



We need more Leadership and less Management

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Quick overview

1. What have we be trying to achieve?
2. What I have heard and why I believe that Project Leadership is so very important for “Delivery”?
3. A short Caribbean Leadership story.
4. Seven simple “take away” practical Leadership messages for “Delivery”.



What have we been trying to achieve?

PPAM/PCM Key Programme Outcomes

1. Improved capacity of countries to identify and prepare proposals for financing from CDB and others
2. Improved preparation of CDB-financed and technical assistance projects and their execution
3. Improved capacity of CDB staff in PPAM and PCM
4. Improved country support in Capacity development by CDB to BMCs

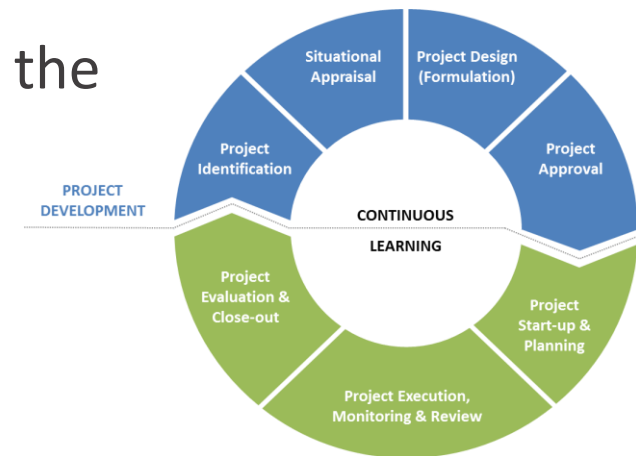
Very ambitious but very important for “Delivery” and for us today.



Leadership and Project Managers (PMs)

What I have been told and now understand...

- PMs are "**people leaders**"; their teams need motivating, inspiring and developing.
- PMs need to display real **leadership skills** to the wider project stakeholder community e.g. visioning, communicating, influencing, negotiating.
- PMs need to display **integrity, ethics and emotional intelligence**.
- **Leadership skills differentiate “PMs who manage ” apart from “PMs who lead”.**





“Leadership” not “Management.”

What I'm now thinking...

- We need to radically change the language and talk about **Project Leadership** rather than **Project Management**.
- Too many projects **stall** or simply **fail** because **Leadership is not devolved to those who need it**.
- **Why?** Maybe things need to be challenged. Maybe its the legacy of colonial language and colonial systems that need to be challenged...
- **As everywhere, things need to change...we need new “thought leadership” and we need a lot more “devolved leadership”.**



A short Caribbean leadership story...

Leadership:
Dunstan St Omer
(The Artist)

Derek Walcott
(The Poet)

Harold Simmonds
(Their Mentor)

The boy scout...

The girl guide...

Me? You? Us? We?



Roseau Valley Church, St. Lucia *Photo Credit: Michel Thomas CDB*



7 Simple Take Away Messages

- 1. Recognise that leadership can be both taught and learned**
Nobody is born a leader. We all need to learn to improve.
- 2. Strive to be authentic at all times**
This is critical. Without trust little can be achieved.
- 3. Recognise the differences between leadership and management**
Very simply - Leaders Lead and Managers Manage!

Introduction to Leadership in Development

Seven Simple Steps

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7 Simple Take Away Messages

4. **Understand that leadership is required at all levels**
Devolved leadership is required. As a leader you need to be a coach/mentor and an inspiration to others.
5. **Recognise that leadership requires followership**
Without followers you have nobody to lead.
6. **Remember that planning for change is a continuous process**
Change is the only known constant – Thought Leadership is needed!
7. **“Thought leadership” is important. Remember that learning needs to be Life Long.**
You are never too old to learn and think. Constant reflection and learning is critical for any successful leader.



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