Projektinhallintapäivä TTY:llä 20.08.2013
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Hallituksen puheenjohtaja
Suomen Projekti-Instituutti Oy
www.projekti-instituutti.fi
Toimitusjohtaja
Oy Integro Finland Ab
www.peiliconsulting.fi
Easier life.

Project Institute Finland Ltd is a internationally operating project management training and consulting company. Our business idea is to help our customers to improve their business results by using modern project management discipline.

We want to produce success stories and well-being for organizations and people working with projects – in other words, make life easier.
Project Institute Finland: internationally operating Project Management training and consulting company

We want to produce success stories and well-being for organizations and people working with projects – in other words, make life easier.

Established 1990
Personnel 22
Turnover 2,2 M€ (2012)
Network 17 trainers,
12 companies
Operating in 16 countries
Organizational development

We prepare a project culture development plan together with our customers and help them implement the plan.

- Infocus, project management assessment
- ABC Project Model
- ABC Easy
- Selection and implementation of Project Management software
- Support in developing a PMO, project portfolio or program management
- Peili Leadership training
- Mentoring, facilitation, simulations, trainings
Different behavior and personal styles
“Iceberg”

Behaviours

Attitudes

Values

Needs
ProjektiPeili™ Behavioural Profile shows the differences and their benefits in projects including self analysis, behavioural styles, trust and flexibility
Overview: Peili™ Behavioral Profile

• Tool that describes different behavioral styles.
• It doesn't try to judge or evaluate.
• It provides the information on “How others see me”
• It concentrates on external behavior, which doesn't describe or evaluate the whole personality.
• The aims are:
  – to boost interaction
  – develop social skills.
• There is a track record of over 30 years use in the business world, involving development as well as studies on the reliability and functionality of the profile.
Peili™ Behavioral Profile

• Describes three features:

  – **Behavioral style:**
    The behavioral style is a relatively stable concept that describes our expressed behavior. It describes how others see us act – our social style.

  – **Feedback on trust:**
    The feedback on trust describes how extensively a person uses trust-building elements in his/her behavior. It is possible to expand the ability to build trust by developing flexibility.

  – **Description of flexibility:**
    Flexibility is a changing concept. It describes how others see a person's ability to adjust to changing conditions and different people.
Dimensions of behaviour
Dimensions of behaviour

Informal

Controlling

Easy-going

Formal
Dominant - Easy-going

How a person expresses power?

Dominant
- appears confident
- takes charge
- talkative
- communicates freely
- challenging
- direct
- makes statements
- assertive
- pushy
- overbearing
- demanding

Easy-going
- appears relaxed
- goes along
- quiet
- hesitant communicator
- accepting
- subtle
- asks questions
- gentle
- meek
- non-communicative
- indecisive
Informal - Formal

How a person expresses emotions?

Informal
- spontaneous
- responsive
- expresses feelings
- fun-loving
- people oriented
- warm
- improvising
- disorganized
- impulsive
- careless

Formal
- self-controlled
- self-disciplined
- withholds feelings
- reserved
- task oriented
- cool
- structured
- aloof
- distant
- cold
Dimensions of behavior

- PROMOTING
- SUPPORTING
- CONTROLLING
- ANALYSING

Informal to Formal
Dominant to Easy-going
Basic style differences

<table>
<thead>
<tr>
<th>Informal</th>
<th>Formal</th>
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</thead>
<tbody>
<tr>
<td><strong>Promoting:</strong></td>
<td><strong>Supporting:</strong></td>
</tr>
<tr>
<td>+ initiative</td>
<td>+ we-minded</td>
</tr>
<tr>
<td>+ inspired/inspiring/inventive</td>
<td>+ cooperative</td>
</tr>
<tr>
<td>+ people oriented</td>
<td>+ reconciling</td>
</tr>
<tr>
<td>- moody</td>
<td>+ people oriented</td>
</tr>
<tr>
<td>- does not complete</td>
<td>- no goals</td>
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<tr>
<td>- exaggerates</td>
<td>- difficult to say “no”</td>
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<tr>
<td>- superstar</td>
<td>- wind wane</td>
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</tbody>
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<table>
<thead>
<tr>
<th>Dominant</th>
<th>Easy-going</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Controlling:</strong></td>
<td><strong>Analyzing:</strong></td>
</tr>
<tr>
<td>+ decisive</td>
<td>+ logical</td>
</tr>
<tr>
<td>+ determined</td>
<td>+ calm</td>
</tr>
<tr>
<td>+ sets goals</td>
<td>+ thorough</td>
</tr>
<tr>
<td>+ task oriented</td>
<td>+ task oriented</td>
</tr>
<tr>
<td>- unfeeling</td>
<td>- slow</td>
</tr>
<tr>
<td>- bossy</td>
<td>- detailed</td>
</tr>
<tr>
<td>- ignores people</td>
<td>- no risks taken</td>
</tr>
<tr>
<td>- non expressive</td>
<td>- non expressive</td>
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</tbody>
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Differences in competence

• Competence strengths:
  – innovation
  energy
  creativity
  visions
• Competence challenges:
  – co-operation
  consideration
  goal orientation
  patience
  getting things completed
• Leadership challenge:
  – Creating common goals and rules and sticking to them.
Differences in competence

- Competence strengths:
  - efficiency
  - results
  - goal orientation
  - schedules
- Competence challenges:
  - co-operation
  - interpersonal skills
  - patience
  - visions
  - versatility
- Leadership challenge:
  - Creating co-operation and diverse roles in teams – everybody wants to be boss!
Differences in competence

- **Competence strengths:**
  - networking
  - co-operation
  - partnership
  - comfort

- **Competence challenges:**
  - courage
  - goal orientation
  - decision making
  - results

- **Leadership challenge:**
  - Taking responsibility for goals and facing negative issues is very difficult for this group.
Differences in competence

- Competence strengths:
  - consideration
  - expertise
  - analysis
  - consistency

- Competence challenges:
  - courage
  - interaction
  - decision making
  - schedules
  - visions

- Leadership challenge:
  - Slow action and paying too much attention to detail can prevent success.

Analysing project group
Differences in competence

- The group/Team has plenty of versatility.
- Each member can fully exploit his/hers strengths and provide the group with his/hers entire competence.
- Having differences may create a risk of hurting others which is a challenge to the leadership.
- If the leader can only apply one style competence diminishes.
- Interpersonal skills, self knowledge and understanding the organization are essential.
Individual differences into strengths in projects
Easier life.

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