



Resilient

Project Managers

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“We are stronger and more capable than before...we realized how to equip and ready ourselves for the possibility of longest tough time on our projects”

Resilient project managers



PROJECT MANAGER COMPETENCY DEVELOPMENT FRAMEWORK

Third Edition

Prof Akram Hassan
SME Reviewer



knowledge



Skills



Performance



Personal

PMCD Framework

This framework standard identifies ways to improve the *personal competencies* that support your success as a project manager regardless of the type, size or complexity of projects you work on.

Communicating

Leading

Managing

Cognitive Ability

Effectiveness

Professionalism



Resilient Project Managers

01 Anticipate Tough Time

02 Build Your Resilience

03 Create Resilience Network

04 Protect Your Project

A dramatic scene of firefighters in silhouette, working against a massive, intense fire. The fire is a bright, turbulent wall of orange and yellow flames that fills the background. In the foreground, two firefighters are visible from the side, their forms dark against the light. They are wearing full protective gear, including helmets with face shields and carrying air tanks. One firefighter is holding a hose that extends across the frame, with a powerful stream of water being directed towards the fire. The overall atmosphere is one of intense action and bravery.

Anticipate
Tough Time

The COVID-19

The COVID-19 pandemic has changed life as we know it. Right now, we're all living some form of Option B. Many of us are experiencing anxiety and loneliness. For those dealing with hardships like abuse, loss of a loved one, and financial insecurity.





Without a plan to maintain and regenerate your personal and professional resilience, things go bad. You can damage your health and reduce your ability to think clearly. You and your project can spiral out of control.

Source: Harvard business review, March 2020



58% of work teams unable to regulate attention at work.

A dramatic scene of two firefighters in full protective gear, including helmets and oxygen tanks, silhouetted against a massive, intense fire. The firefighters are positioned on the left, with one holding a hose that extends towards the right. The fire is a bright, turbulent wall of orange and yellow flames, filling the background and creating a powerful, high-contrast environment. The overall mood is one of courage and resilience in the face of adversity.

**Build
Your Resilience**

Project Manager



Resilience means to manage our minds in a way that increases our ability to face the first arrow and to break the second before it strikes us.



01
Natured

Resilience to Adversity

Good Fuel

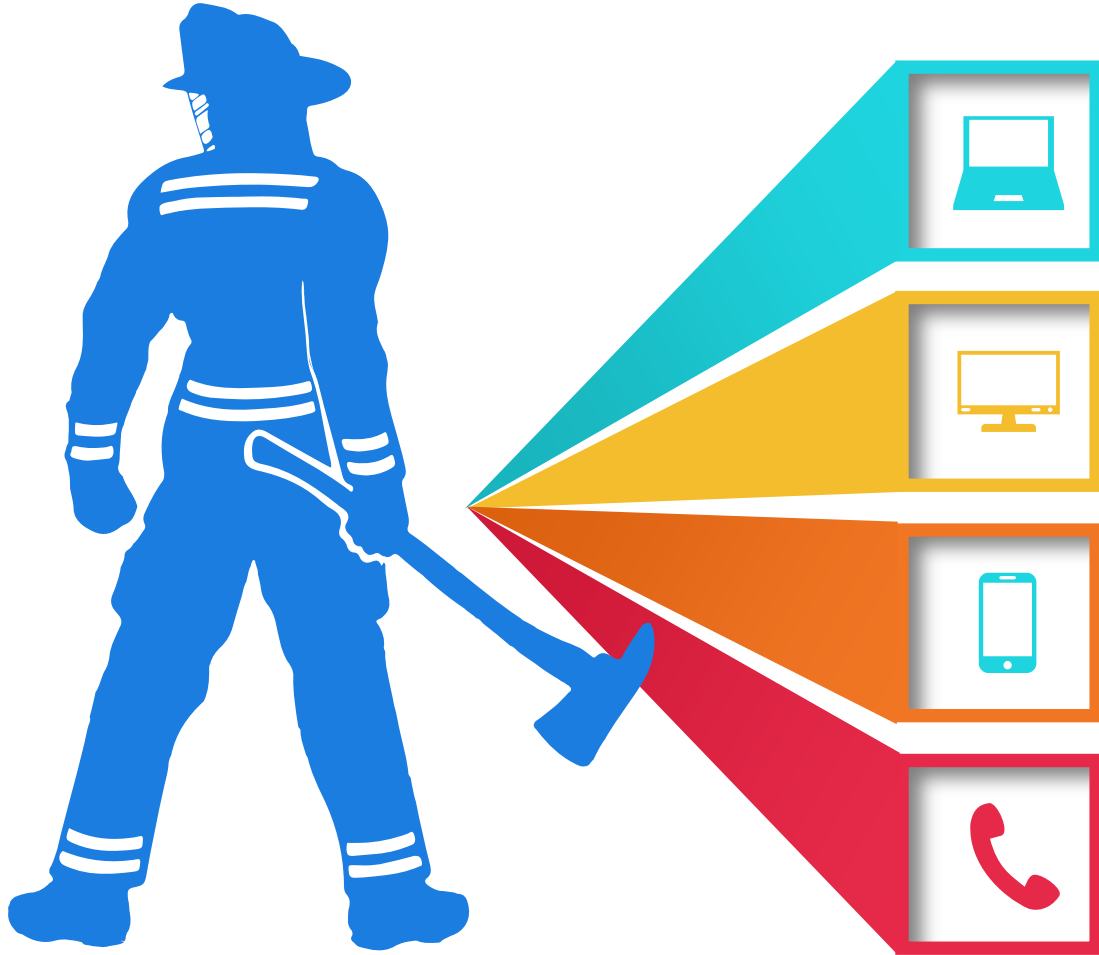


02
Trained

Good Energy

Good Rest

Good Fuel



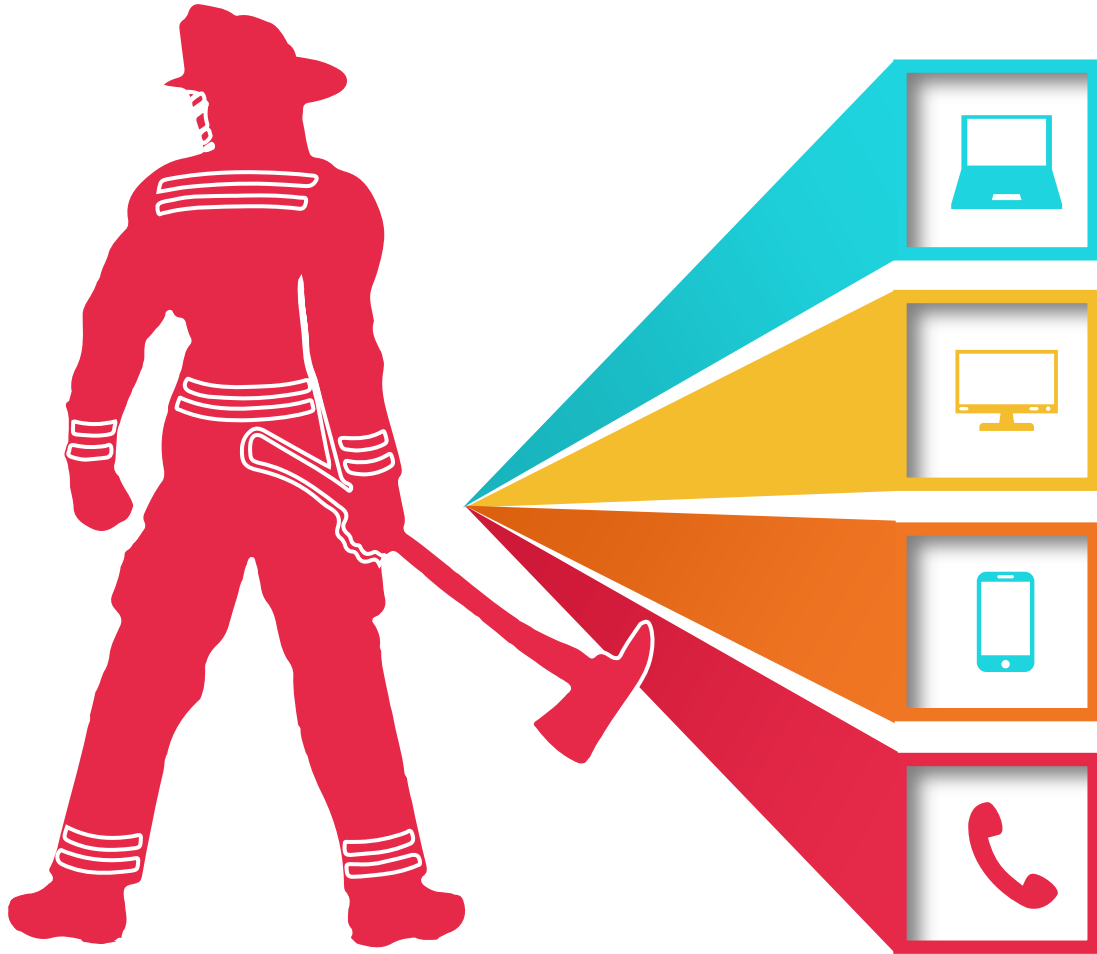
Do you dash-down a portion of sugary junk food at your desk or on your journey home?

Do you choose good quality, nutritious fresh food, and take your time?

Choose a healthy diet and eat it with relish. Make it a social, and emotional pleasure

Eat food. Not too much. Mostly plants.

Good Energy



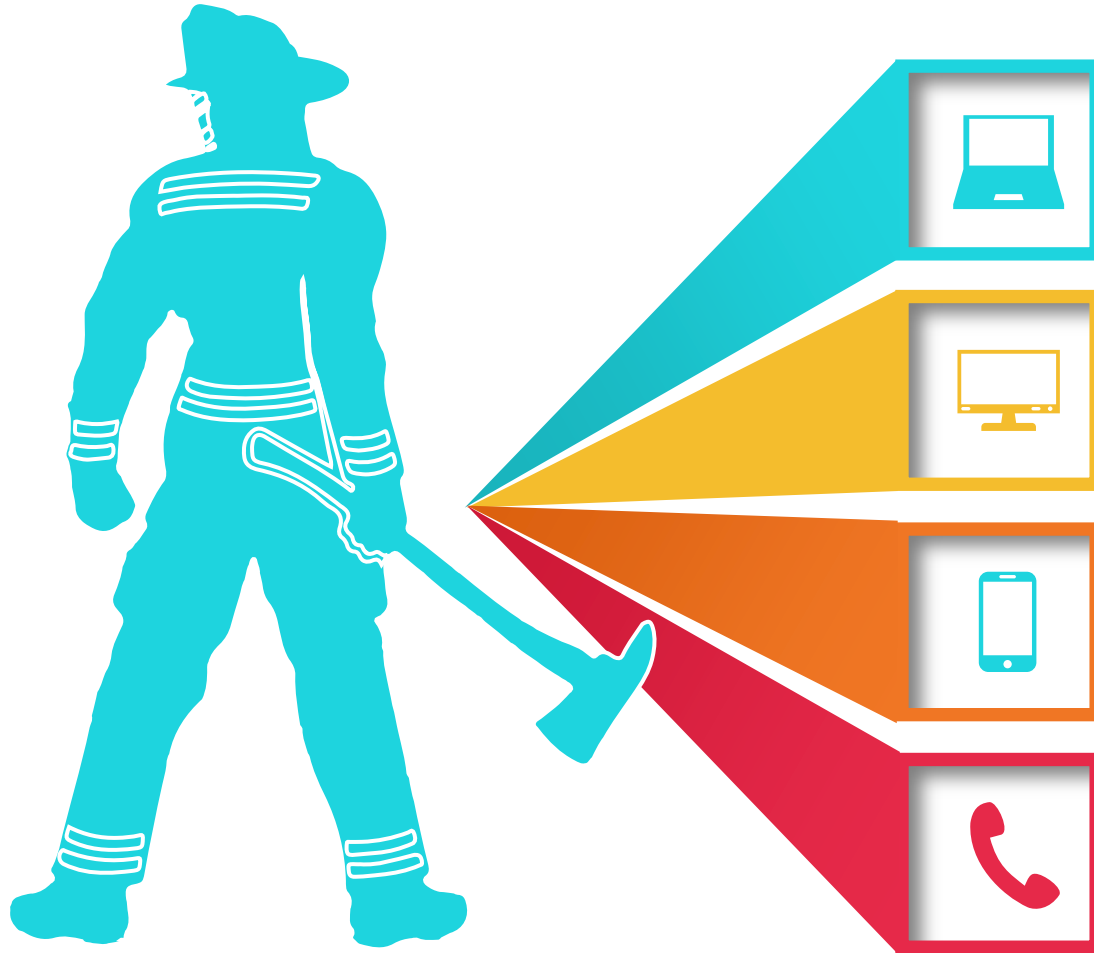
Make exercise because it is vital for your long term physical and mental health.

Maybe sporting or traditional exercise activities come easily to you.

Replacement part of your journey to work with walking...Just walk!

Cut costs, increase fitness, and gain valuable thinking time.

Good Rest



With so much to do, you'll soon find yourself working late and getting up early.

Time to rest and relax is crucial. And sleep is even more so.

With a small reduction below ideal sleep levels, your brain function will drop.

Late night or early mornings: choose one.

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Create
Resilience Network



RESILIENCE NETWORK

It's like an investment.

create a network that you can rely for support in tough times. One day, you'll need to draw from the bank of credit you have earned. So in the good times, ensure these relationships are strong and positive.

01 Your Faithful Supporters

02 Your Inner Circle

03 Your Wise Guide

Your Faithful Supporters



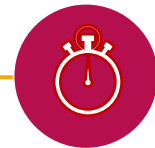
RESILIENCE
NETWORK



We all have people who love us: your partner, your family, or your close friends.

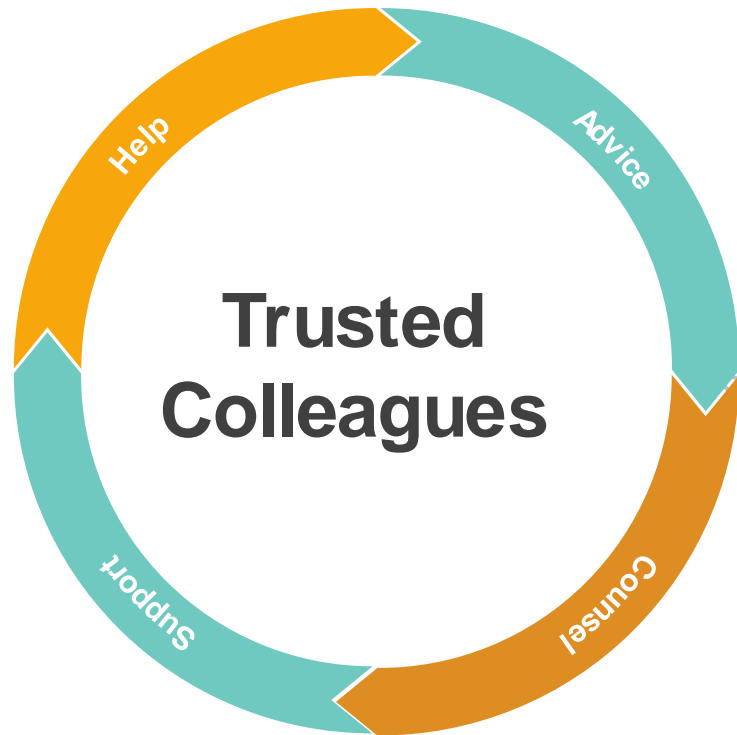


When you need them, don't be afraid to ask. They will be willing to be there for you.



So invest in your relationship with small acts of kindness. Be generous with your time.

Your Inner Circle



In tough times, they will help you understand and make the decisions.

Build up this circle throughout your career. Maintain it carefully and meet regularly.

Create a balanced group, and avoid to gather people who only agree with you.

Your ideal is a group that is smarter and sharper than you are.

RESILIENCE NETWORK

Your Wise Guide

A wise guide will help you grow as a professional. You may be a smart operator now. But don't you aspire to a level of wisdom that other will seek out?

In tough times, your wise guide will be your source of advice and insight. They will also listen to you without criticism.

Your wise guide will be objective. They will help you balance the conflicting pressures of tough times.



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Respond to
Tough Times

Respond to Tough Times

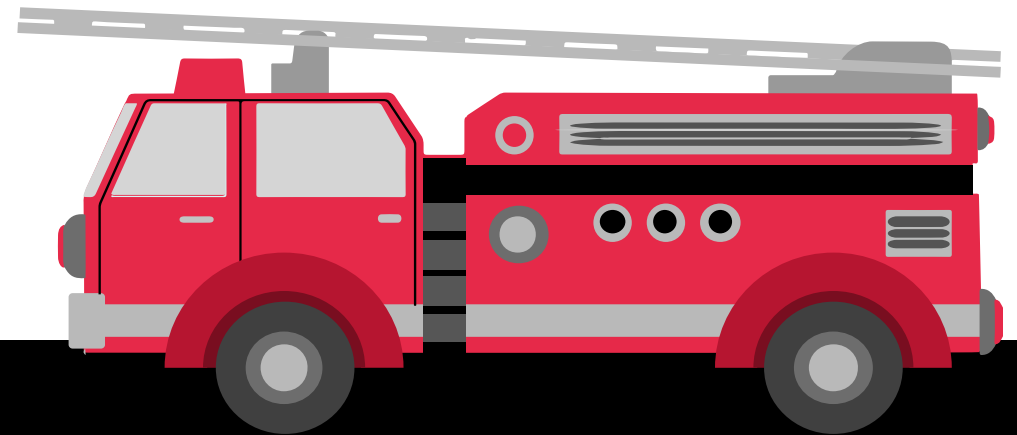
Resilience is being fit and strong, to handle the situation well.

Preparing for tough times is to anticipate them. Because they will come. What matters is how you handle them.

**1. Risk
Readiness**

**2. Scenarios and
Contingencies**

**3. Looking around
the Next Bend**



CREATE SAFETY AND CONTROL



Human brains function best when we have a sense of safety and control.

What you can do - Have frequent and multi-way communications with our teams.

This build strong and trusting relationships

DETECT & DEFLECT THREATS



Human brains have a built-in threat-detector that quickly picks up on any change.

What you can do – Project teams gain a sense of predictability and control when project managers provide information, clarity about what to expect, and resources for dealing with the change.

This reduces the anxiety and discomfort associated with uncertainty.

ENCOURAGE YOUR TEAM TO STAY ACTIVE

When stressed or feeling unsafe, many people will go into avoidance or shut-down mode.

What you can do - Encourage people to take an active role in adapting the changes, to get enough sleep, exercise, have adequate nutrition and opportunities for social engagement and contributes.

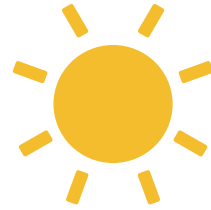
This reduce the stress hormones that can impair thinking, memory and coping.

For Our Project Managers



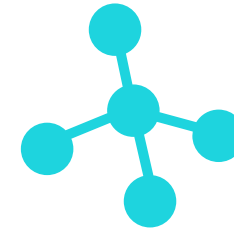
Be Calm

Focus on calming and pay attention to what is really going on around you and what is coming up within you.



Look Out

Spend more time looking out your window and reflecting to find clearer answers about how best to move forward.



Connect

Connect with your teams, partners and other stakeholders through compassion.



Be Safe...

Build Your Resilience ...

Protect Your Project...

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