

PROJECT HUMAN RESOURCE MANAGEMENT



COURSE OBJECTIVE

[THE PARTICIPANTS WILL LEARN

The objective of this module is to enable you to better manage the human resources of the project.

- The context of human resource management;
- The project phases.
- The Human Resource Management processes;
- The project manager and his/her interfaces;
- Dealing with changes and conflicts;
- Dealing with teams;
- How to lead; Using Power as a resource; How to deal with stress;
- Motivating team members.

METHODOLOGY

Macrosolutions / Ricardo Vargas use the state-of-the-art in the training process, including:

- [Explanatory classes utilizing audio-visual resources.
- [Use of films and video clips as an educational resource
- [Demonstrations and computer simulations
- [Workgroups activities focused in problem-solving
- [Scenario-based simulations using real cases to be further discussed in groups

COURSE CONTENT

[COURSE OPENING

[THE CONTEXT OF PROJECT HUMAN RESOURCE MANAGEMENT

- Human Resources on a project
- Human Resources definition
- The benefits of human resource processes
- Human Resource and its influences on the projects

[THE PROJECT PHASES

- Initiating
- Planning
- Monitoring and Controlling
- Closing
- Human Resources as part of the project's processes

[PROJECT HUMAN RESOURCE PROCESSES

- Human Resource Planning
- Acquire Project Team
- Develop Project Team
- Manage Project Team

THE PROJECT MANAGER AND HIS/HER INTERFACES

- The roles of the project manager
- The Posner Study and the project manager characteristics
- The main mistakes made when selecting a project manager

CONFLICT MANAGEMENT

- Changes
- Conflicts
- The double aspects of conflicts
- Conflicts x Performance

TEAMS

- Definition
- Types of teams
- Team behaviour
- Team size

LEADERSHIP

- Leader x Manager
- The must-have leadership abilities for a project manager

POWER

- Definition
- Types of power
- Effective power
- The influence of power in the project's outcomes

STRESS

- Definition
- Eustress x Distress
- Managing the stress in the project

MOTIVATION

- Definition
- Process theories
- Content theories

COURSE CLOSE-OUT

FURTHER INFORMATION

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