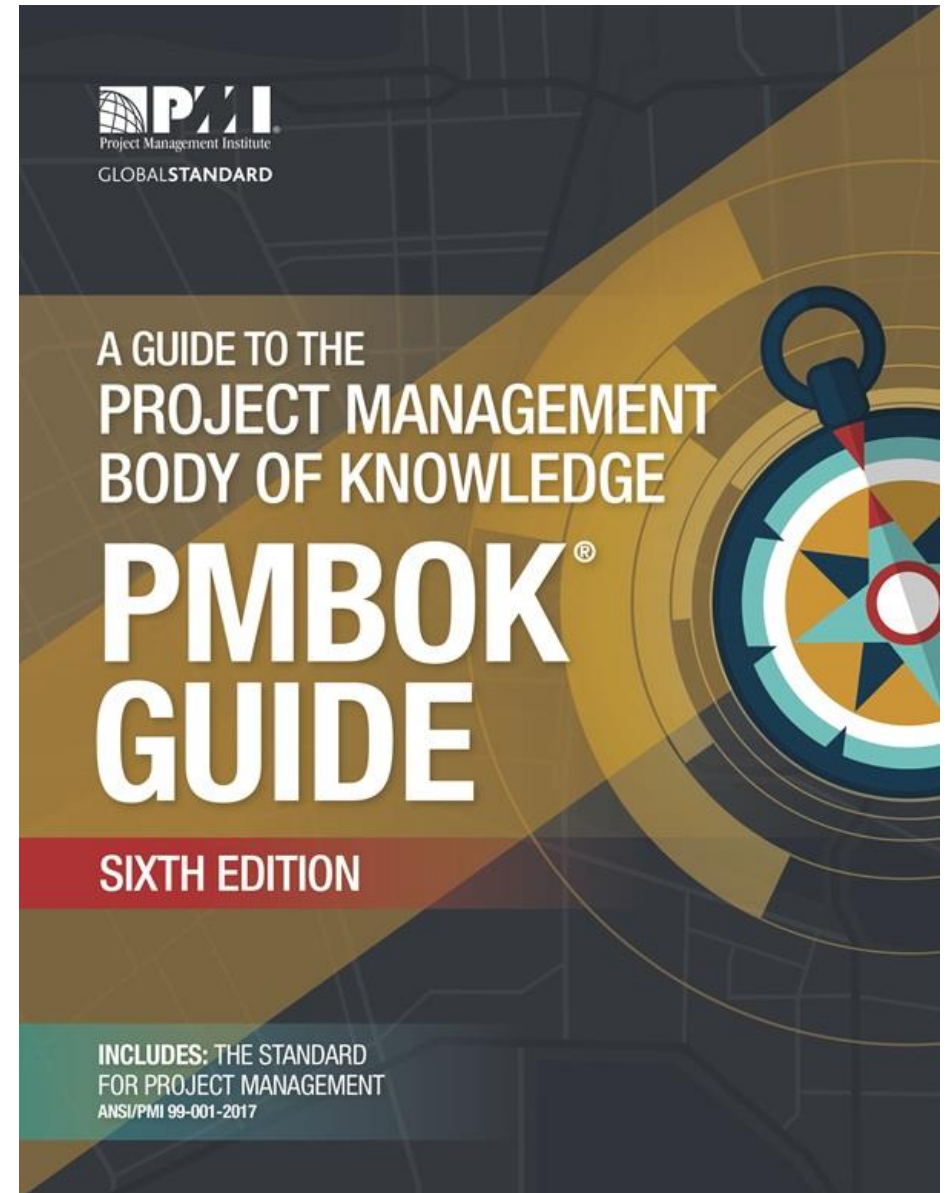


Organizations increasingly embrace agile as a technique for managing projects. **A full 71 percent** of organizations report using agile approaches for their projects sometimes, often, or always.



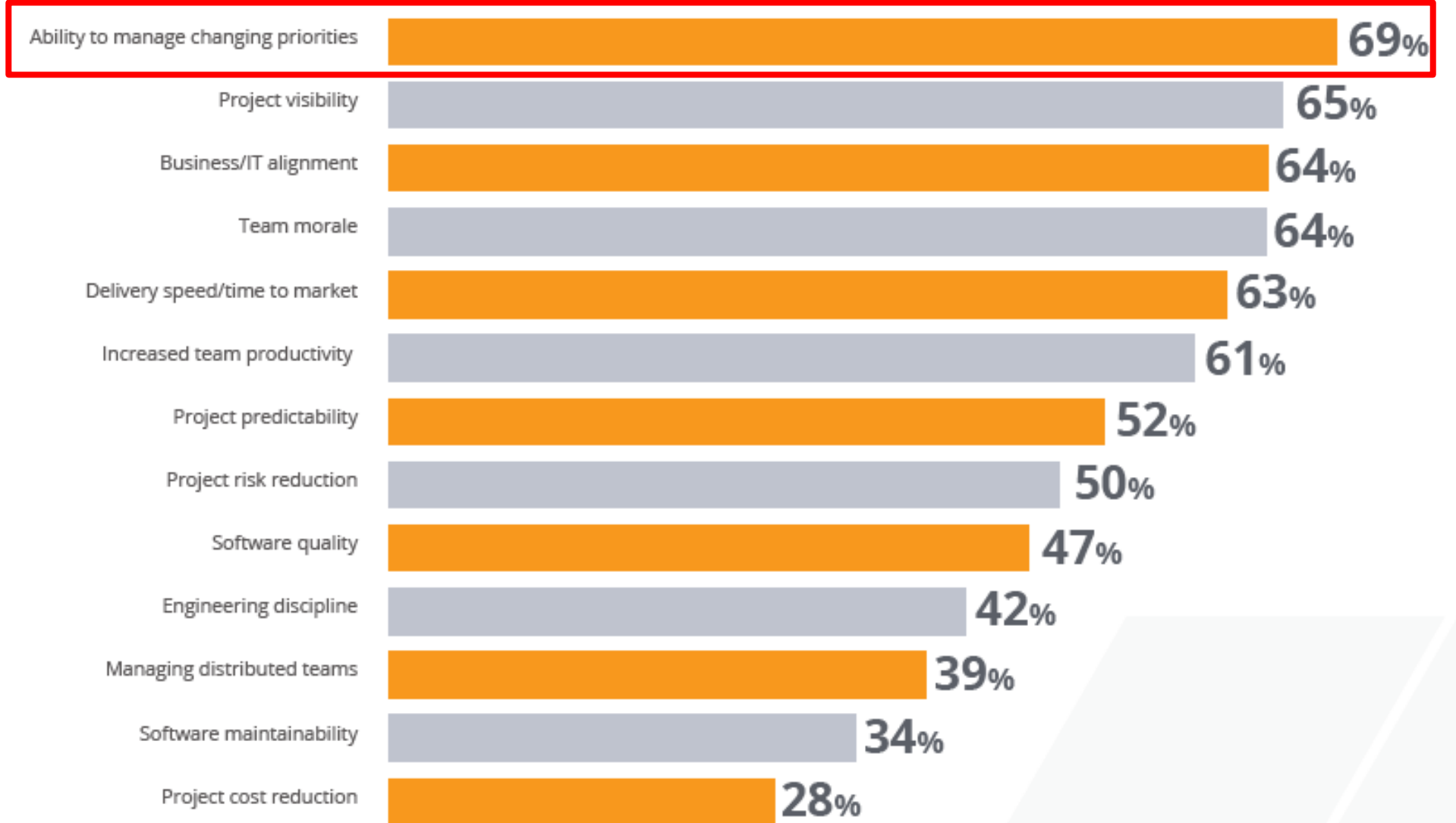
PMBOK® Guide 6th Edition

Now contains 186 pages on Agile



BENEFITS TO ADOPTING AGILE

VersionOne
14th State of
Agile Report

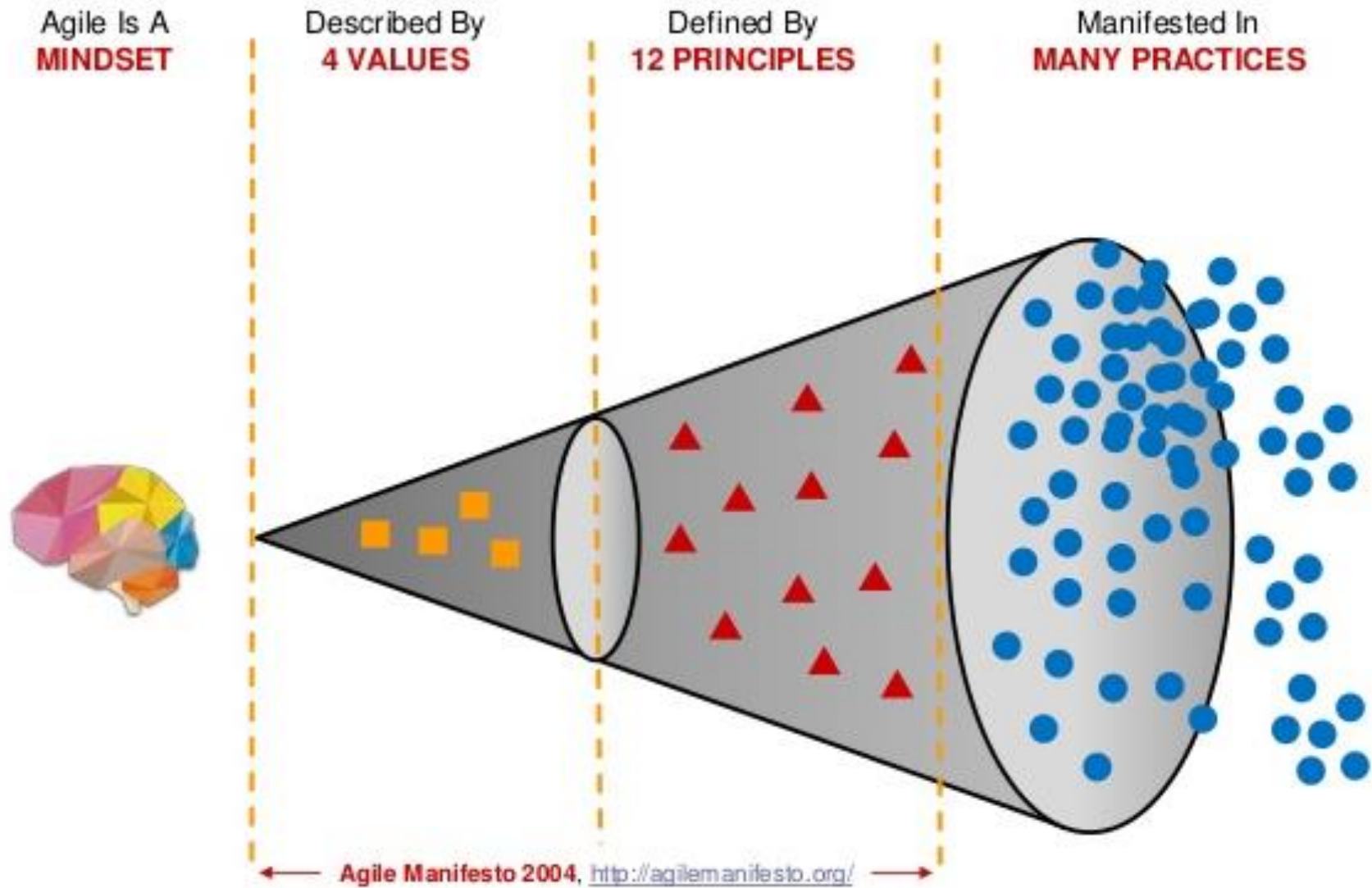


AGILE – WEBSTER'S



- having a quick resourceful and adaptable character:

an agile mind



Agile Values

Graphic inspired by Ahmed Sidky, ICAgile, Riot Games

AGILE MANIFESTO - VALUES

We are uncovering better ways of developing software by doing it and helping others do it. Through this work we have come to value:

Individuals And Interactions	Over	Processes And Tools
Working Software [Deliverables]	Over	Comprehensive Documentation
Customer Collaboration	Over	Contract Negotiation
Responding To Change	Over	Following A Plan

That is, while there is value in the items on the right, we value the items on the left more.

Early Agile Experience

1st Scrum Master
We Hired Had A
Very Good
Resume

Early Agile Experience

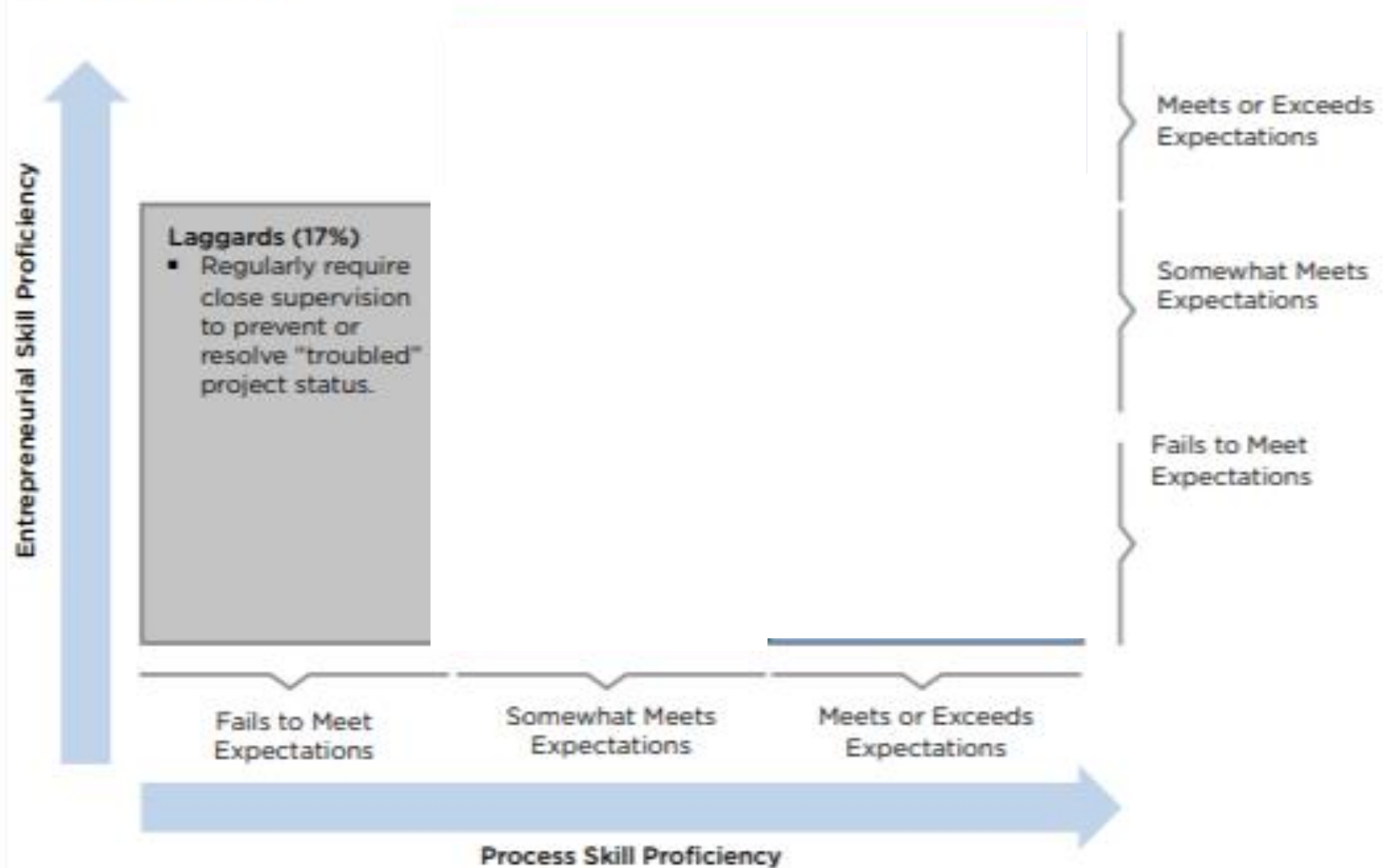
1st Scrum Master
We Hired Had A
Very Good
Resume

*However, Was
Very Rigid &
Process Centric*



#EPIC_FAIL

THE FOUR PROJECT MANAGER PERFORMANCE SEGMENTS

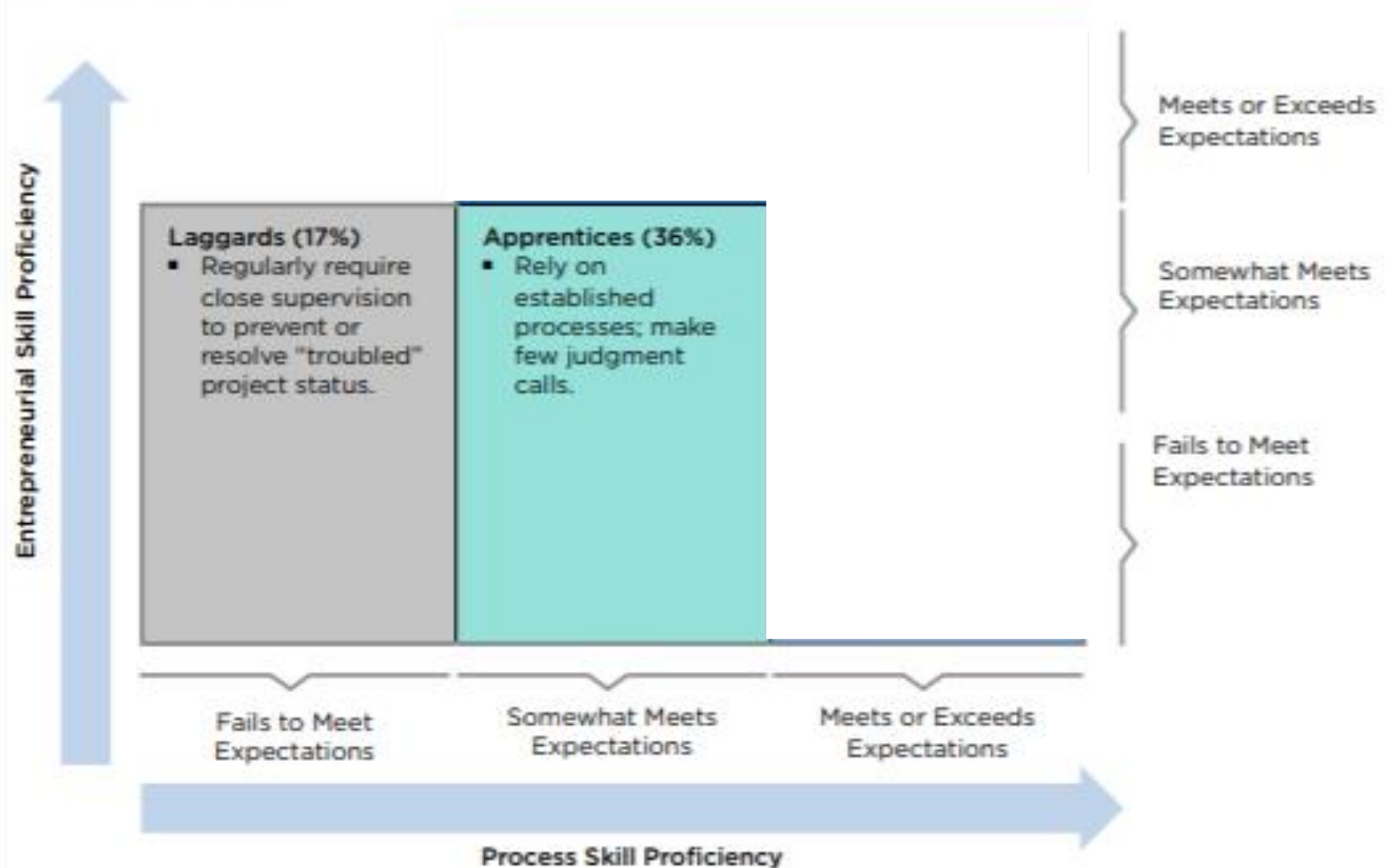


n = 1,182 project managers and 87 organizations.

Source: CEB Project Manager Effectiveness Diagnostic.

Note: Total does not equal 100% due to rounding.

THE FOUR PROJECT MANAGER PERFORMANCE SEGMENTS

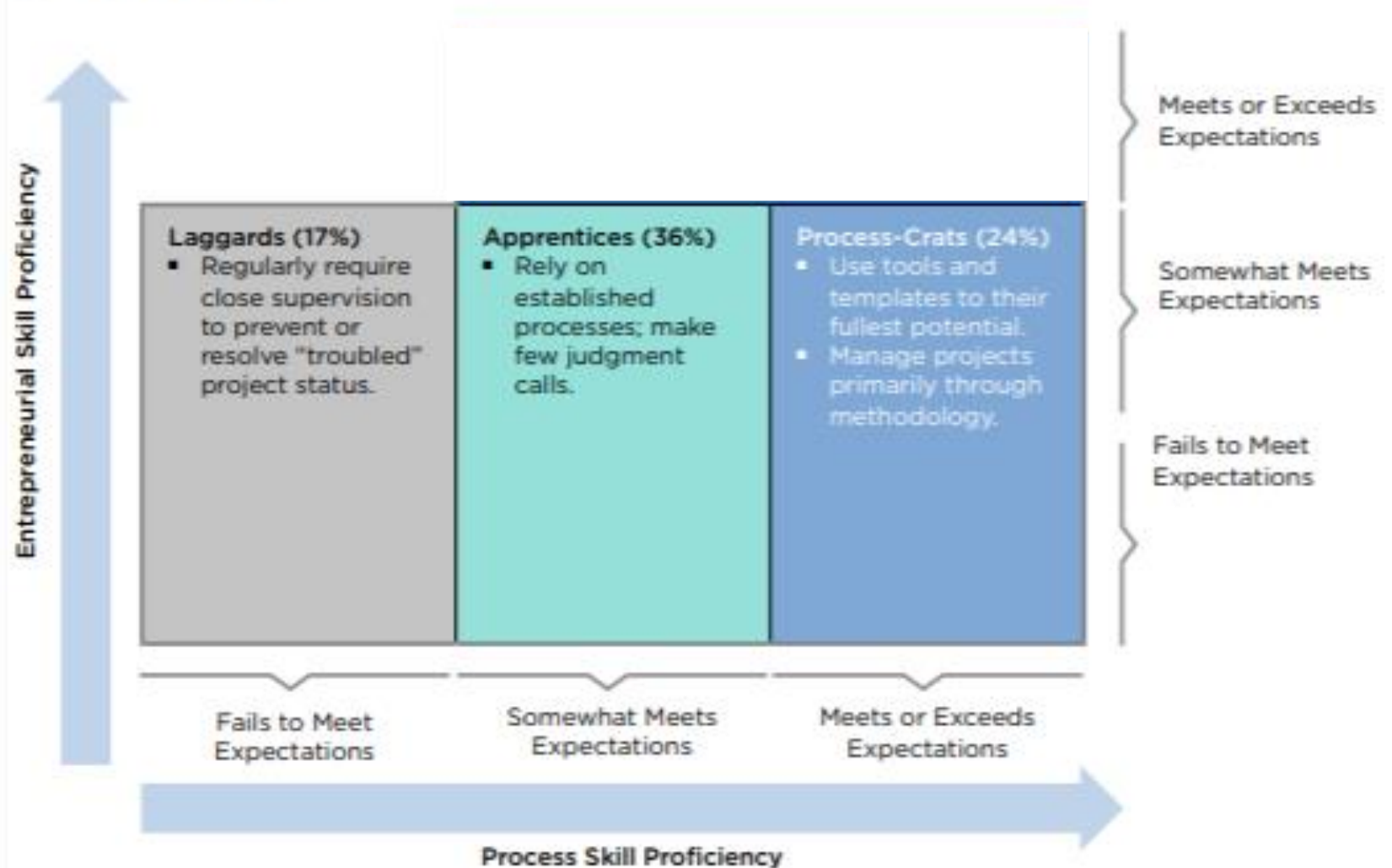


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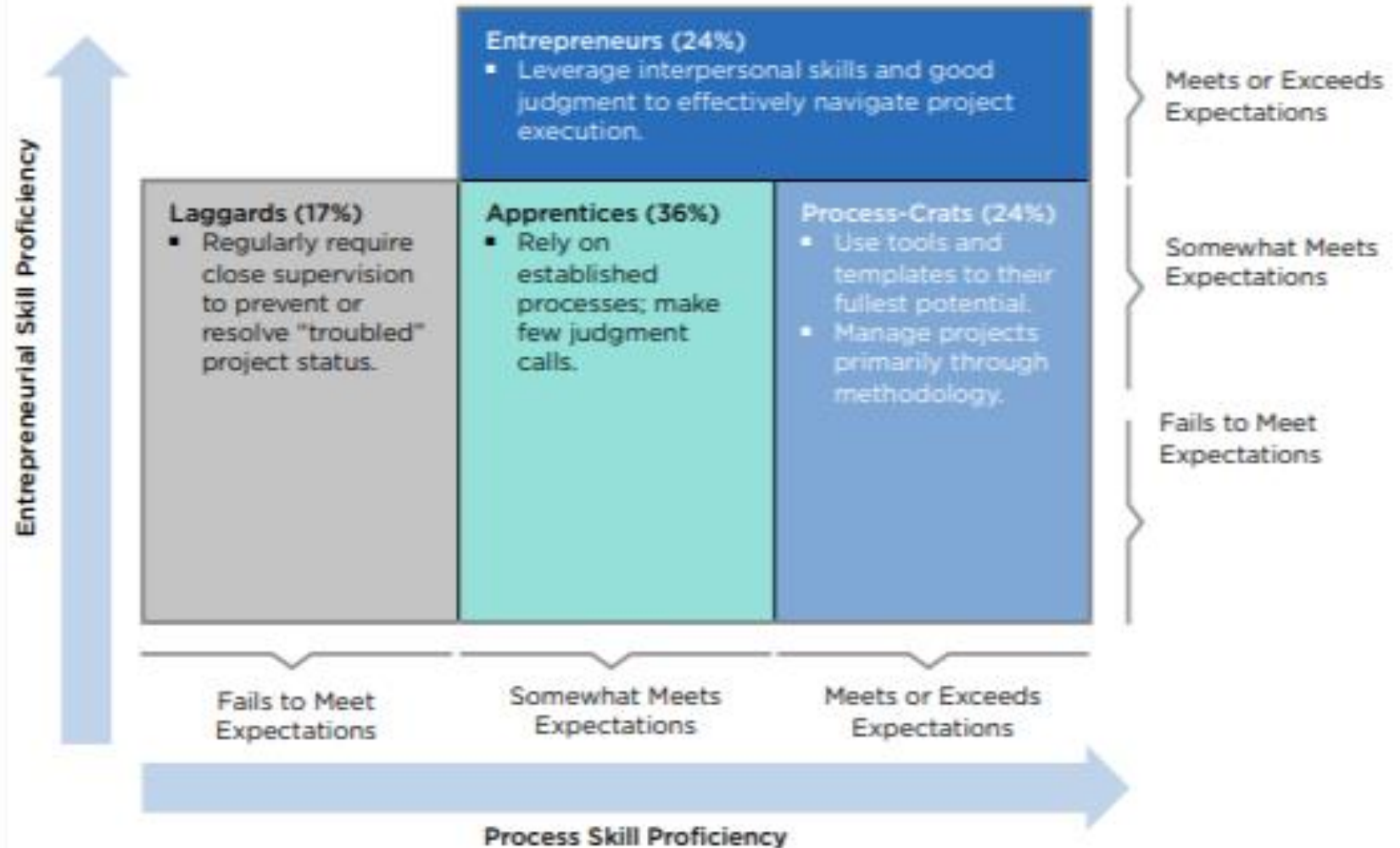
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Only 24% of project managers meet Entrepreneurial skills expectations.

- Entrepreneurs at least somewhat meet business partner expectations on process skill proficiency.

THE FOUR PROJECT MANAGER PERFORMANCE SEGMENTS

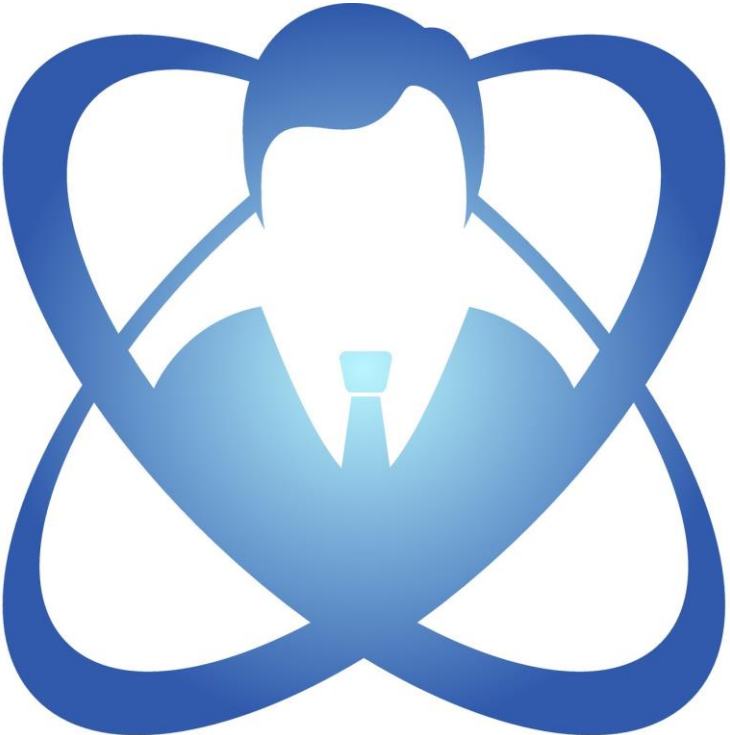


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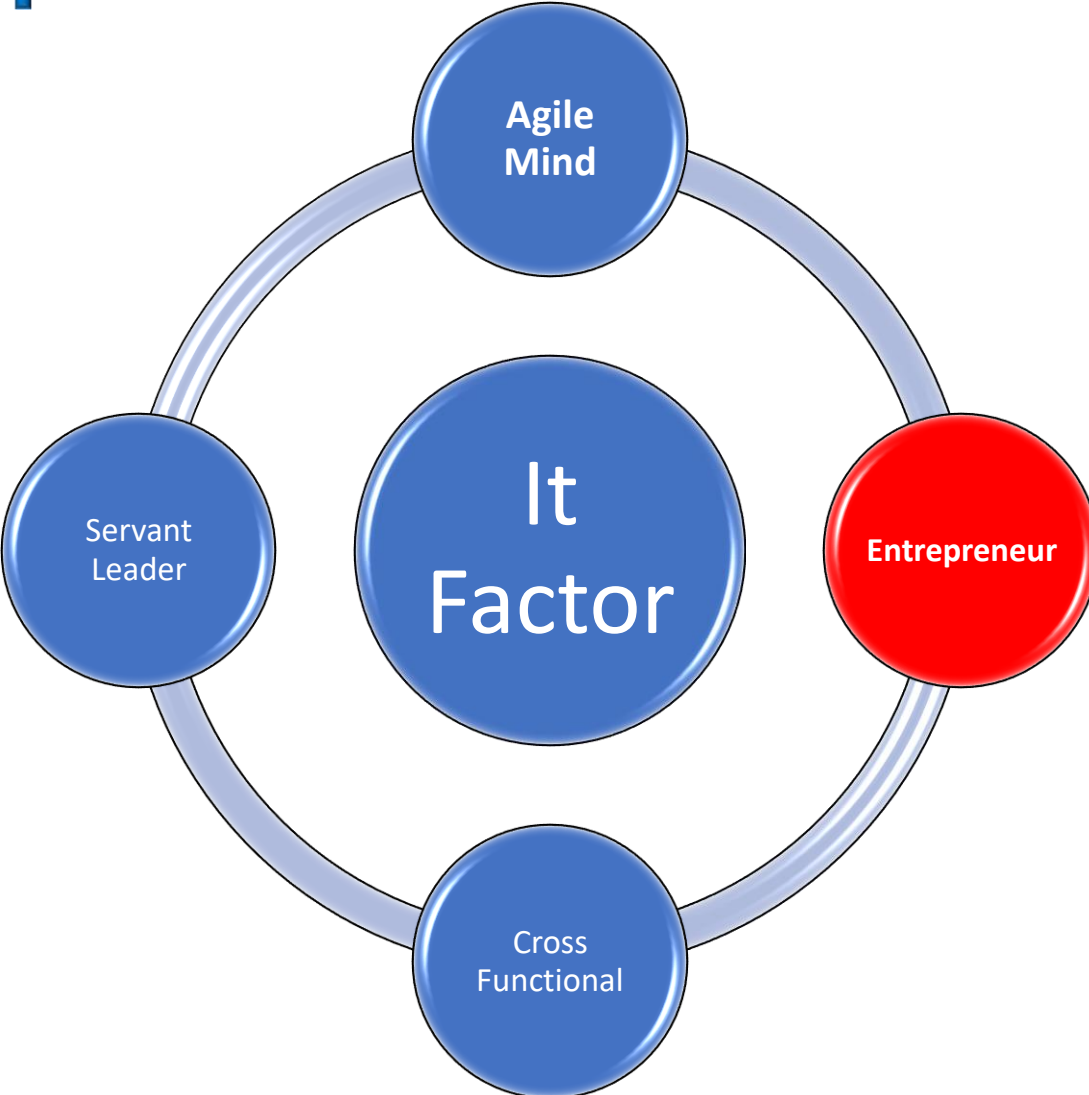
Source: CEB Project Manager Effectiveness Diagnostic.

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#2 - Entrepreneurship



ENTREPRENEURSHIP

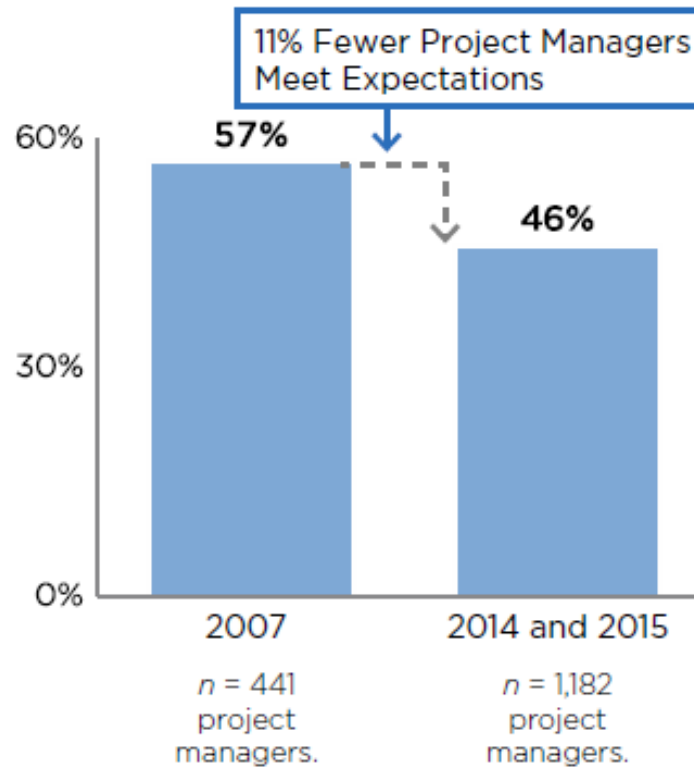


However, PMOs' best efforts still fall short; while project managers are maintaining on-time and on-budget rates, they seem to be sacrificing business outcomes attainment.

- Further, most project managers take a process-centric approach.

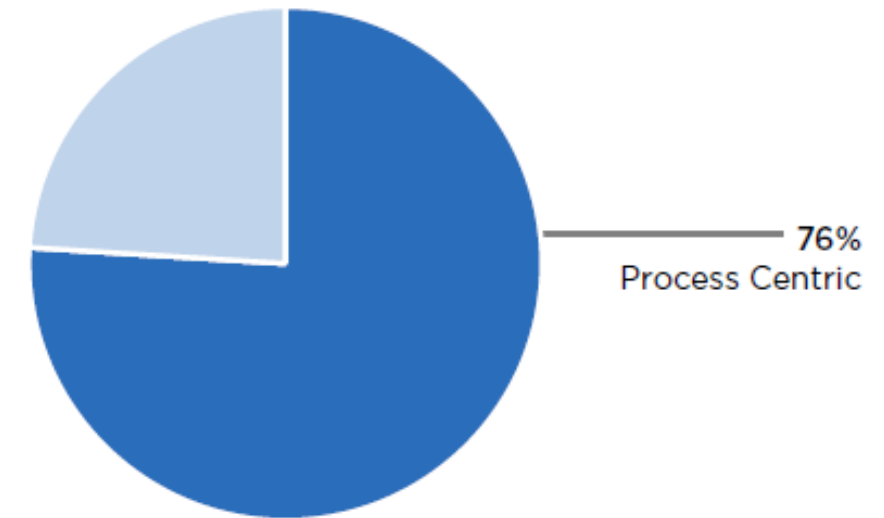
TOO MANY PROJECT MANAGERS MISS THE MARK

Project Managers Meeting Stakeholders' Business Outcome Expectations



Source: CEB analysis.

Project Managers Taking a Process-Centric Approach



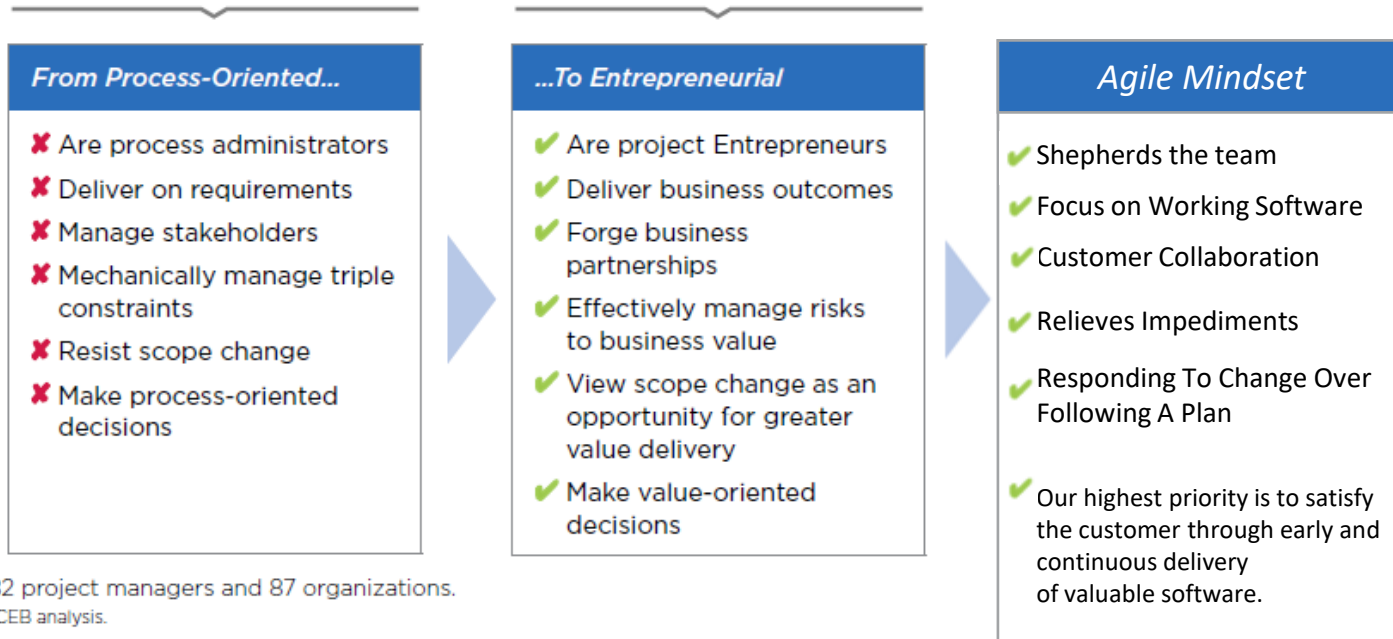
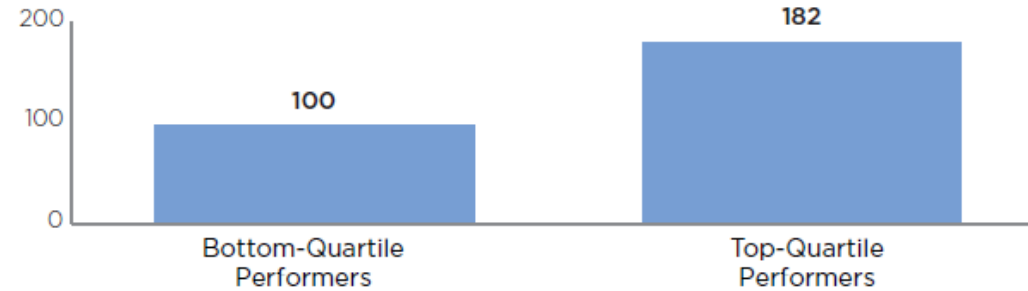
n = 1,182 project managers and 87 organizations.
Source: CEB analysis.

Top-quartile project managers demonstrate a few key traits that drive their effectiveness.

- Top-performing project managers are 1.8 times more effective in achieving anticipated business outcomes than bottom-quartile performers.

THE BEST PROJECT MANAGERS GO BEYOND PROCESS

Project Manager Effectiveness at Delivering Business Outcomes
Indexed, Bottom-Quartile Performance = 100



n = 1,182 project managers and 87 organizations.
Source: CEB analysis.

The Real Definition Of Entrepreneur --- And Why It Matters



Brett Nelson Contributor ⓘ
I discuss investing, strategy and management (and poke some fun, too)

Entrepreneurs, in the purest sense:

1. **are those who identify a need---
any need---**
2. **and fill it**

The word "Forbes" is written in a large, white, serif font on a solid black rectangular background.

The Real Definition Of Entrepreneur --- And Why It Matters



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[Entrepreneurship] is a primordial [basic and fundamental] urge, independent of product, service, industry or market.

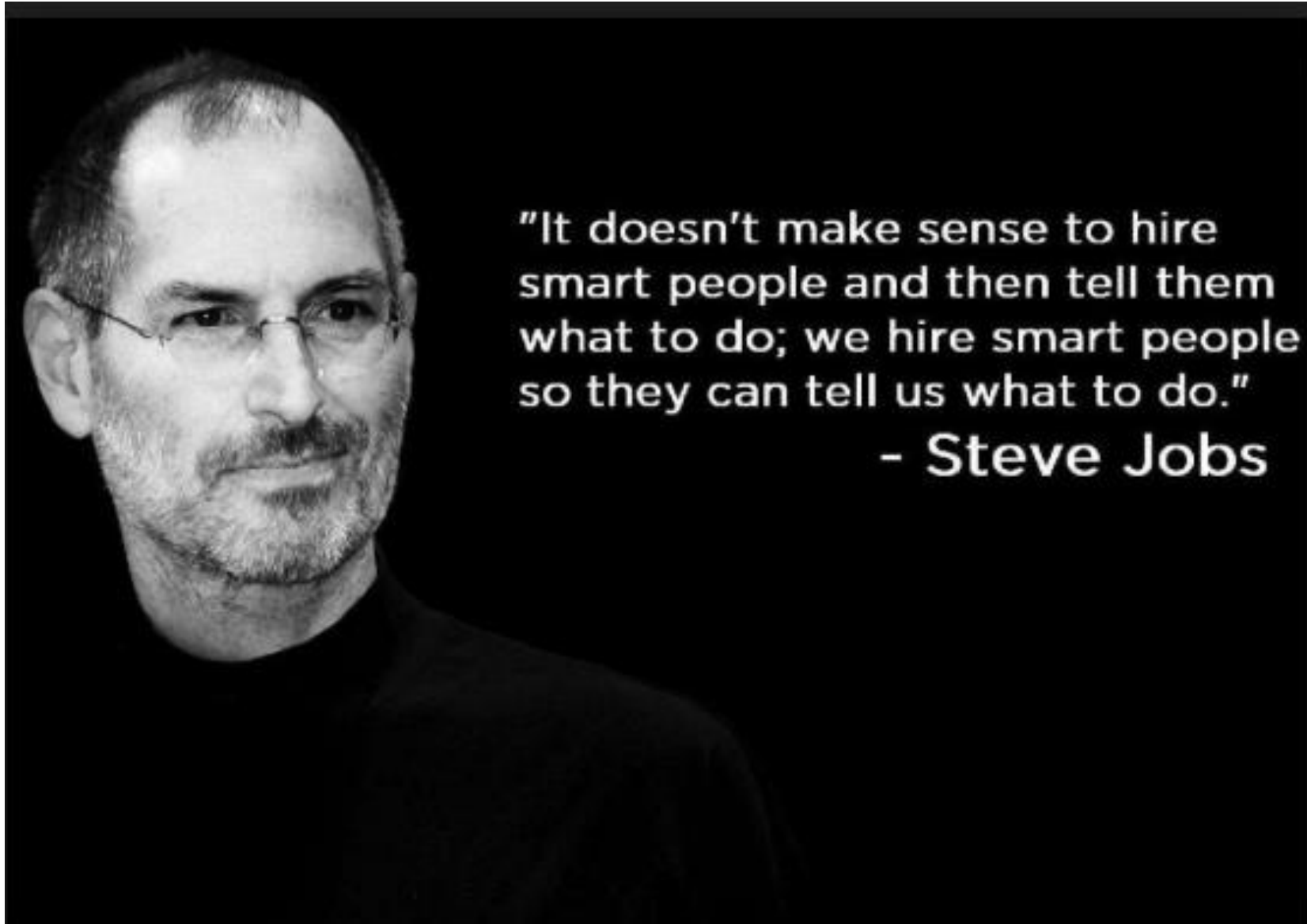
The word "Forbes" is written in a large, white, serif font on a solid black rectangular background.

Key Entrepreneurial Trait



Initiative
/i-ni-shya-tiv/

def: The ability to solve problems and take actions by thinking of the solutions rather than being told or ordered what to do.



"It doesn't make sense to hire smart people and then tell them what to do; we hire smart people so they can tell us what to do."

- Steve Jobs

“Can We Put ‘Spunky’ On A Resume?”

Resume

Vancouver, British Columbia

555.468.5846

sample@resume.com

Summary

I have had 3 years experience in web design and development. I am familiar with a lot of the languages and software used in creating projects for the web. Furthermore, I have great project management skills and also work well either alone or with a group.

Education

University of Resume

Design Media

Seattle, WA

Graduated January 2008

Employment History

Ocean Suns

January 2012– March 2015

Bannana Hut Manager

Collaborated with other team members on special projects and events.

Delivered exceptional service by greeting and serving customers in a timely, friendly manner.

ComStream

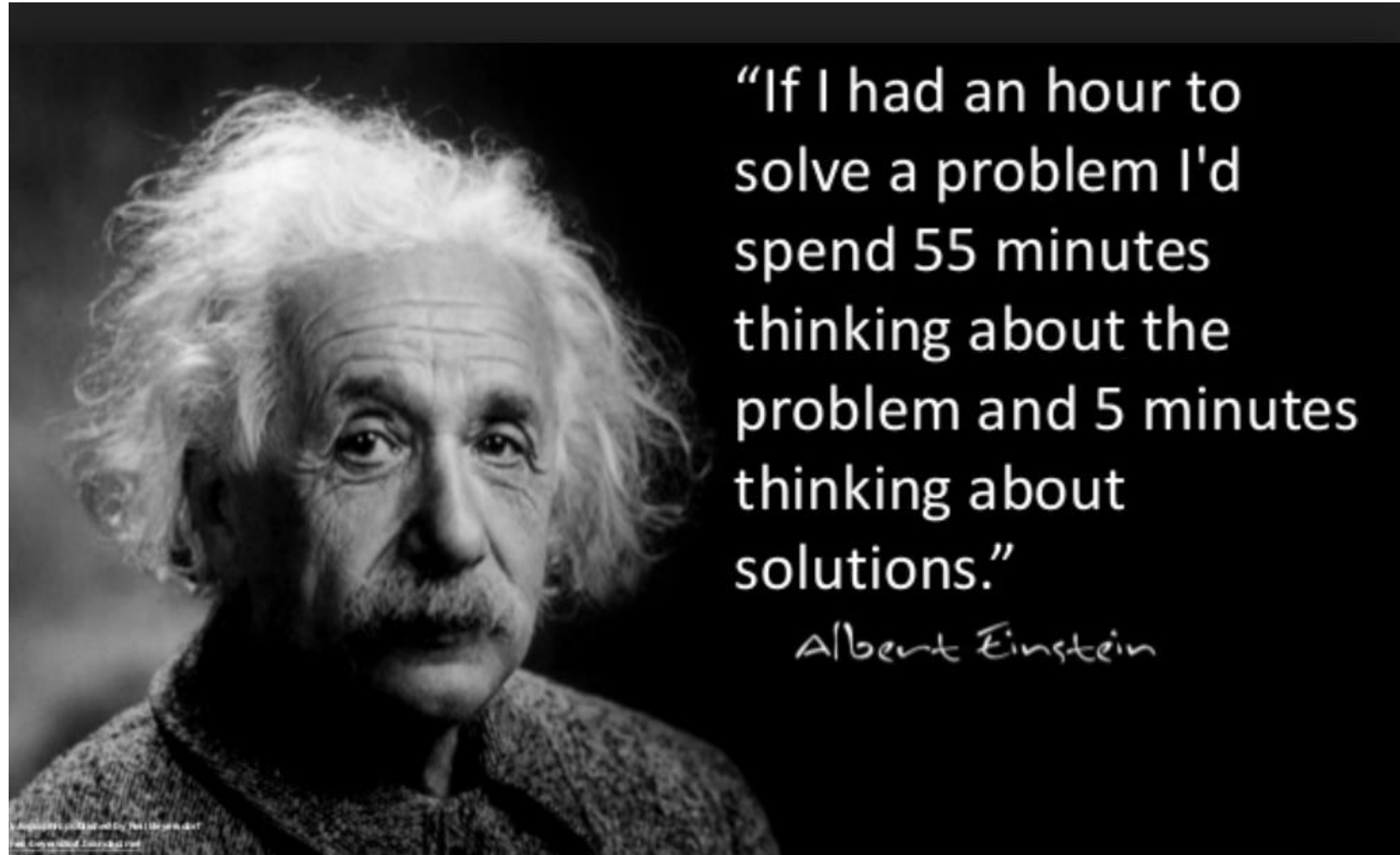
Seattle, WA

Web Designer

March 2015– Present

Worked as team lead on many different client projects.

- Solution Based Approach
- What Problem Trying To Solve?

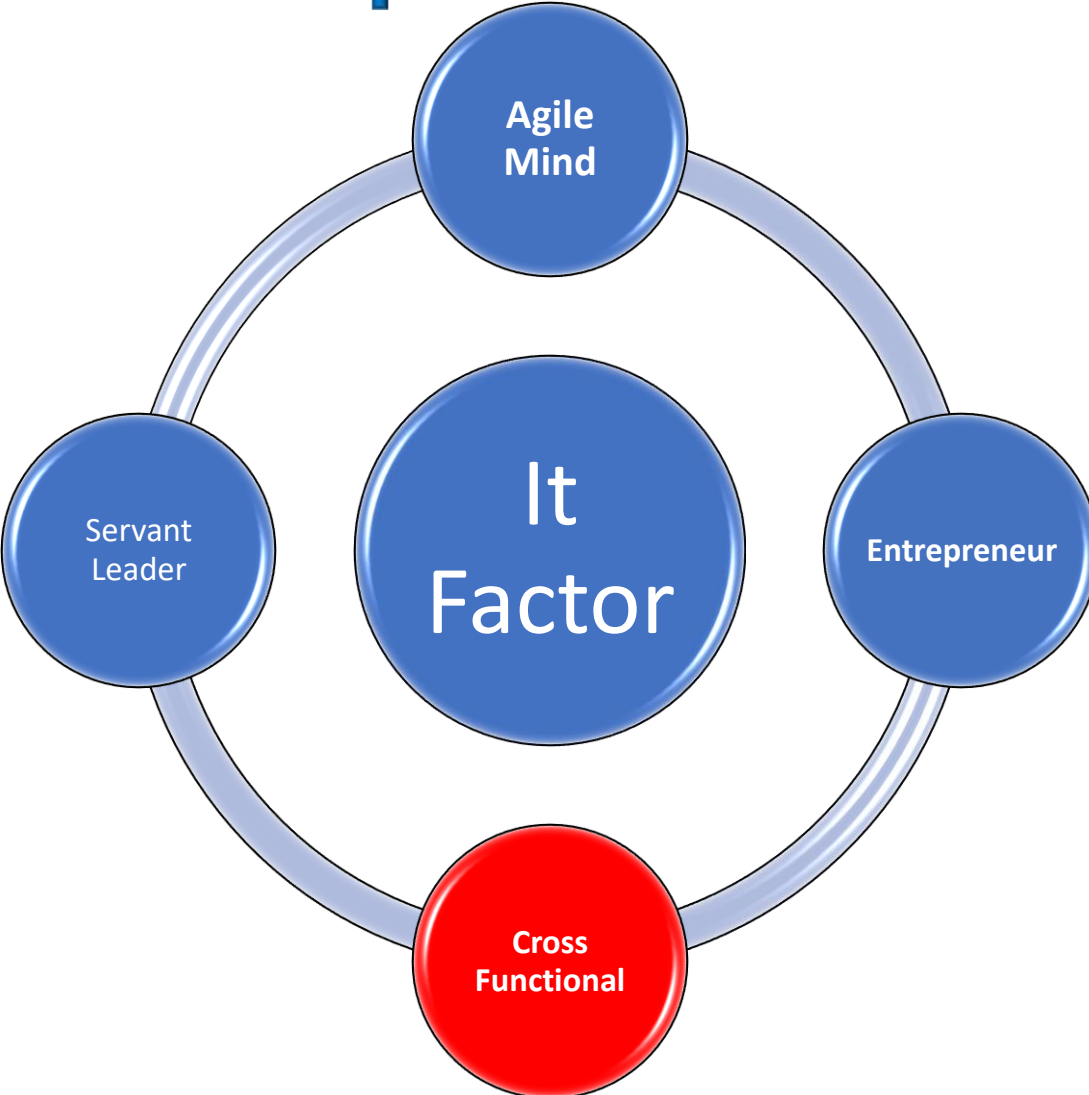
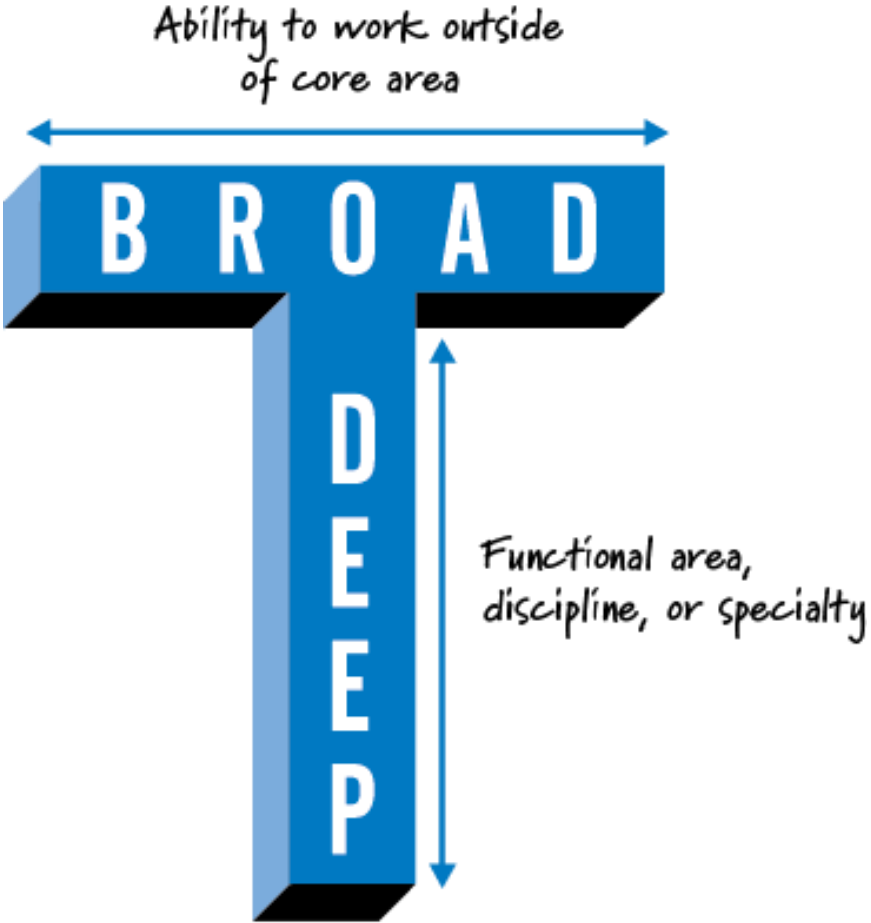




**"If the only tool
you have is a hammer,
you tend to see
every problem as a nail."**

happytoInspire

#3 – Learning Agility T Shape Skills



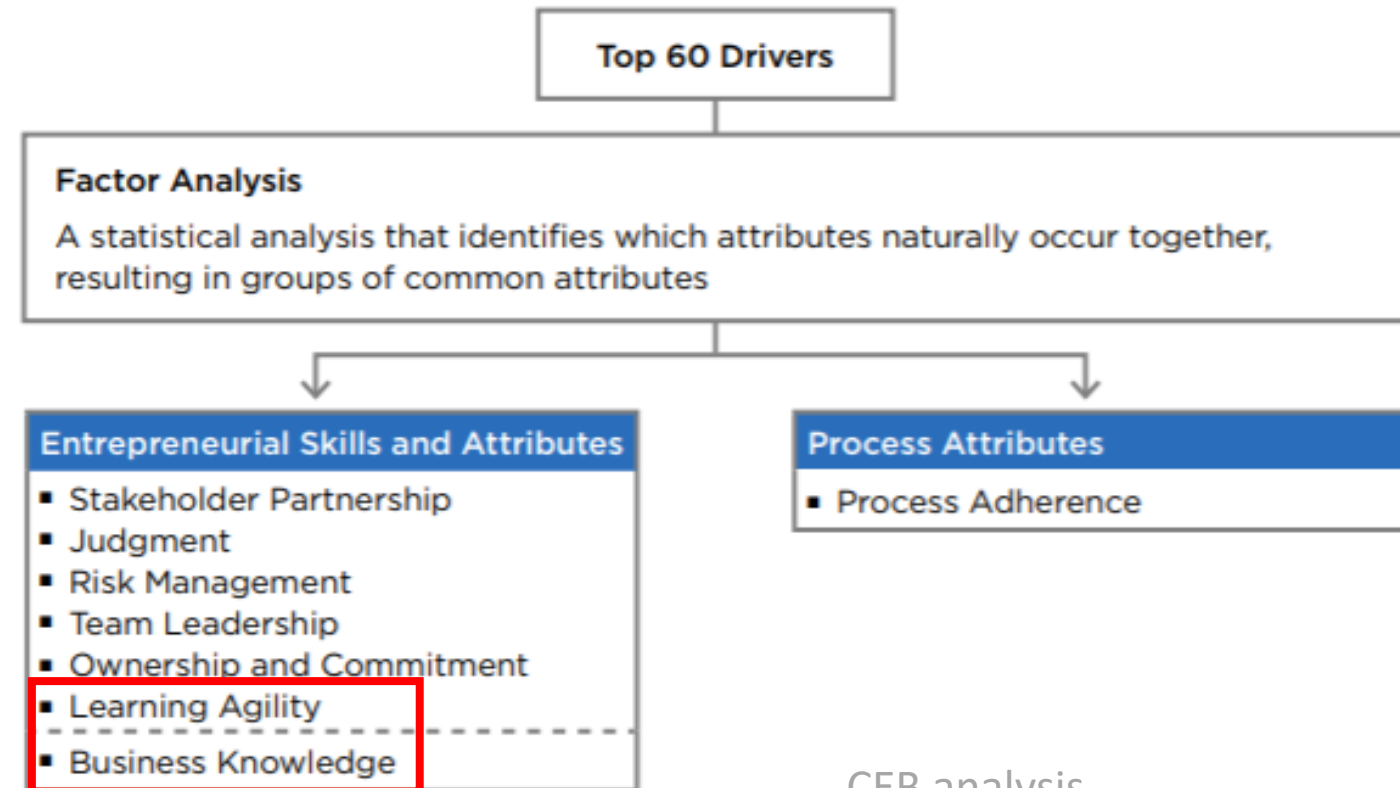
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When we analyzed the top 60 drivers of project manager effectiveness, two key groups emerged: process attributes and Entrepreneurial skills and attributes.

THE TOP 60 DRIVERS CLUSTER INTO TWO KEY GROUPS

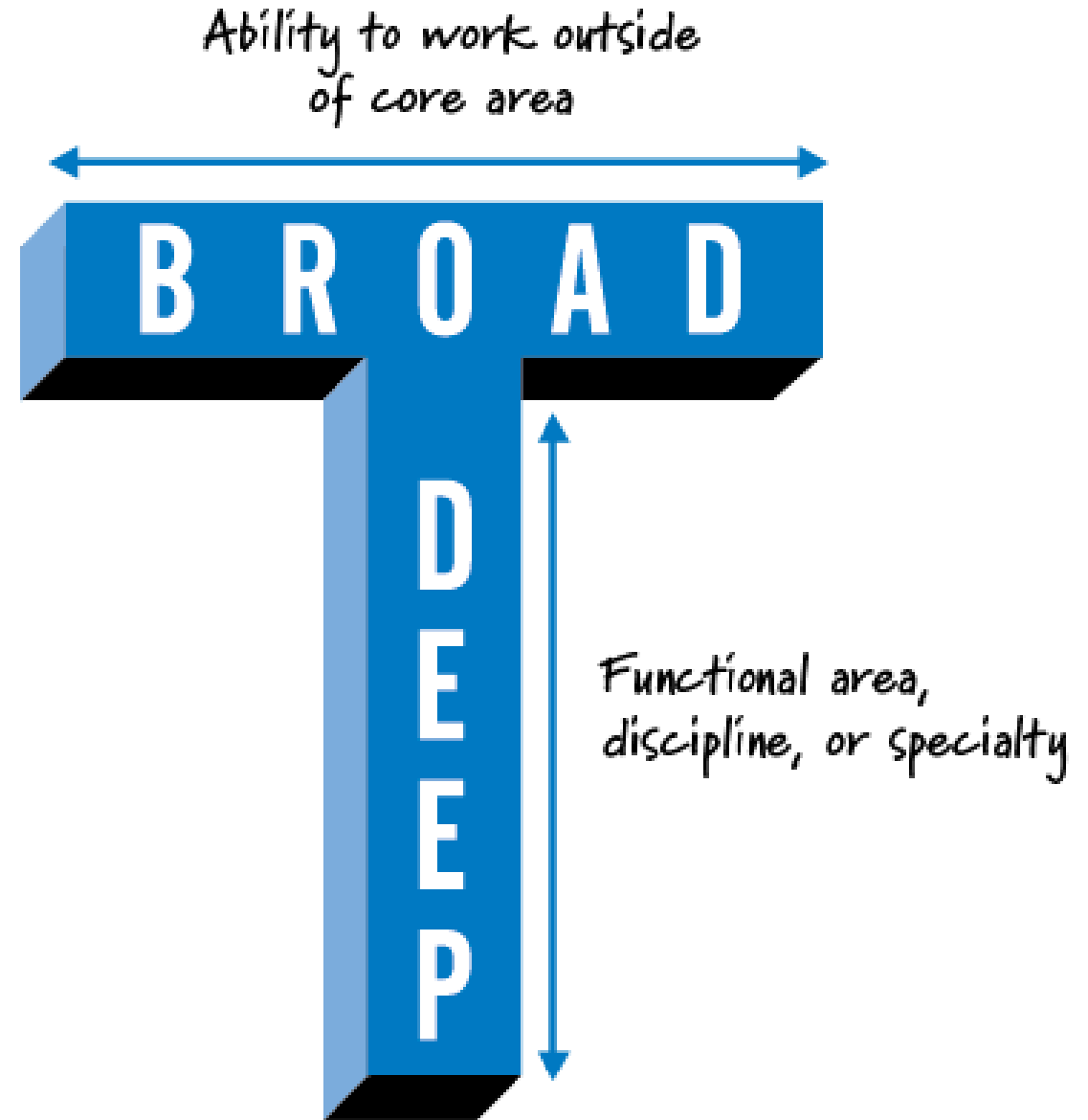


Factor Analysis of Top 60 Drivers
Illustrative



Learning Agility & T-Shape Skills

1. Have broad range of skills
2. Also has depth of expertise



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LEARNING AGILITY & T-SHAPE SKILLS

1. Research-Personal Study



LEARNING AGILITY & T-SHAPE SKILLS

1. Research-Personal Study
2. Develop Your Professional Network



LEARNING AGILITY & T-SHAPE SKILLS

1. Research-Personal Study
2. Develop Your Professional Network
3. Look for New Opportunities in Current Situation



CROSS FUNCTIONAL DYNAMIC PMO

- Cross Functional, Versatile
- Diverse Range of Experiences
- Theoretically Could Put Them in A Variety of Contexts and They Should Thrive



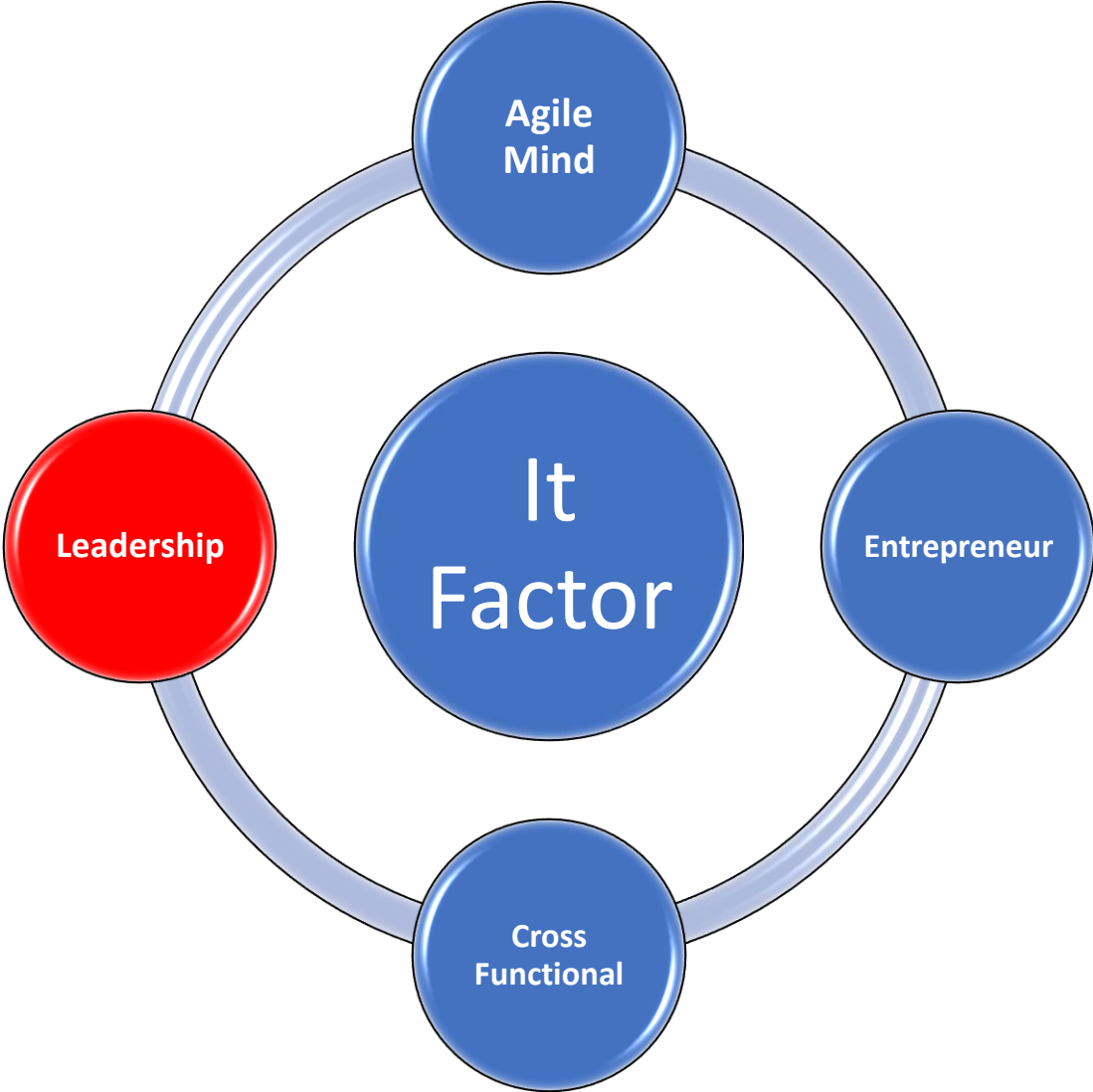
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The Law of The Lid

Leadership Ability Is The Lid That Determines A Person's Level Of Effectiveness. The Lower An Individual's Ability To Lead, The Lower The Lid On His Potential



#4 – Leadership





The true measure of leadership is
influence - nothing more, nothing
less.

— *John C. Maxwell* —

*“People don't care
how much you know
until they know how
much you care”*

Teddy Roosevelt



Regardless if it's
Waterfall or Agile, it's
about
*working with
people.*



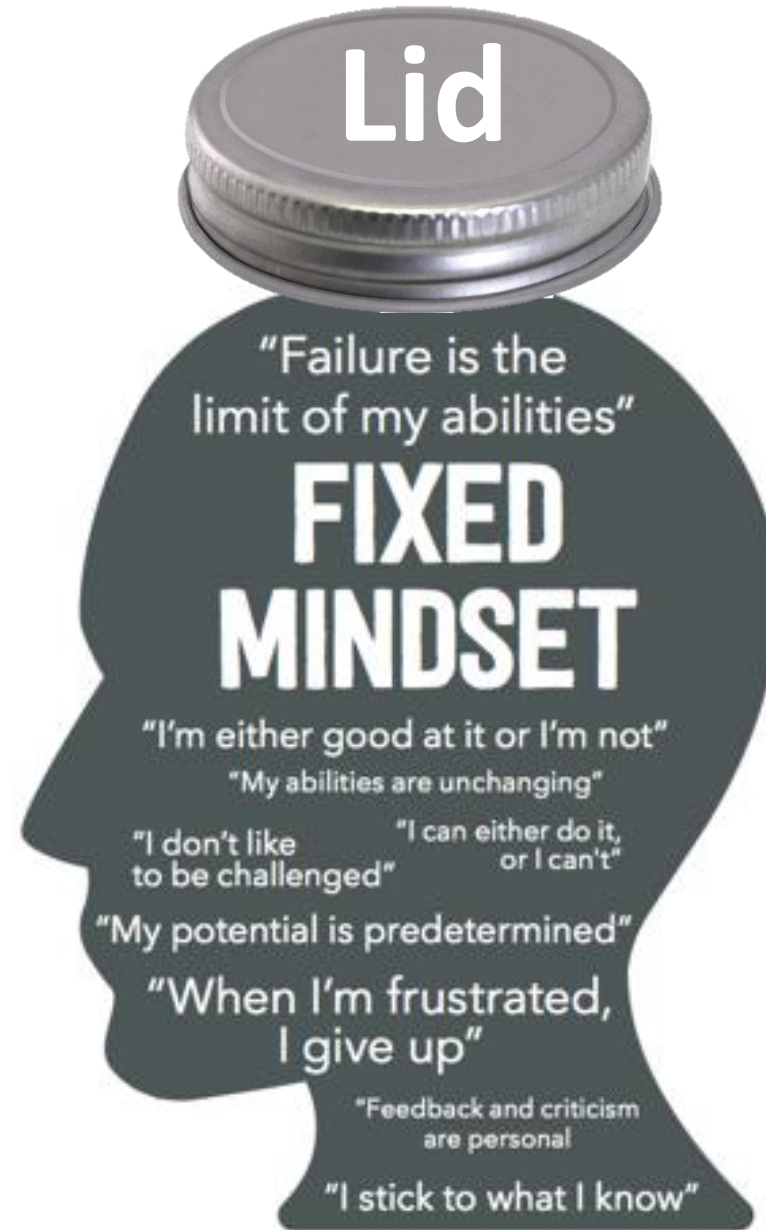
The Law of The Lid

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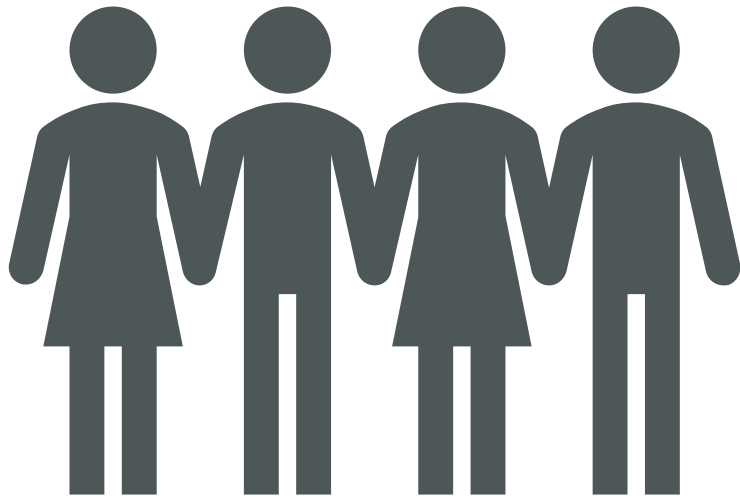
The Law of The Lid

People Naturally Follow
Leaders Stronger Than
Themselves

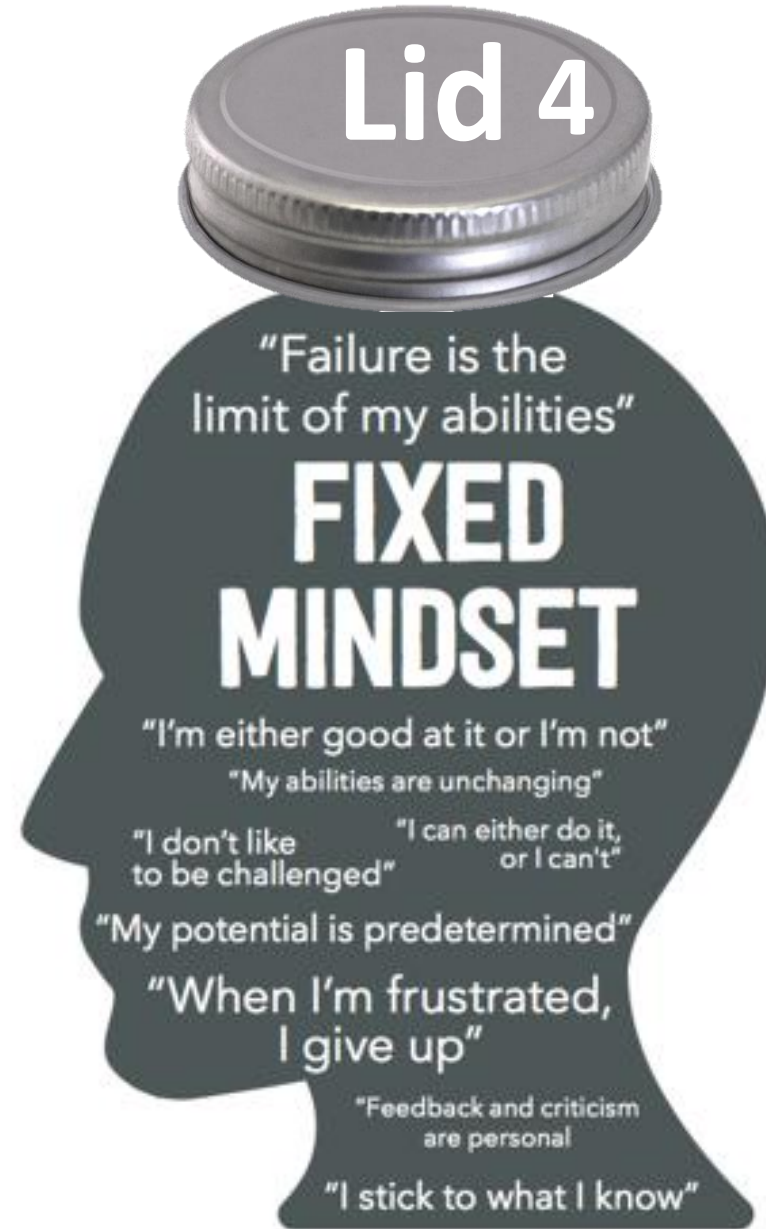


The Law of The Lid

3



Lid 4



7, 8, 9, 10

"Failure is an opportunity to grow"

GROWTH MINDSET

"I can learn to do anything I want"

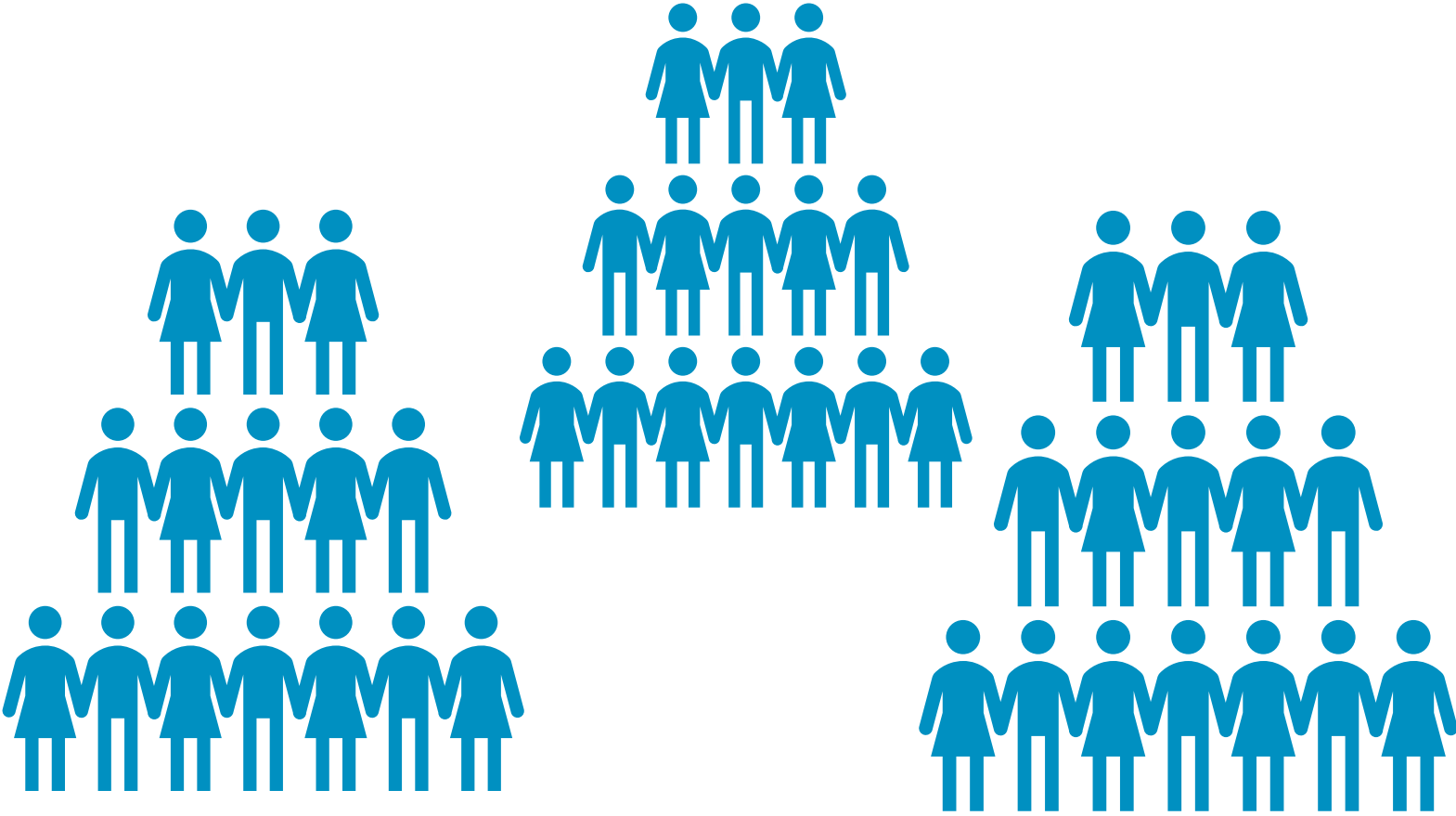
"Challenges help me to grow"

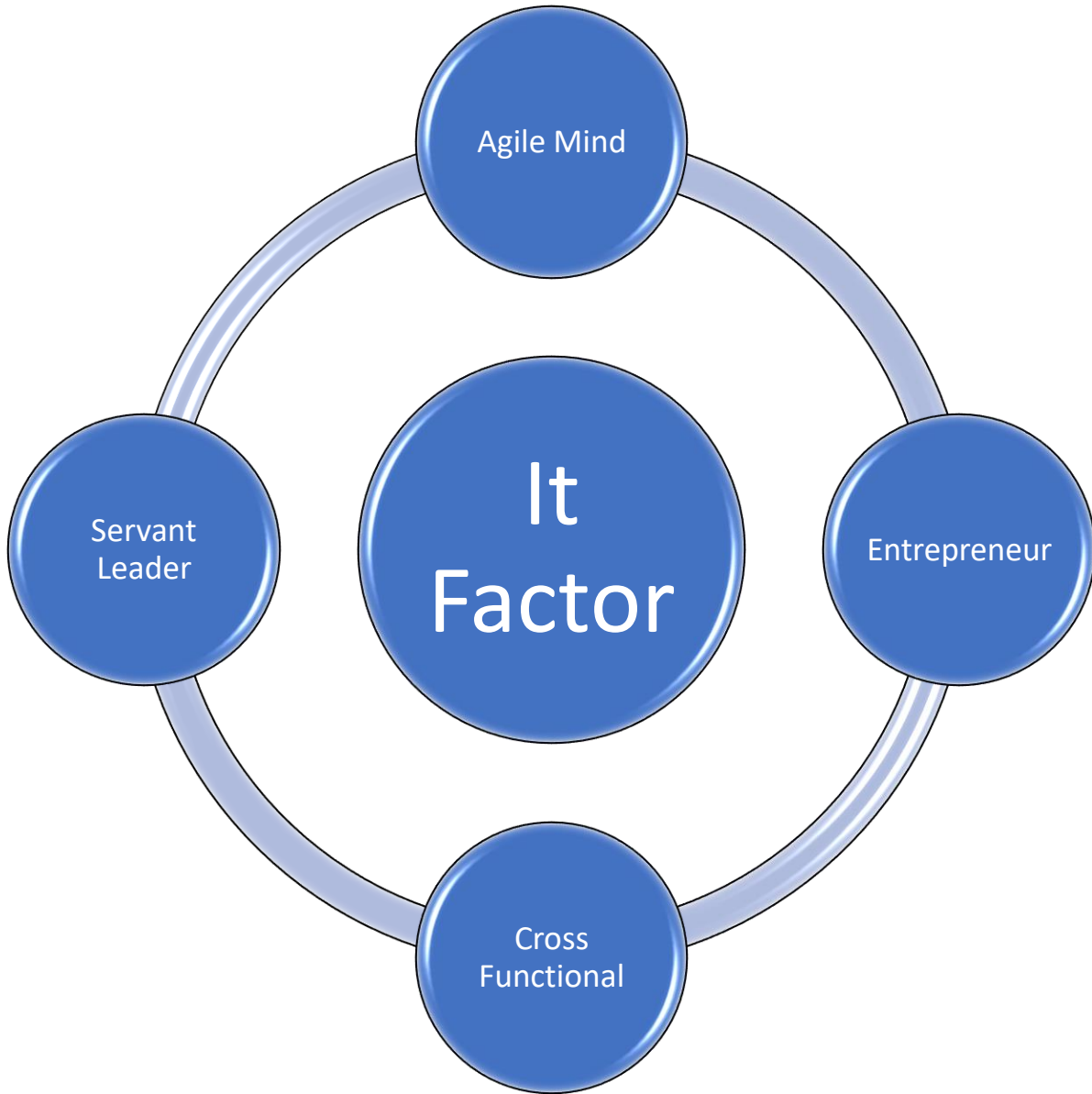
"My effort and attitude determine my abilities"

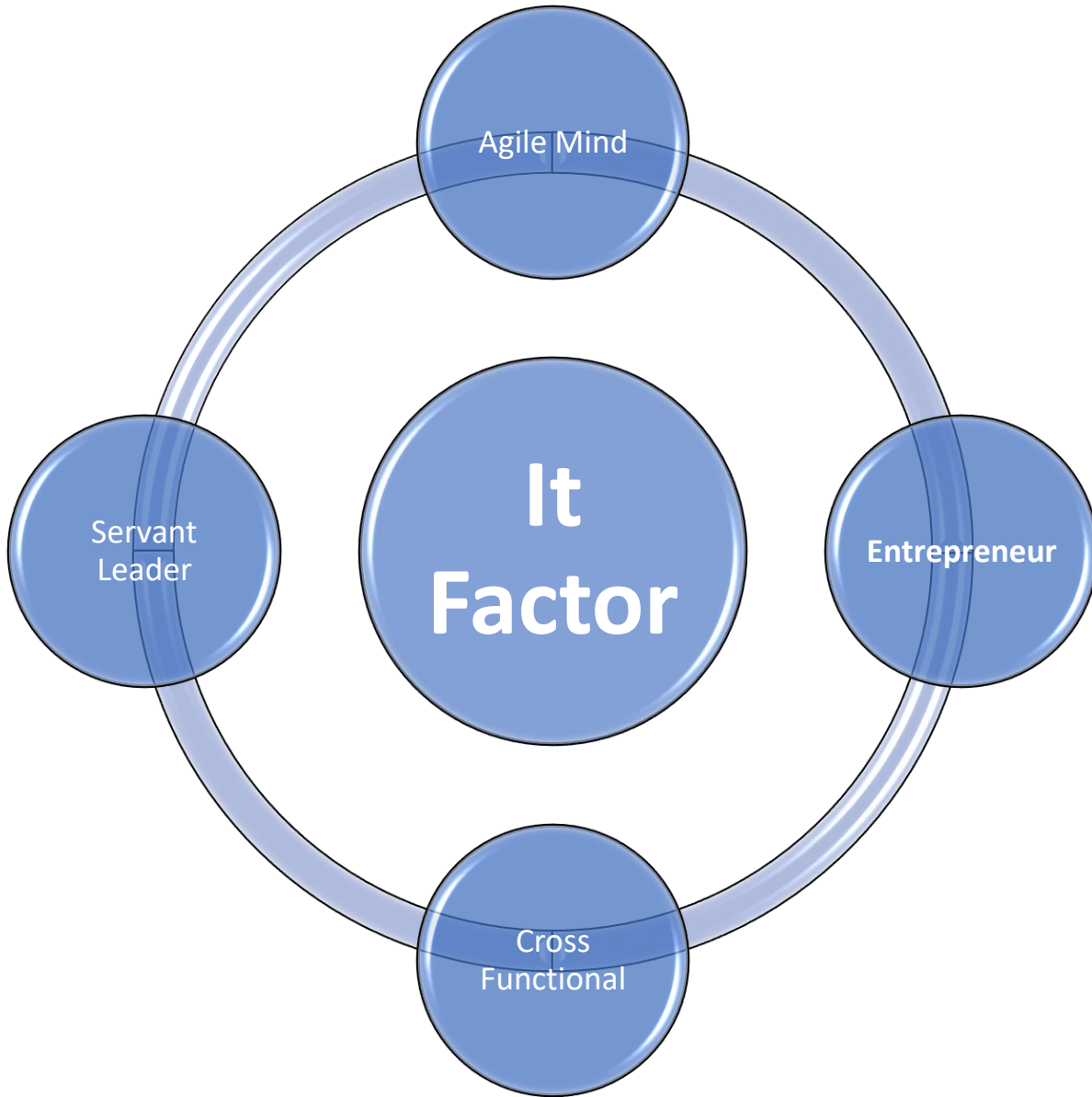
"Feedback is constructive"

"I am inspired by the success of others"

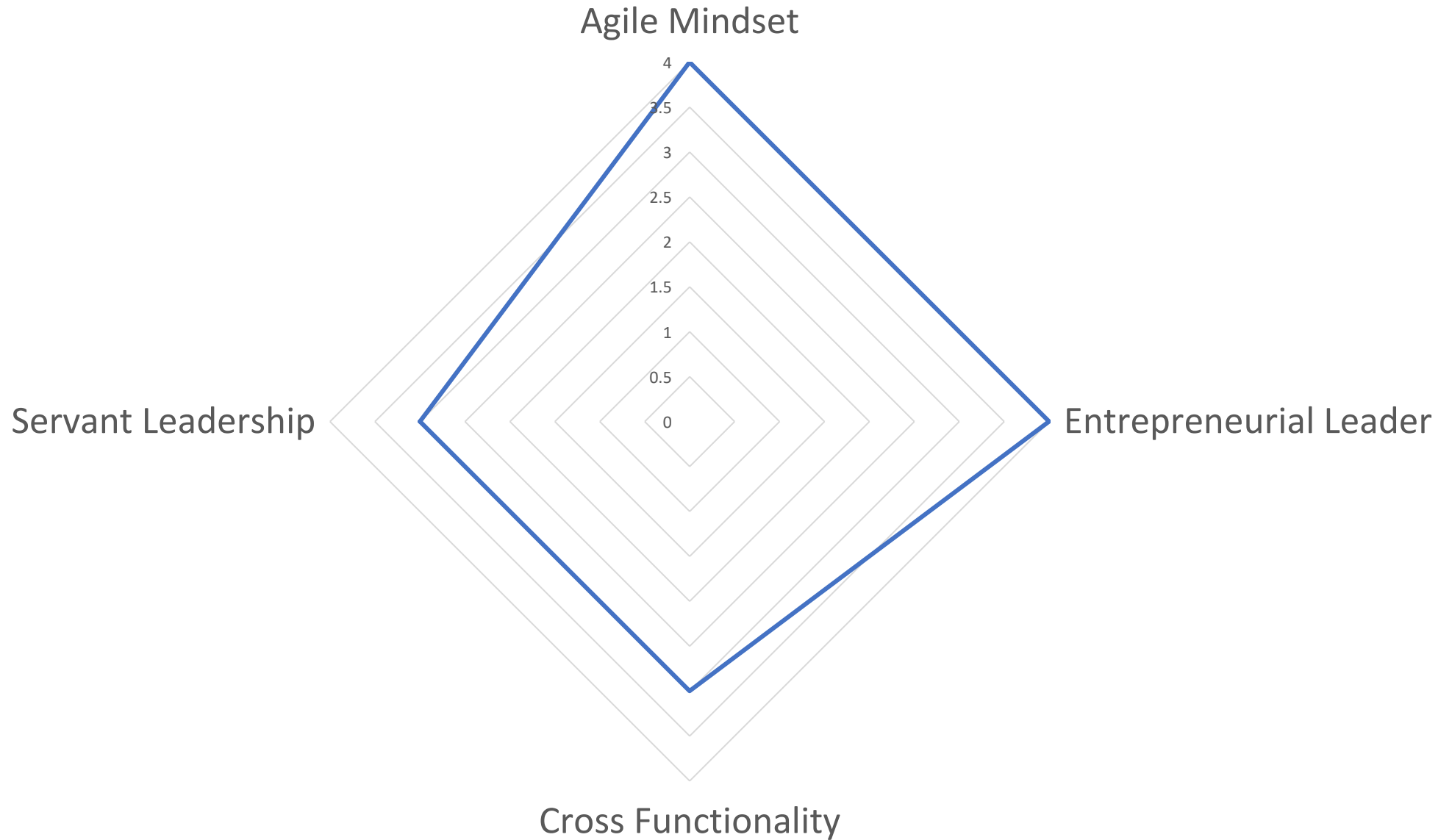
"I like to try new things"



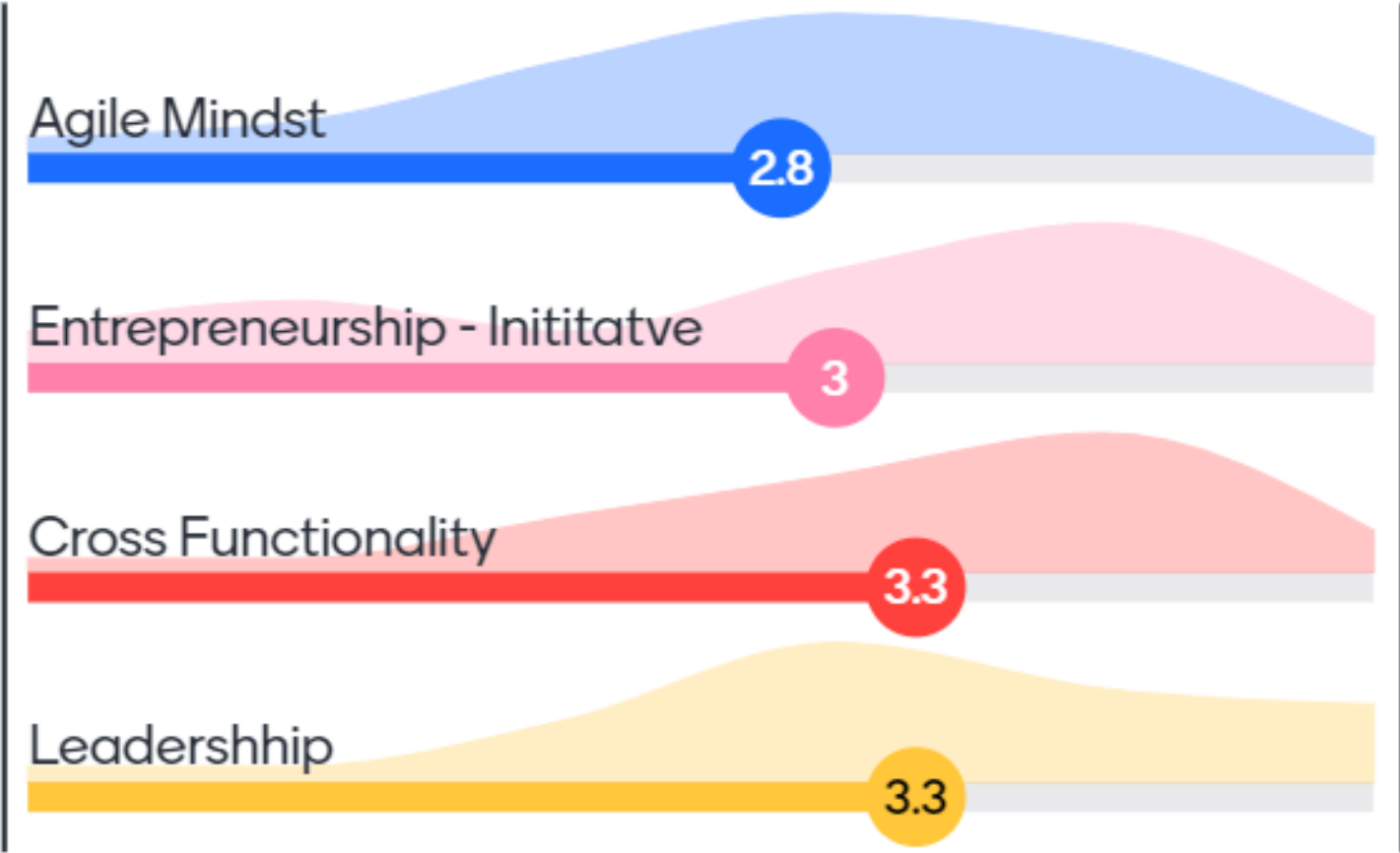




Innovative 'It' Factor Self Assessment



It Factor Self Assessment



Question & Answer



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Project
Management
Institute.
New York City

1 Free Coaching Session

- **Agile**
- **Leadership**
- **Maximizing Human Potential**

Contact

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www.linkedin.com/in/niel

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Project
Management
Institute.
New York City

THANK
YOU

ACTION PLAN – WHAT’S NEXT?

- Based on your chart, will write down action plan for each area