

Familyhood

Statewide Training

Many Hats for Many Needs

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Assessing Stakeholder Needs and Expectations

Engage

Initiate conversations to understand stakeholder priorities and concerns.

1

Analyze

Evaluate the gathered information for patterns and key themes.

2

Implement

Develop strategies and actions based on analyzed stakeholder needs.

3

Review

Continuously monitor and solicit feedback to refine approaches.

4



Setting Clear Project Goals and Objectives

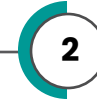
Vision

Define the overall purpose and impact of the project.



Mission

Articulate the specific mission statement for project focus.



Objectives

Set measurable objectives for project success and outcomes.



Strategies

Outline the strategies to achieve the set project objectives.



Tasks

Identify key tasks necessary for executing the strategies.



Resources

Determine resources required to complete the project tasks.



Evaluation

Establish methods for evaluating project success and progress.



Navigating Challenges and Barriers



Problem Faced

Team members struggle to navigate complex processes effectively.



Solution Offered

Implement dedicated navigators for tailored support.



Benefits

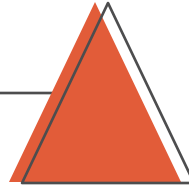
Team members and stakeholders feel empowered and better supported throughout.

Be Proactive to Change in Projects

Strategic Vision

Establish clear objectives that align with project goals and anticipated changes.

1



Flexibility

Encourage a culture that welcomes adjustments based on evolving project requirements.

2



Engagement

Involve stakeholders to solicit feedback and foster collaboration throughout the project.

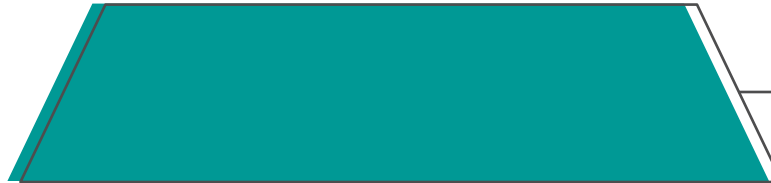
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Continuous Learning

Promote ongoing training and skill development to adapt to new challenges effectively.

4



The Importance of Effective Communication



Active Listening

Engage fully to understand the message being shared.



Consistent Updates

Regularly inform stakeholders about project progress and changes.



Empathy

Understand the emotions and perspectives of all team members involved.



Feedback Mechanism

Encourage and provide feedback to clarify misunderstandings.



Clear Messaging

Convey information in a straightforward and concise manner.



Open Channels

Create an environment where questions and discussions are welcomed.

Developing Effective Motivational Strategies

1

Set Goals

Establish clear, achievable milestones for team members to strive toward.

2

Celebrate Wins

Recognize and reward progress to maintain enthusiasm and motivation.

3

Provide Feedback

Offer constructive insights regularly to support staff development.

Developing Effective Motivational Strategies

4

Encourage Reflection

Prompt team members to assess their own progress and methods.

5

Foster Connections

Create peer support systems to encourage shared experiences and support.

6

Visualize Success

Encourage team members to create vision boards that clarify their aspirations.

6

Adapt Motivation Approach

Stay flexible in motivational approaches based on individual team members' needs.

Switching Between Different Project Roles



Team Leader



Budget Manager



Problem Solver



Communicator



Planner



Negotiator



Risk Manager

Instructions: The Multi-Hat Project Manager Challenge

Teams & Roles

- Form teams of 5-7 members.
- Choose a “hat” card (Planner, Communicator, Budget Manager, etc.)

Challenges

- Complete a challenge based on real-life project management tasks.
- Lead using your assigned role but collaborate with your team.

Time is limited, so work quickly and stay flexible!

List of Challenges

Challenge 1:

The sudden departure of a key staff member has left a critical gap, and the team must swiftly devise a contingency plan to ensure services continue without disruption. They need to reassign responsibilities, identify any resource gaps, and implement a strategy that maintains the quality and efficiency of their operations during this transition.

Challenge 2:

The team is tasked with adjusting their program's budget following a 10% cut. They must determine how to prioritize essential services while maintaining stakeholder satisfaction and balancing competing interests.

Debrief

1

What was the most challenging part of switching between roles?

2

How did teamwork and communication play a role in your success?

3

What strategies can you apply to manage competing priorities more effectively in your everyday work?

360 Review

Collect Feedback

- Regularly solicit feedback from team members and stakeholders to identify areas for improvement and to enhance projects' effectiveness.

Set Goals

- Establish clear, measurable goals for both team members and the project process outcomes to track improvements over time.

Training Workshops

- Organize training workshops for staff to continuously improve their skills and adapt to the projects and stakeholders' evolving needs.

Review Processes

- Implement regular reviews of existing processes to identify bottlenecks and areas that require refinement or adjustment.

Conclusion and Key Takeaways

Versatility in Roles

Project managers must adapt to diverse team member needs and situations.

Engagement and Motivation

Keep team members enthusiastic by celebrating successes and reinforcing goals.

Self-Awareness is Vital

Project managers should recognize when to shift roles for effective support.

Navigating Complex Systems

Act as guides through project processes, empowering team members to engage fully.

Staff Development

Equip staff with essential skills to thrive within projects.

Holistic Support Approach

Aim for tailored support that enhances staff experiences and outcomes.

Slido

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What role (or “hat”) do you need to work on strengthening the most?

① Start presenting to display the poll results on this slide.



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