



Change Leader not Project Manager

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**SPMI Symposium
Marina Bay Sands
10th March 2016**

Meet your presenter: Richard Wentworth Ping



- CEO & Founder of Wentworth People for last 26 years
- Offices in Sydney & Singapore; network across APAC
- Vision: to create positive change through more enjoyable workplaces
- Specialist in Change, Culture, Leadership

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Enjoy your working life



About This Presentation

Project Managers have to be leaders. Projects of all sizes have a strong “technical” component but the success of the project manager is often down to their leadership mindset, their leadership behaviours. Without these they can risk failure.

This presentation seeks to inspire every project manager to play bigger in the world, with their project leadership. The PM has to lead without the authority vested in C Suite positions to tell people what to do. They need to build movements of committed people who are willing to give time and resources, often outside of their main role or KPI's.

Most leadership and organisational challenges are not purely technical that can be “fixed”. They are adaptive – meaning they require a change in behaviours, thinking, habits and practices. Adaptive challenges require everyone to lend a hand. Hence we need to start activist movements, building strength one person at a time. We need to welcome our first followers and everyone else, until we reach the tipping point when the movement is bigger than the rest. Then our project thinking becomes the norm.

That is leadership. That is what project management is all about.



“Never doubt that
a small group of thoughtful,
committed citizens can change
the world; indeed, it’s the only
thing that ever has”.

Margaret Mead



Project Management is
about change.....



Project Management is
about leadership.....



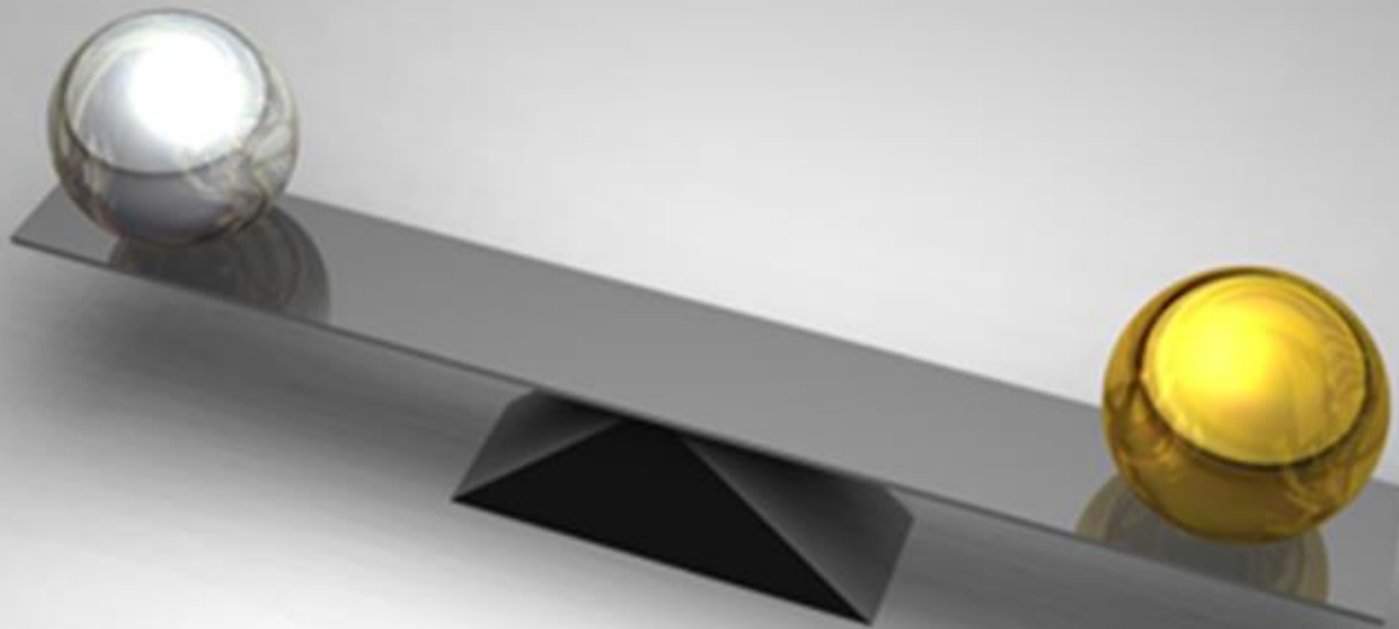


**Adaptive leadership
is the practice of
mobilising people to
tackle change and
tough challenges...
and succeed**





Leadership vs AUTHORITY





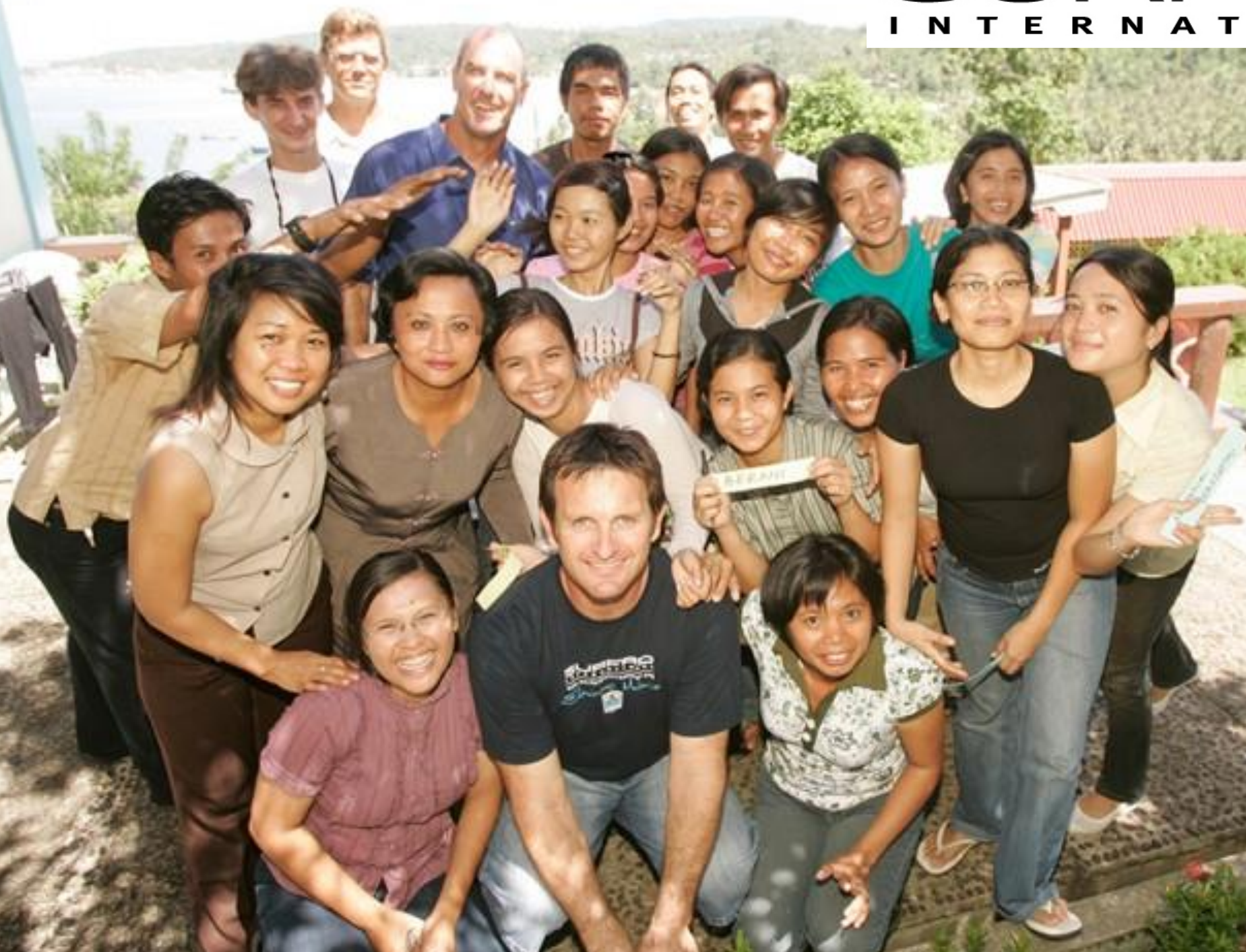


Do authority figures always
know the answer?





SURFAID
INTERNATIONAL











**IT'S UP
TO YOU!**



**Leadership is
about behaviours.
It is an activity
and practice,
it is not a
position, nor is
it a list of
personal
character
traits**



“Progress is impossible without change, and those who cannot change their minds cannot change anything”.

George Bernard Shaw



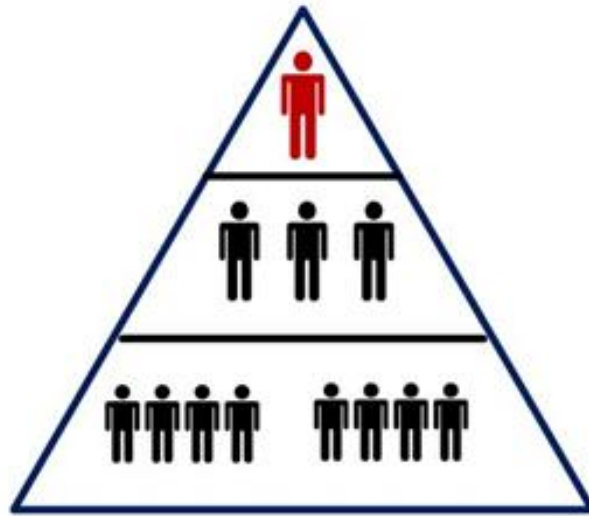


Technical Challenges and Solutions





Adaptive Challenges and Solutions



**Time
Management**





Adaptive problems cannot simply be fixed by an expert or authority figure.

They need a change from person (or people) with the problem





The 3 Common Adaptive Challenges

1. Stated company values and daily behaviours
2. Where there are competing commitments
3. Breaking with ingrained loyalties or cultural norms



Transformation Requires Courage

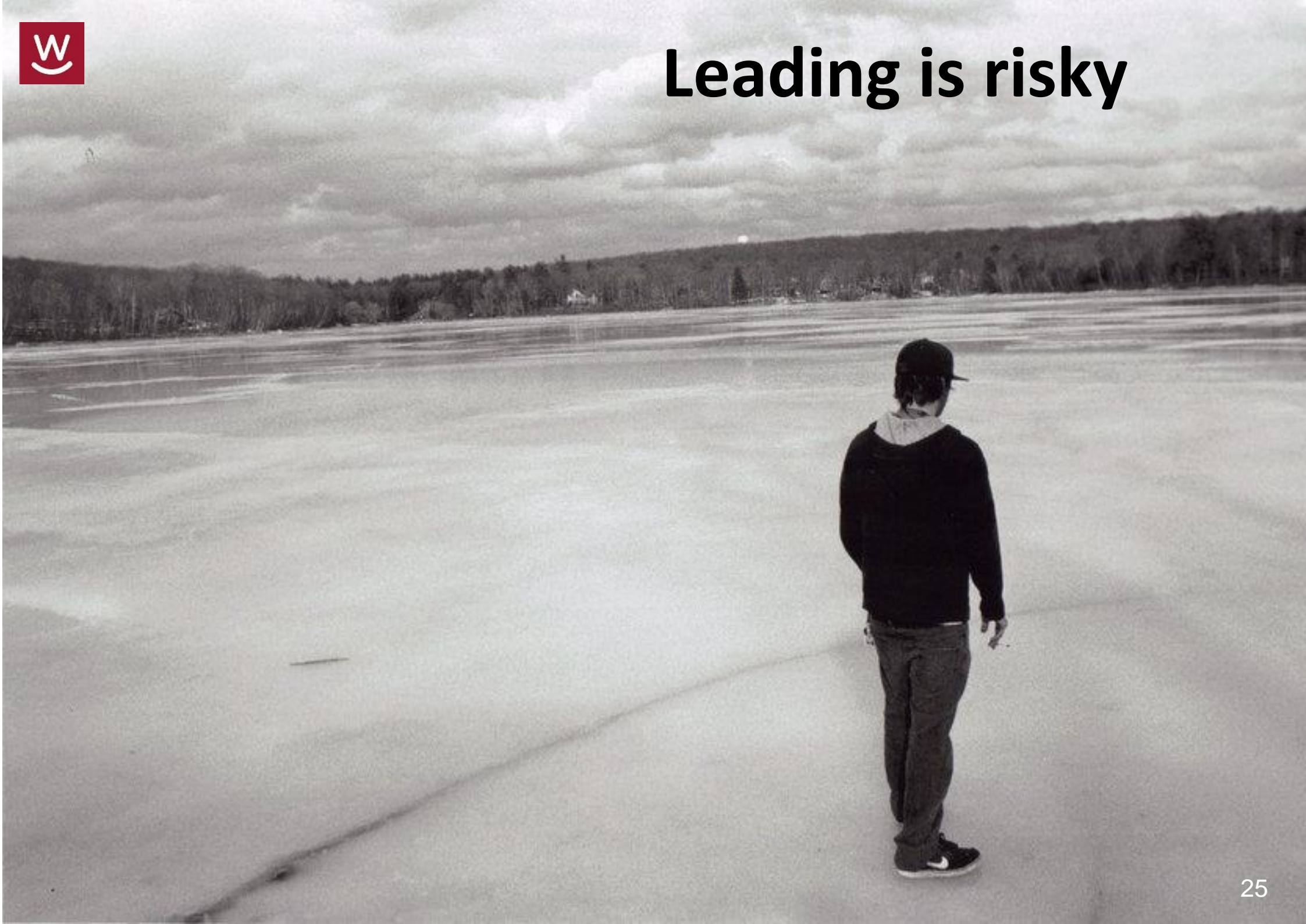




**We have to lead
beyond our formal
role boundaries**



Leading is risky





“There is nothing more difficult to take in hand, more perilous to conduct, or more uncertain in its success, than to take the lead in the introduction of a new order of things”.

Niccolo Machiavelli



**Most change means loss
for some people. It's rarely
win/win**

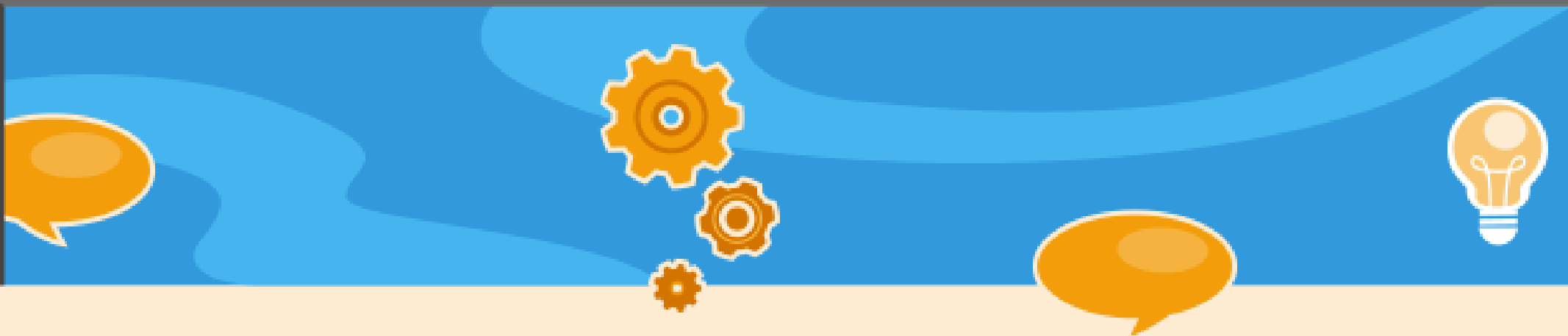


**Issues need to be
“Ripe” before you
make a move**





CREATE A CHANGE PLATFORM





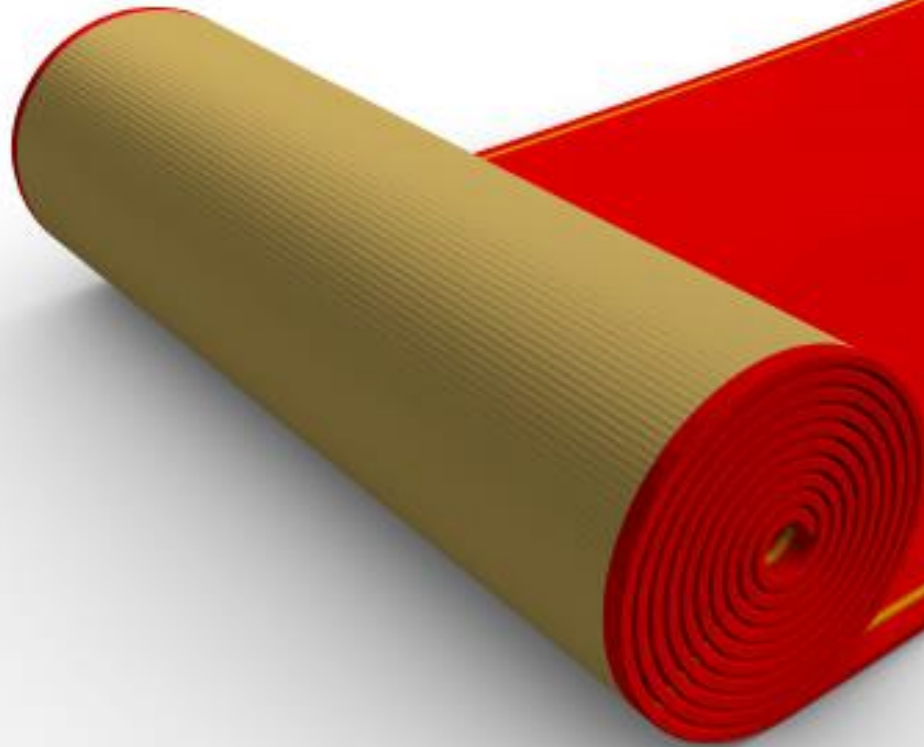
A sign of a good leader
is not how many followers
you have, but
how many leaders
you create.



Derek Silvers

“How to start a movement”





Roll outs
are so last
decade




Buy in is driven through
consultation and collaboration





Change needs grassroots activists



A large, glowing blue oval is centered on a black background. Surrounding the oval is a ring of approximately 20 bright blue, flame-like shapes, each with a yellow-orange tip, giving the impression of a gas burner or a heat source.

Turning up
the heat



“The leaders of the past had to know how to *tell*, the leaders of today need to know how to *ask*”. Peter Drucker

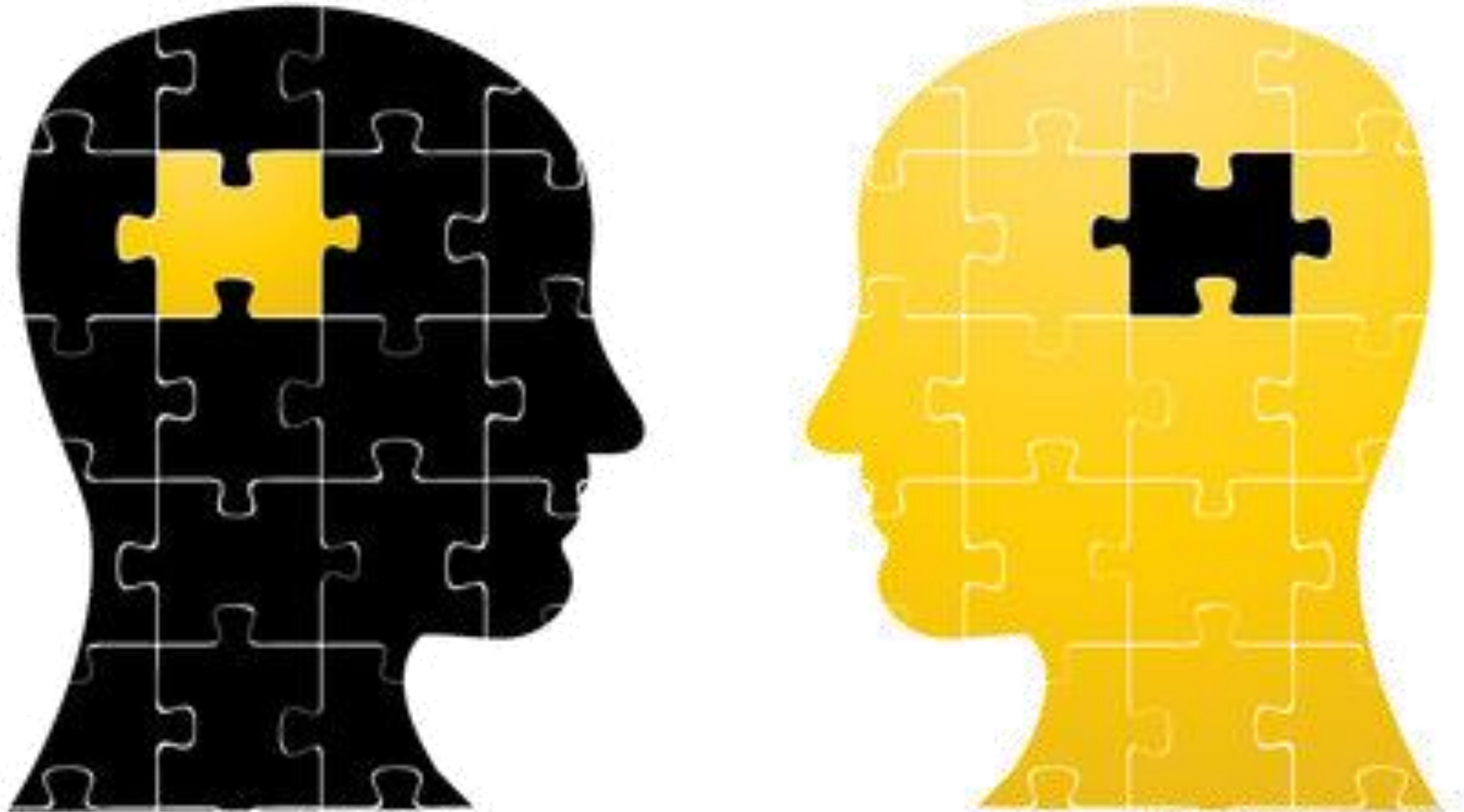


Don't be too
Predictable





Build your **influencing** skills





Manage all the factions





be the
CHANGE
you want to see



Project Management is
about change.....



Project Management is
about leadership.....





“We ask ourselves, who am I to be brilliant, gorgeous talented, fabulous? Actually, who are you *not* to be? You are a child of God. Your playing small does not serve the world”.

Marianne Williamson

Connecting with Richard & Wentworth People



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Why Wentworth?

We can help you build better leadership capability and help those leaders understand how they build movements and create change, while managing projects. There are plenty of companies that work in this space, many of them outstanding partners with great people and long track records of success. We're the same and we view those things as a given. You wouldn't want to work with any partner that didn't have that credibility.

Our view is that decisions about partners, given the above credentials are in place, come down to the chemistry and fit between the two partners. It's not simply a matter of "sameness". Some of our marriages and relationships prove that opposites attract! So here's our take on what we are like to work with. We hope you agree with these and at least talk to us about how we can help.

- **We challenge your thinking.** We never just take a brief and will always make recommendations without fear or favour. Our role is to help your business succeed.
- **We focus on sustainability.** Too many consultancies practice "black box" thinking, where you really can't do without them. We're focused on sustainable development and learning, where for the most part you can operate really well, independent of our consultants.
- **We tailor to your needs.** We believe each brief is different and "off the shelf" doesn't work well. We create new content just for you: case studies, role plays and exercises.
- **We are flexible and collaborate.** This is a key to how we deliver. It's never prescriptive. We work with your ideas as well as ours. We adapt program approach and are flexible on logistics. As long as it all drives the right result.
- **Balanced.** We'd describe ourselves as informal but professional. Disciplined without being bureaucratic. Results driven and empathetic.

Varied List of Great Clients Over 25 Years

News Corp Australia



COTY

Clear Channel



dentsu
AEGIS
network



onata

Bell
Pottinger

Keppel Land



VISA



IKEA

TERUMOBCT
Unlocking the Potential of Blood

