Asian Leadership and Career Planning
Surviving and Advancing in the Corporate World

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Agenda

• Suggestions for people who have 5-10 yrs. experience and in the process of becoming project leads or 1st line managers

• What should they do to show their value at work and what they should learn to prepare for the next level of advancement?
Challenges Faced by Middle Managers

• Which career path to choose from Technical / Management?
• Transition from Engineer to Manager
• Demands of a new role without adequate training
  – Technical
  – Communications
  – Business
  – Management (Motivation, Performance Evaluation)
• Team management (People Skill)
• Conflict management
Why Management?

Middle Management transition
Enjoy leadership, Change management and Impact?

Strengths and Improvement areas
Soft Skill (People management)
Project Mgmt : Communication , Schedule, Scope, Cost, Risk Mgmt...
Leverage current environment
Educate and build network

X Are you in for Power and glamour
Wrong reason
Program Management as Foundation to Line Management

**Portfolio Management:** is a process for identifying and prioritizing products, services, or infrastructure programs that best support attainment of the strategic objectives.

Fundamental principles of Portfolio management:
1. Maximize the value of portfolio in terms of companies objectives
2. Achieve balance of programs based upon a number of vectors (ex: Innovative products Vs existing product improvement)
3. Establish a strong link between the portfolio and organizational strategy.

**Program Management:** is the coordinated management of interdependent projects over a finite period of time to achieve a set of business goals.

Program management elements:
- Strategy
- Processes
- Metrics
- Organization
- Tools
- Culture

**Project Management:** is the discipline of planning, organizing, securing, and managing resources to achieve specific goals. It is a tactical work.

A project is a temporary endeavor with a defined beginning and end (usually time-constrained, and often constrained by funding or deliverables), undertaken to meet unique goals and objectives.
Eng. Manager Selection Criteria: Based on Complex Set of Factors

Each organization has its own unique equation ... that may change over time

**Team Leader**
- Project Leader
- POA&Ms
- Project Tracking
- Resource Expenditures
- Customer Orientation
- Quality Focus
- Consensus
- Myers-Briggs Analysis

**Supervisors**
- Situational Leadership
- Demonstrate Core Values
- Managing Diverse Workforce
- Coaching/Counseling
- Conflict Management
- Change Management
- Team Building
- Influencing/Negotiating
- Human Resources Mgmt
- Branch Head (Middle Mgr)
- Asst. Program Mgr

**Managers**
- Innovative Thinking
- Program Development
- Planning & Evaluation
- Model/Reinforce Core Values
- Resource Management
- Technology Management
- Process Oversight Management
- Mentoring
- Presentation/Marketing Skills
- Risk Management
- Division Head (Senior Mgr)
- Program Manager

**Executives**
- Strategic Vision
- External Awareness
- Organizational Representation & Liaison
- Directorate Head (Senior Mgr)

**Knowledge and Skills**
Transition from Engineer to Manager

Do not be too timid and squeamish about your actions. All life is an experiment. The more experiments you make the better.

—Ralph Waldo Emerson
First “Manage” Yourself Before Managing Others

• Know your personality
  o Personality / Behaviour tests

• Work within yourself
  o Know your strengths and limitations
  o Don’t become something you’re not!

• Take care of yourself
  o Management will require much of your energy
  o Strive for balance-don’t become a workaholic
Q&A