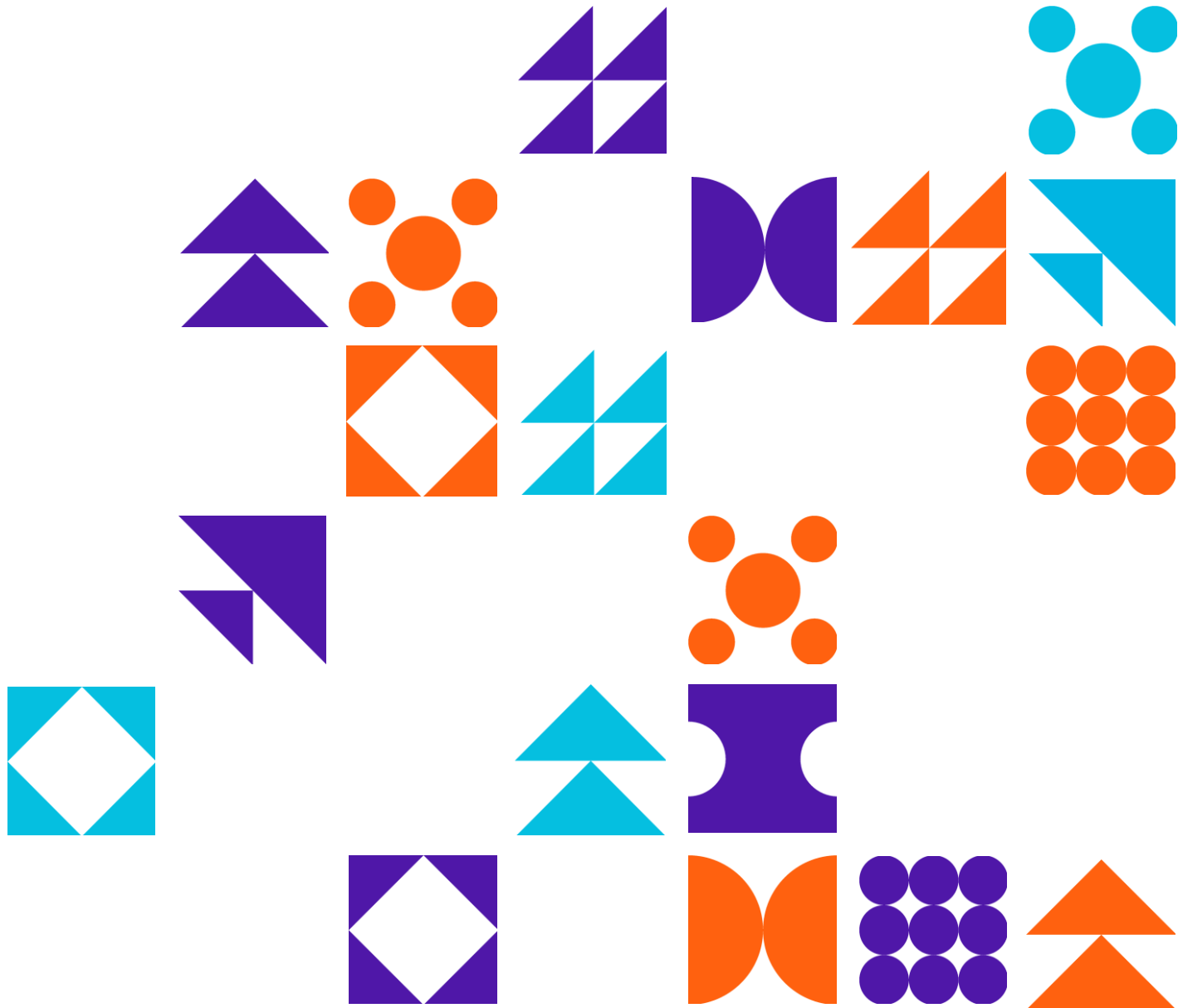
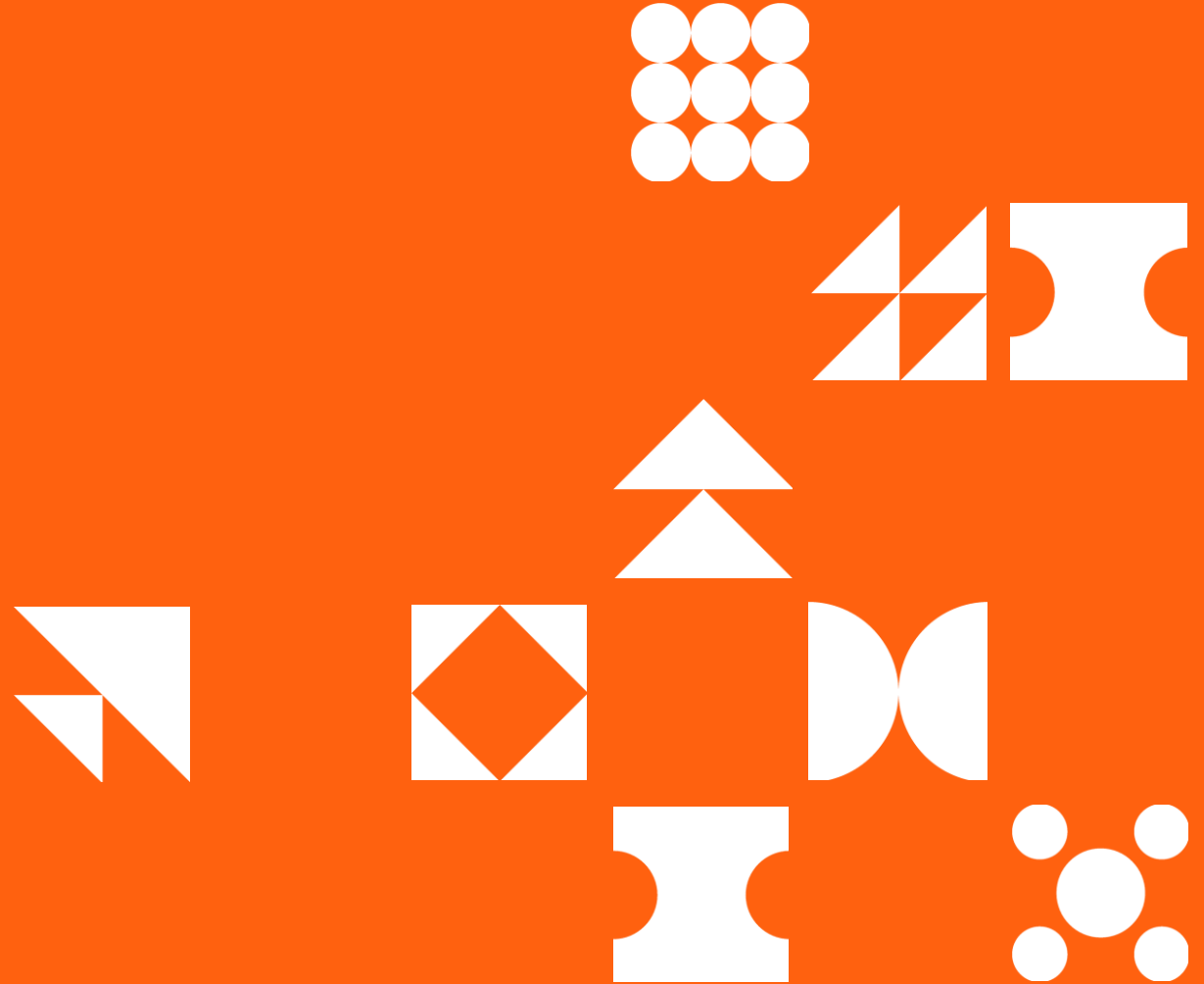


Project Leadership 5.0

with Tiago Mateus



Welcoming & Introduction





Contact:

 [Linkedin.com/in/tiagomateuspt/](https://www.linkedin.com/in/tiagomateuspt/)

 ProjectYourLifeGoals@gmail.com

- Portuguese, living in Braga, Portugal; born in Paris, France; also lived in Münster, Germany.
- Married with two children: Tomás (10) and Eva (5).
- Licensed in Mechanical Engineering and holds a Master's in Renewable Energies.
- Began career as Project Manager at Bosch in the Thermotechnology and Car Multimedia divisions. In 2022, I joined the Financial Services division of the Volkswagen Group, where I lead an IT program.
- Senior Project Manager with 15 years of experience, holding RK-PMQ®, PMP®, and PgMP® certifications.
- Interests: Football, running, dining out, movies and documentaries, reading self-development books, and embracing challenges.
- Author of "Project Your Life," a book on achieving personal goals by dedicating one hour a day, increasing success likelihood by over seven times.

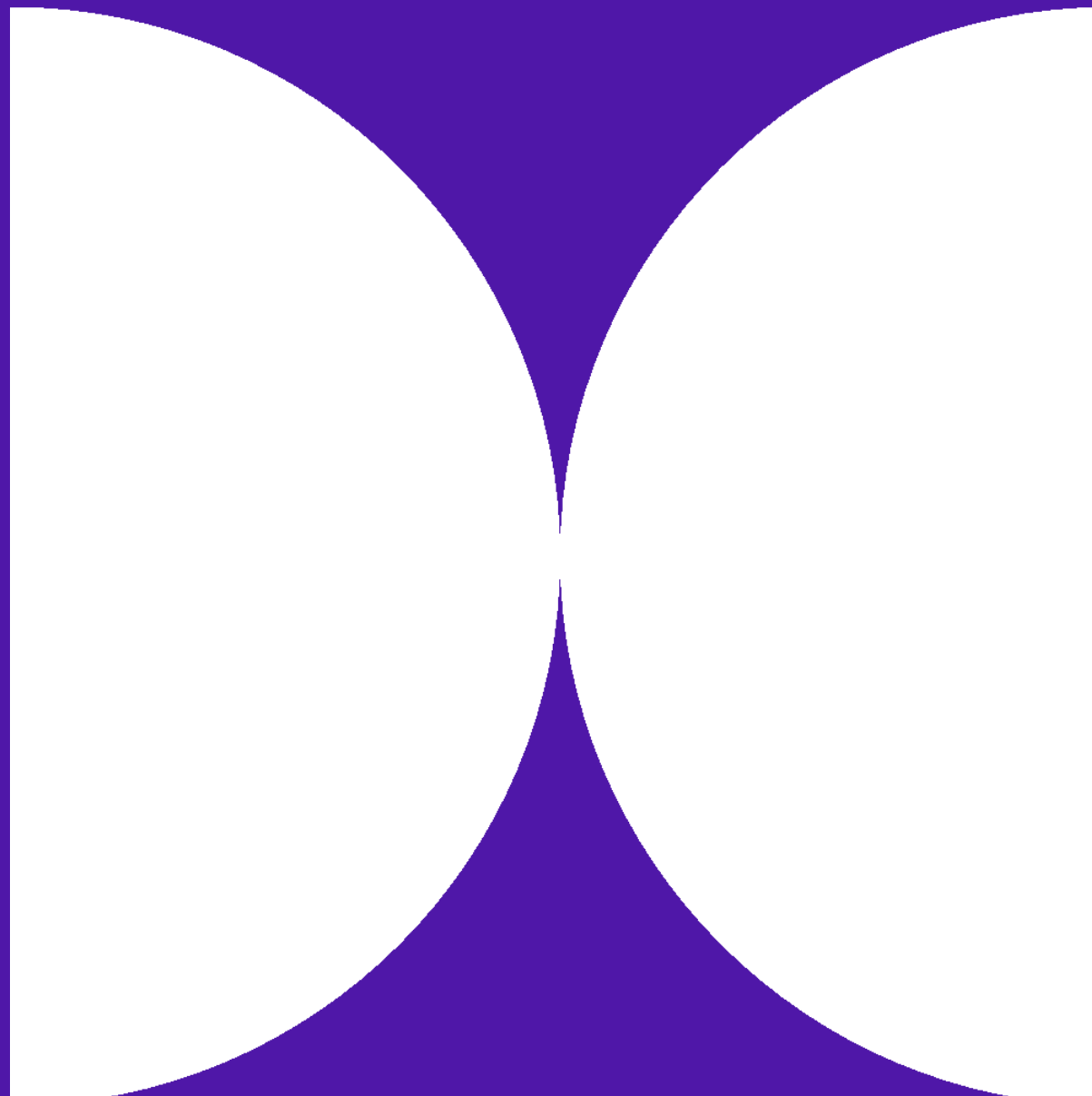
AGENDA

Leadership 5.0 - Episodes:

1. [Jul 26] The future of projects: Embracing leadership 5.0 in a tech-driven world
2. [Sep 27] Leadership 4.0+: The evolution of 4 key dimensions
3. [Oct 25] Evolving roles: Your path from Project Manager to Project Leader 5.0



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The future of projects: Embracing leadership 5.0 in a tech-driven world

[Leadership 5.0: Episode 1]

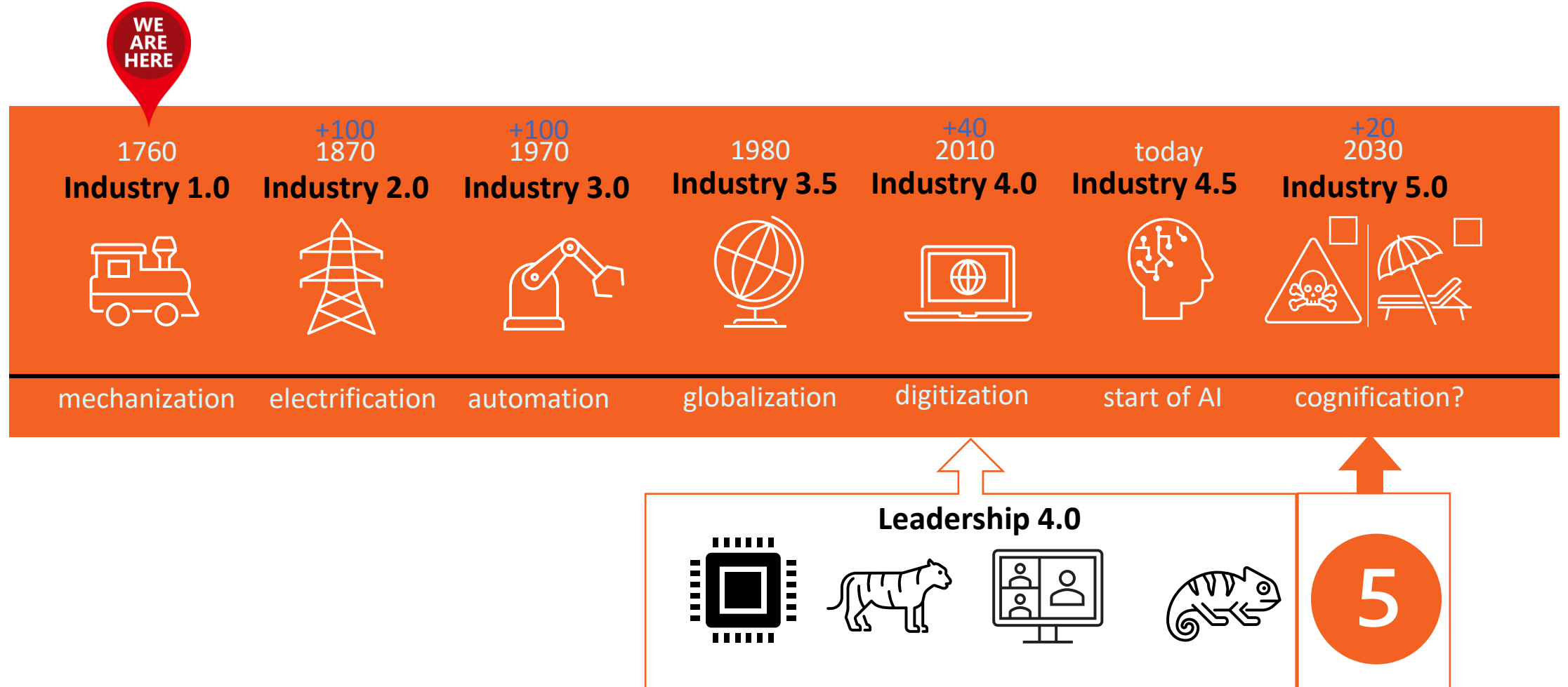
With Tiago Mateus





Those who remain in traditional project management roles may **struggling to keep pace** with the demands of modern project environments and **missing opportunities for professional growth**.

From industrial revolution 1.0 to 5.0



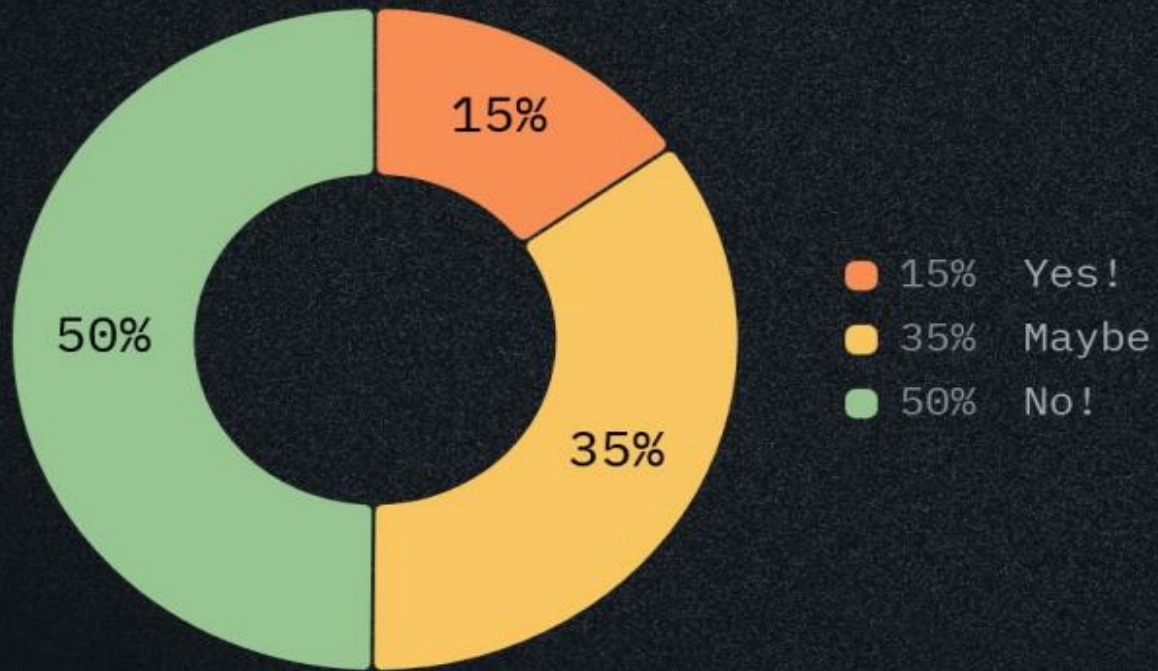
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Chat

...

Should we be afraid of AI?

Should we be afraid of AI?



Should we be afraid of AI?

- AI is like “nuclear power”. It can be used for the extreme bad or the extreme good. It requires control so that it is not misused.
- As the saying goes...“With great power comes great responsibility!” (Spider-Man)

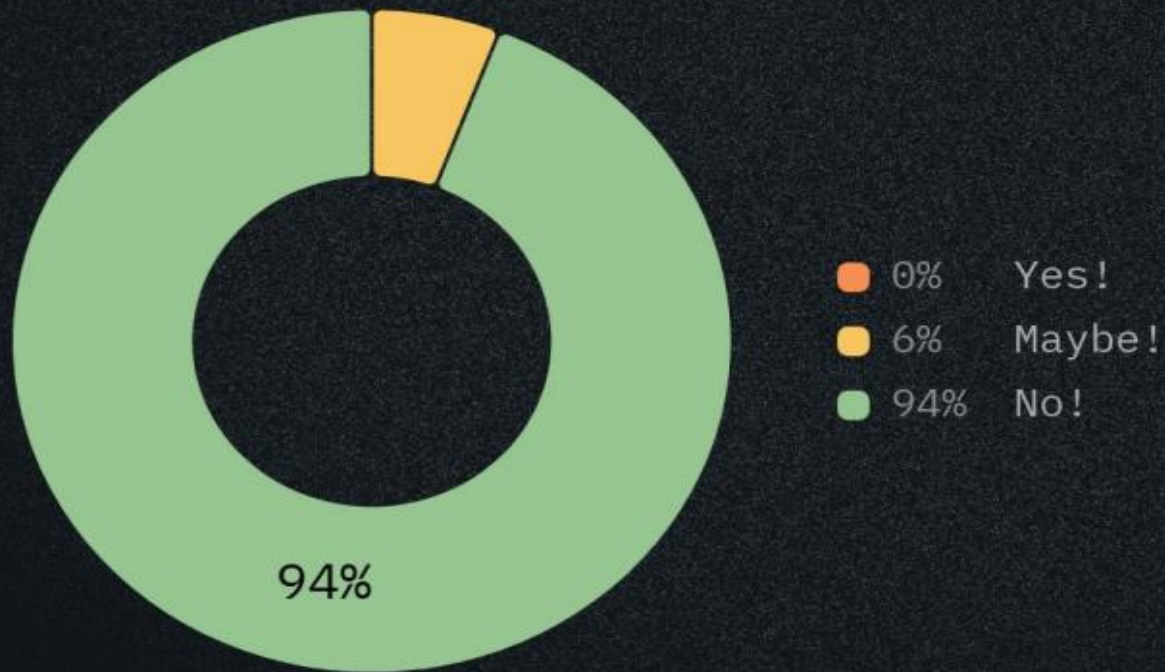


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Is there a possibility of not considering AI at all?

Is there a possibility of not considering AI at all?



Average



Excellent



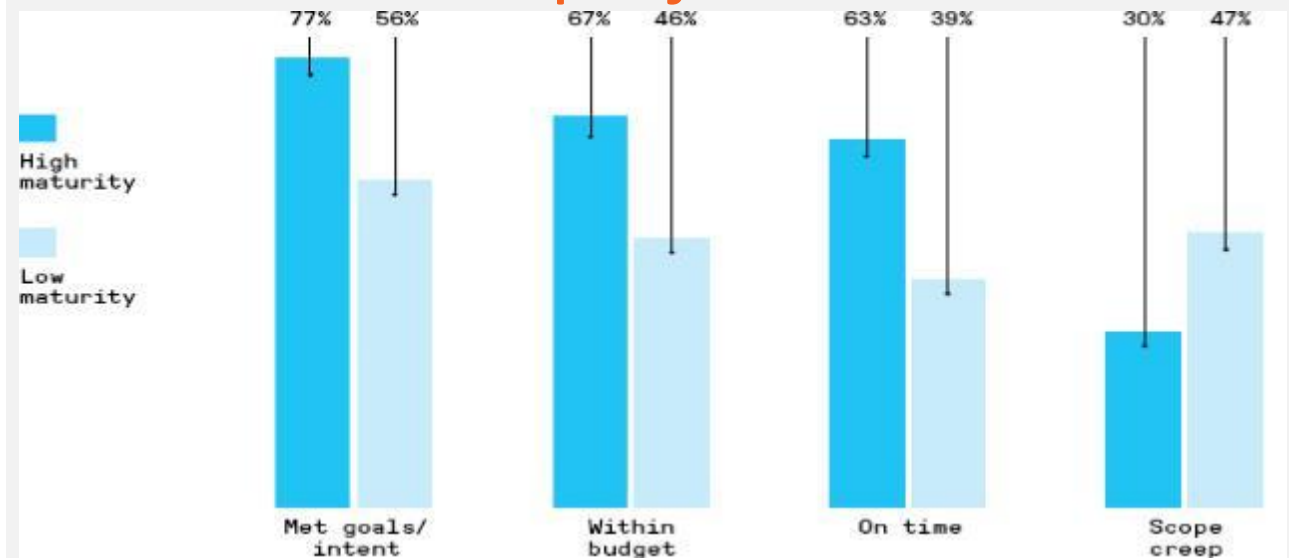
Would you be satisfied in an average relationship?
Would you recommend an average restaurant?

Will in the future Project Leaders be able to mitigate this?

- In low maturity organizations, ~ $\frac{2}{3}$ of projects are not completed in time.
- In low maturity organizations, ~ $\frac{1}{2}$ do not met original goals.
- In high maturity organizations, $\frac{1}{3}$ of projects are not completed in budget.
- If we consider 10 Trillions \$ is invested each year in projects, then 19 Million \$ is wasted each minute!

Conclusion: In Leadership 5.0, average project success is no longer acceptable. With advanced technology at sponsors' disposal, aiming for excellence is imperative for Project Managers.

How is current project success?



9.9% of every dollar is wasted due to poor project performance—that's \$99 million for every \$1 billion invested

(Source: 2018 Pulse of the Profession™)

Scaled to encompass total global capital investment, around \$1 million is wasted every 20 seconds—or \$2 trillion every year

(Source: Brightline Initiative™)

PMI

Source: Pulse of the Profession (2018) | PMI

Those who remain in traditional PM roles may **struggling to keep pace** on modern project environments.



what are you doing now, in your PM role, to take the opportunities that AI is offering?

what are you doing now, in your PM role, to take the opportunities that AI is offering?

22 responses

chatgpt as an assistant
hr assistant
as a brainstorming tool
learning about them
project planning
collect ideas
practicing
optimization
copilot
analytics
writing notes
training
producing content
automation
education
brainstorming
risk mitigation
summarize contracts
chatgpt

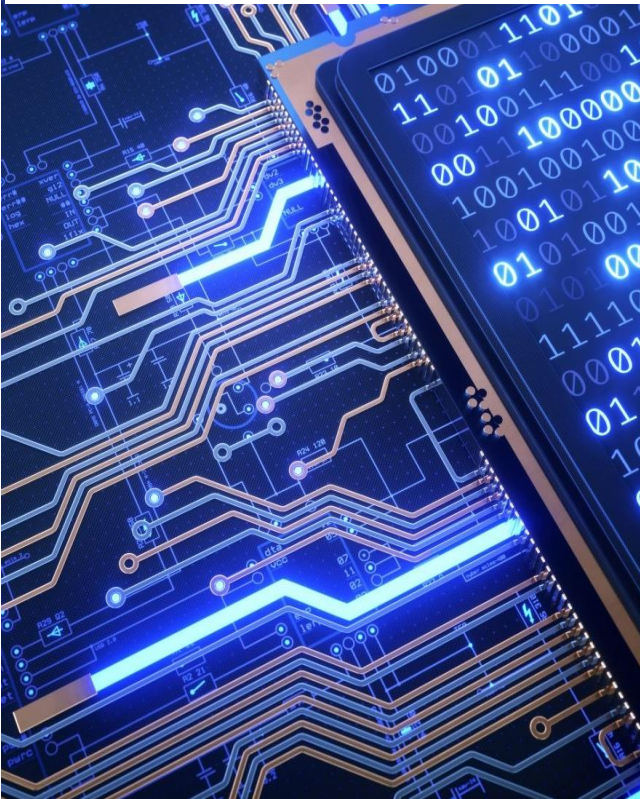
1



14



Technology



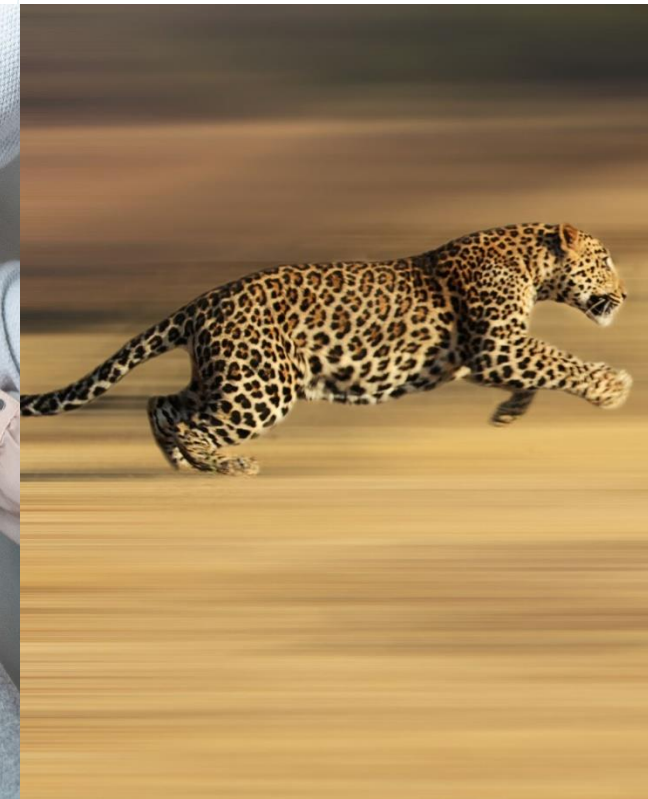
Adaptability



Collaboration



Agility



Which are the 4 dimensions of leadership 4.0?

Which are the 4 dimensions of leadership 4.0?

36 responses

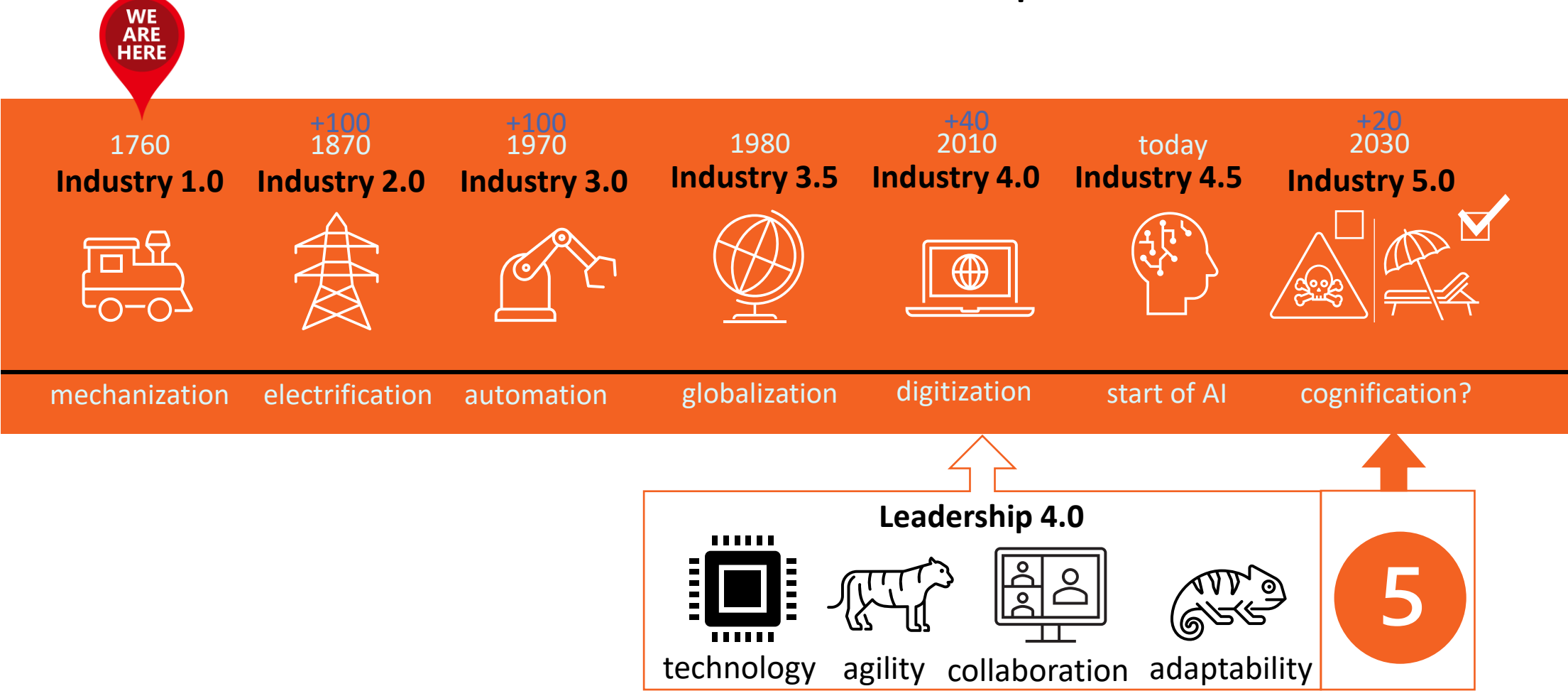




Becoming a prepared project leader in the 5.0 era means [understanding](#) how [the 4 dimensions of leadership will expand](#), [acquiring the necessary skills](#), and integrating them into [daily project work](#).

Those who remain in traditional project management roles may **missing opportunities for professional growth**.

The 4 dimensions of leadership 4.0 and more.

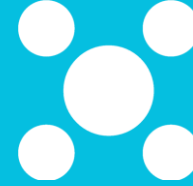
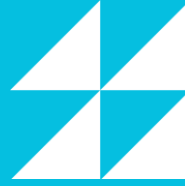




What is the 5th leadership dimension essential for preparing for this new transition?



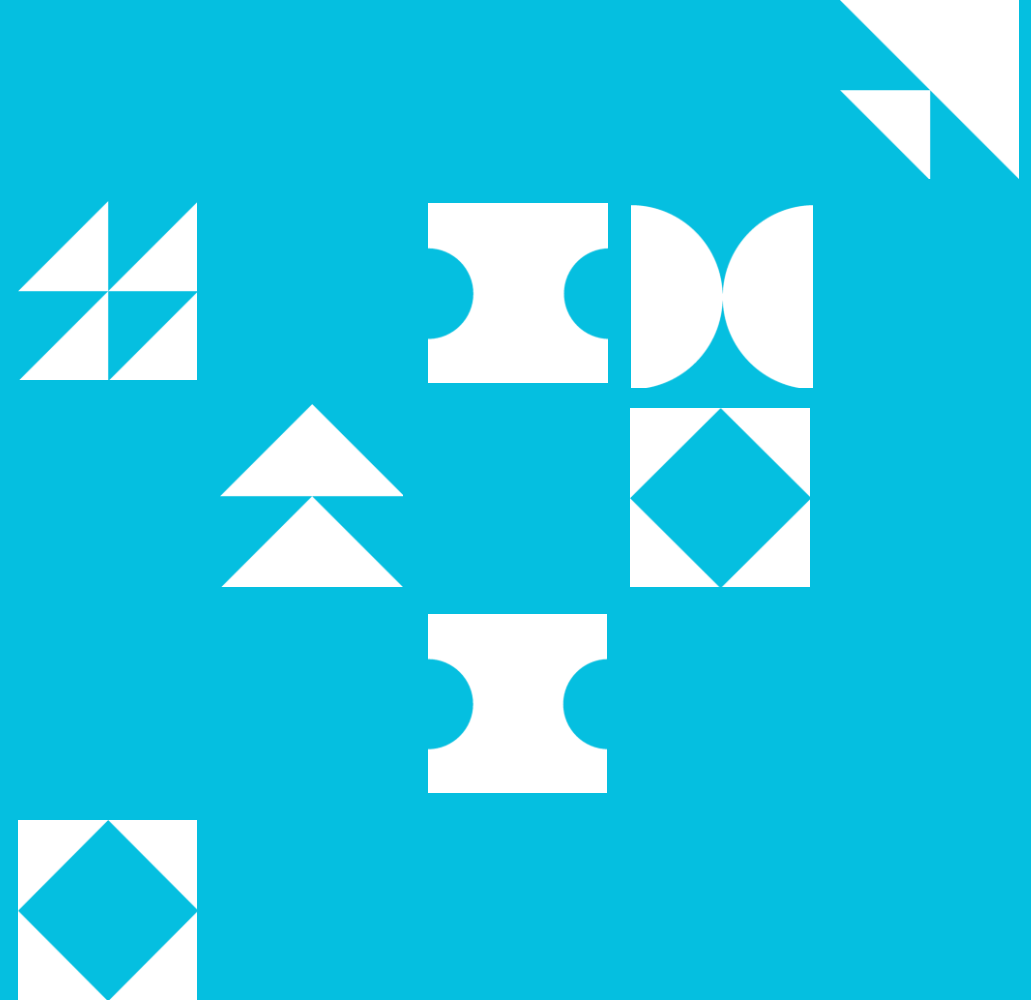
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THANK YOU

Next session: Sep 27

Leadership 4.0+: The evolution of
4 key dimensions





Q&A

Let me know your questions

1. Could you do another presentation on your book Project Your Life??
2. How do you think cybersecurity and/or personal privacy will evolve when utilizing 4.5 concepts? Do you think industry can keep up?
3. How can we ensure that education especially in schools and universities catch up with Industry 4.5 and 5.0?
4. Can you please discuss “cognitization” in more detail?

Leadership 4.0+: The evolution of 4 key dimensions

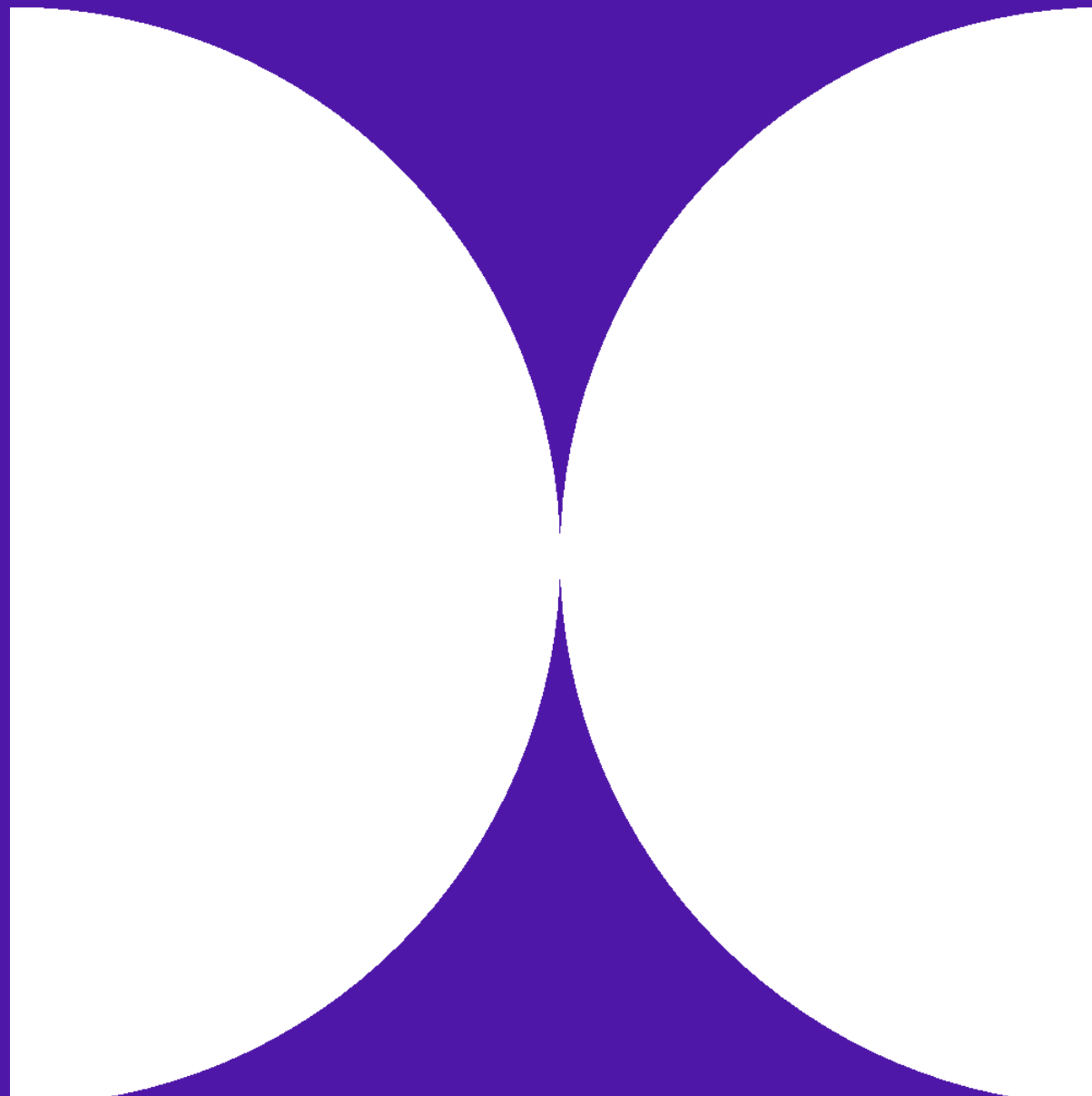
[Leadership 5.0: Episode 2]

With Tiago Mateus



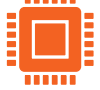


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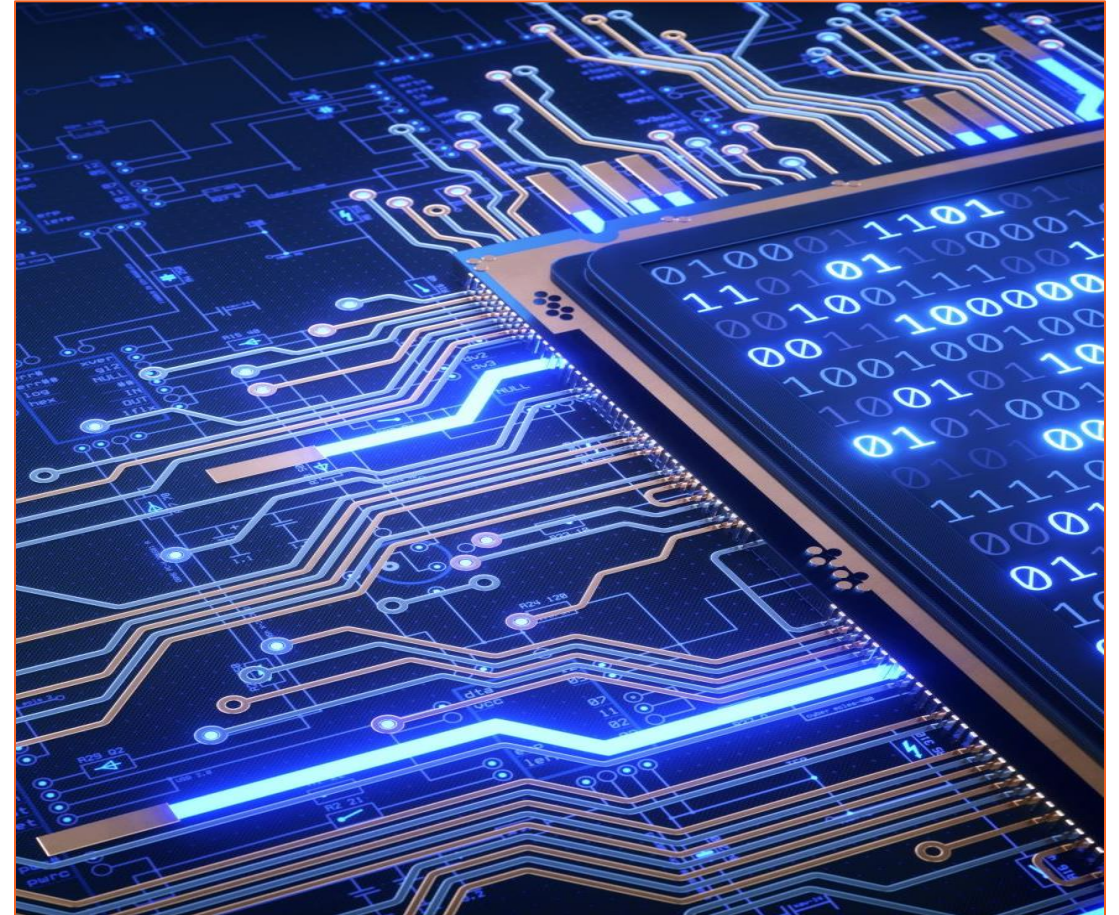
How will Technology evolve?

Technology



Technology revolution driven by digitalization and rise of applied AI.

- **Automated routine tasks:** Status reports will be automatized. → This will free a lot of space on your calendar.
- **Dynamic dashboard with predictive notifications:** All project stakeholders will receive guidance given through automatic notifications. → Business Intelligence, at the distance of a finger click, will give you up to date KPI with possible measures to take.
- **Automatic rescheduling:** If an activity is at risk of delay, the scheduling tool will furnish a revised milestone end date. → The adoption of network diagrams and analogous estimation will be further emphasized to harness AI planning capabilities.





My recommendation: Start using Gen-AI for some individual and boring tasks that you do.

In which PM tasks do you use Gen-AI?

19 responses



4



10



TOP10 use cases using Gen-AI for individual PM tasks

1. **Risk analysis and mitigation:** Initial risks identification and possible mitigation responses.
2. **Project planning:** Offering ideas on a Work Breakdown Structure (WBS).
3. **Task automation and template generation:** Automating repetitive tasks like status updates or drafting project templates like project charters.
4. **Project analytics:** AI can analyze large sets of project data to extract actionable insights, helping PMs make informed decisions.
5. **Contract summarization:** Quick extraction of key points and critical clauses from contracts.
6. **Generating meeting notes:** Automatic transcription and summary of key points, decisions and actions.
7. **Enhancing meeting preparation:** Providing insights, formulating possible questions, and suggesting solutions for meetings.
8. **Idea generation and content creation:** Supporting brainstorming and content production.
9. **Assisting on drafting important emails:** Supporting on writing clear, professional, and persuasive emails.
10. **Personalized learning and training:** AI can provide explanations to some technical topics on the project or specific Project Management knowledge for PMs to upskill in their daily work.

How will Adaptability evolve?



From “reactive response to change” into “proactive and ingrained capability”.

- **Agility also on the strategy:** Program and portfolio managers will need to proactively identify emerging trends (opportunities) and disruptions (threats). → Empower effectively the project teams for faster and more flexible decision-making.
- **Tech experimentation and rapid integration:** Building a culture where curiosity, new technologies experimentation and learning takes place. → Everyone will need to “learn, unlearn and relearn”.
- **Collaborative adaptation to changes:** Adaptation to customer rapid changes. → Leaders will require collaborative efforts and capabilities to manage cost and time and, as well, building overall resilience.



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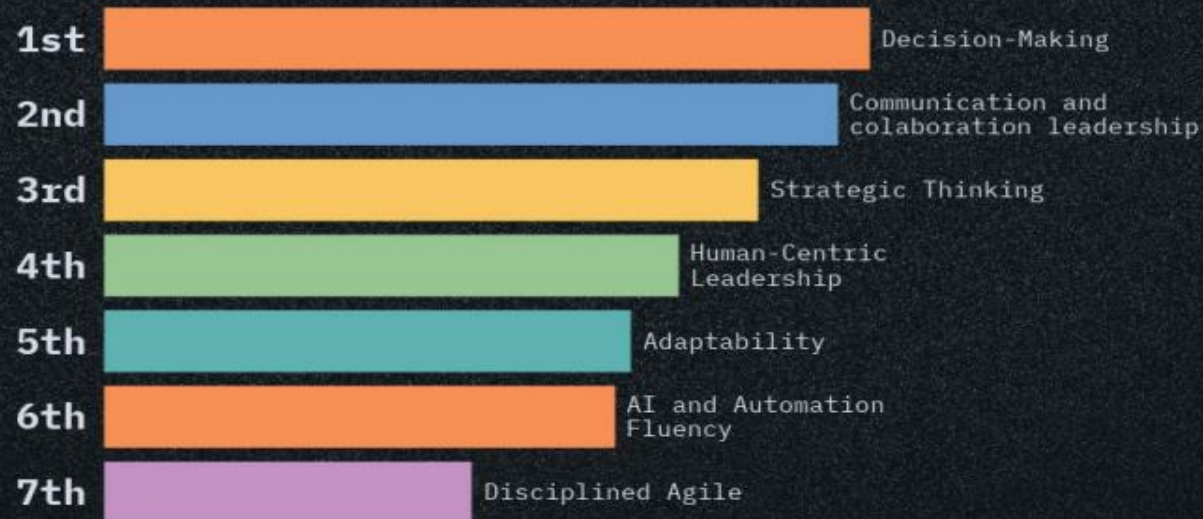
Chat

My recommendation: Take 15 min every day to learn
“Just In Time” the needed skills.

7 essencial skills to succeed as a Project Leader 4.0+

1. **[Ways of Working] AI and Automation Fluency:** Mastering AI and automation enhances efficiency and keeps projects aligned with technological advancements.
2. **[Ways of Working] Disciplined Agile (DA):** DA provides a toolkit for tailoring and evolving ways of working to fit the unique context of each team and project.
3. **[Business Acumen] Strategic thinking:** Helps align projects with long-term business goals and navigate complex environments.
4. **[Business Acumen] Decision-Making:** Informed and timely decisions ensure project success while balancing threats and opportunities.
5. **[Power Skills] Human-Centric Leadership and Emotional Intelligence:** Empathy and emotional intelligence foster strong team relationships and inclusive leadership.
6. **[Power Skills] Change Management and Adaptability:** Enables smooth transitions and quick responses to ongoing organizational and market changes.
7. **[Power Skills] Communication and collaborative leadership:** Effective communication and teamwork ensure alignment and cohesion across diverse, cross-functional teams.

Rank the following skills in order of importance, from the one you need to master the most to the one you need the least.



How will Collaboration evolve?

Collaboration Extending into a broader ecosystem of advocates, partners, and collaborators.



- **Project squad:** Transition from colleagues in a project to a cohesive core team. → Form group of individuals, with different skills and habits, and maximize the collaboration so that the sum of the parts become more than the total sum.
- **Cross-disciplinary integration:** Harness the collective intelligence of the entire organization → Break down silos and foster the free flow of ideas and innovation among teams and departments.
- **Reducing gaps from virtual collaboration:** Mastering remote team dynamics and intercultural nuances. → Improve cohesion, trust, and a sense of belonging in virtual teams.





My recommendation: Create more team-building activities to foster bonds and build trust.

What team-building activities do you suggest to strengthen bonds and build trust within a team?

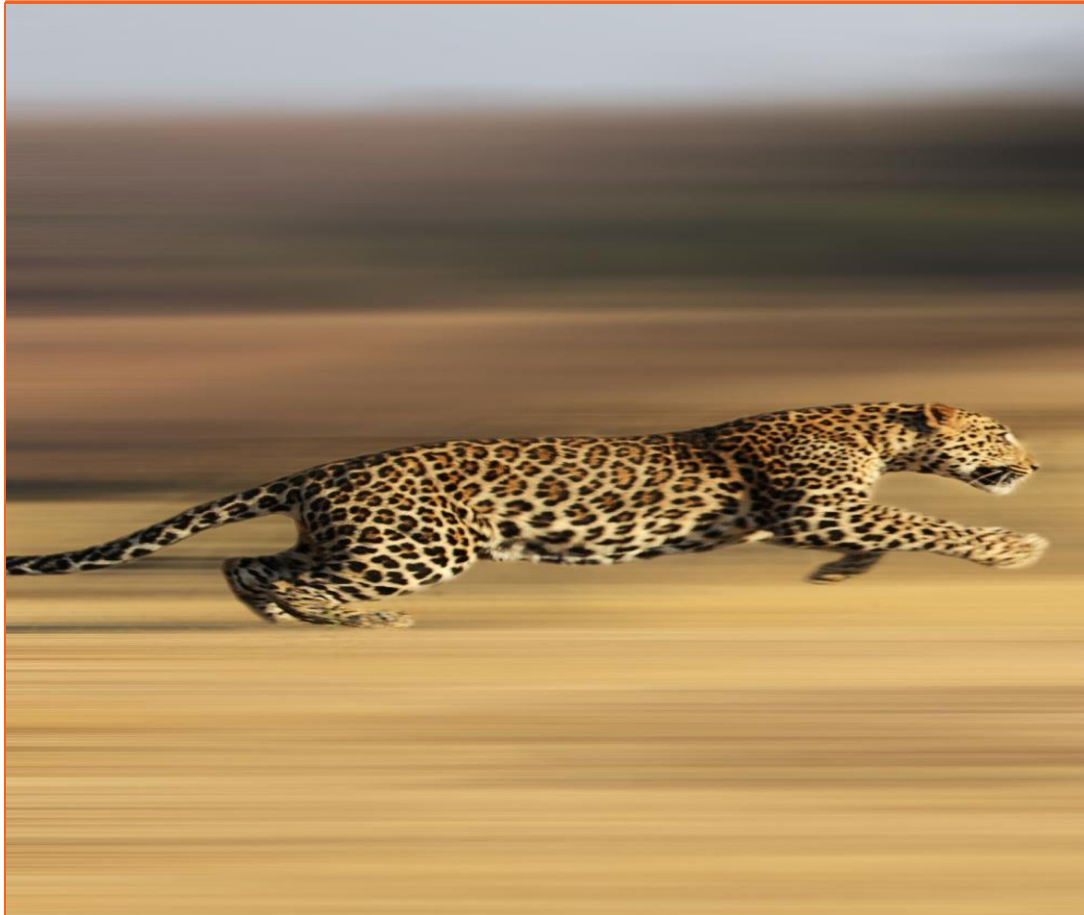
15 responses

collaborating games
collaborative storytelling games trivia
icebreakers
virtual escape room
lunches 1 on 1 meetings
team outings
collaborative games
team members games

Moments in the Project Timeline for Team-Building that a Project Manager Cannot Skip - Especially with Remote Teams

1. **Project Kick-Off:** Setting the foundation for collaboration
2. **Important Project Milestones:** Celebrating success and reinforcing team unity
3. **Project Closure:** Lessons Learned workshop to foster continuous improvement

How will Agility evolve?



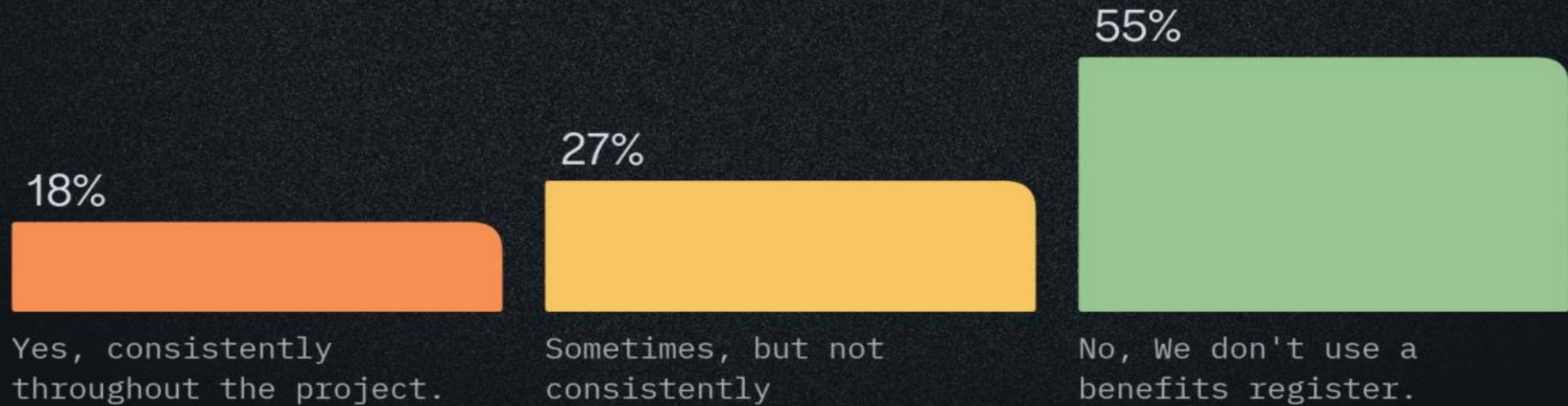
Transitioning from agile to a ‘what works’ framework and focus on benefits realization.

- **Focusing on time benefits realization:** There will be a shift from product orientation to benefits realization. → Emphasize benefits and ensure timely delivery to control costs.
- **Adapting “what works” framework:** Transition to a hybrid framework, balancing agile feedback loops with reusability. → Adapt organization frameworks and prioritize reusability to minimize discovery time.
- **Enhanced requirement & change management:** Define requirements upfront to reduce mid-project changes and control changes by cost-assessing customer requests. → Implement robust requirements and change processes.



My recommendation: Start to use a benefits register to track your project outcomes releases and the readiness of the organization to attain the intended benefit.

Does your organization consistently track project benefits using a dedicated benefits register?



Shifting focus: from Outputs to Benefits for true Value Delivery

Output

Tangible deliverables produced by the program.

In a software development project, the output could be the completion of a software platform.

Outcome

The result obtained by using the program's outputs.

For the software development project, an outcome could be the capacity to develop a software platform.

Benefits

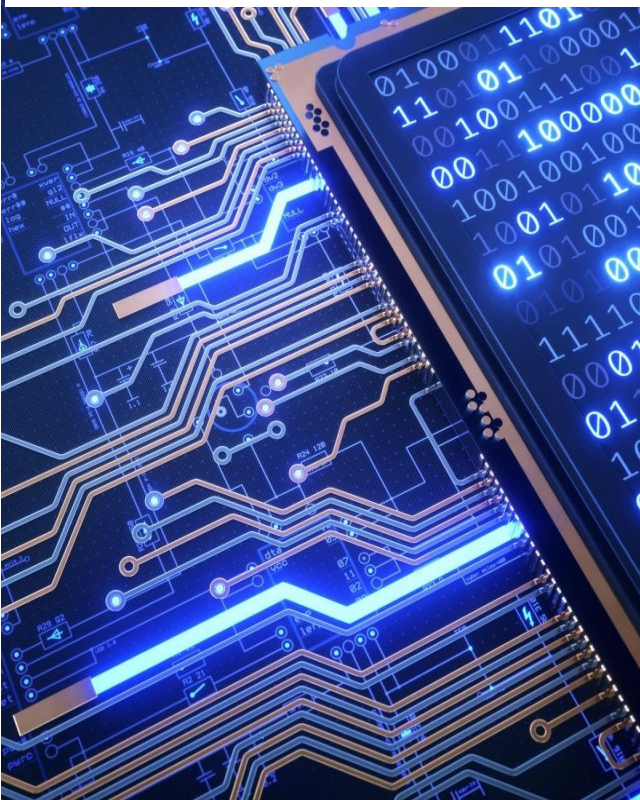
The gains and assets received from the outcomes.

The benefits of the software development project may include increased operational efficiency, leading to cost savings and improved customer service.

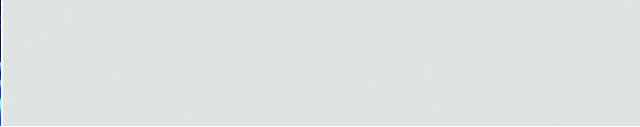
Tracking outputs only measures completion, but focusing on benefits ensures the project delivers long-term value.



Technology



Technology revolution driven by digitalization and rise of applied AI.



Adaptability



From “reactive response to change” into “proactive and ingrained capability”.



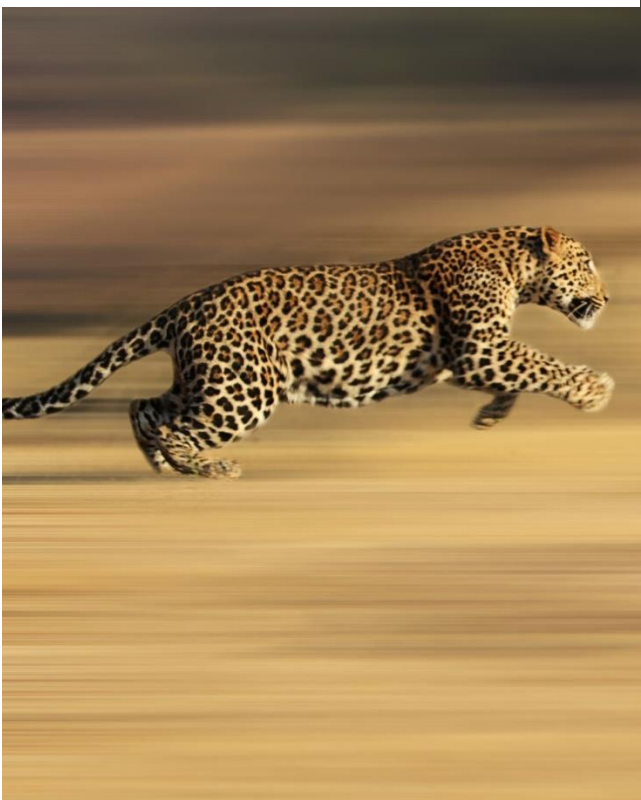
Collaboration



Extending into a broader ecosystem of advocates, partners, and collaborators.



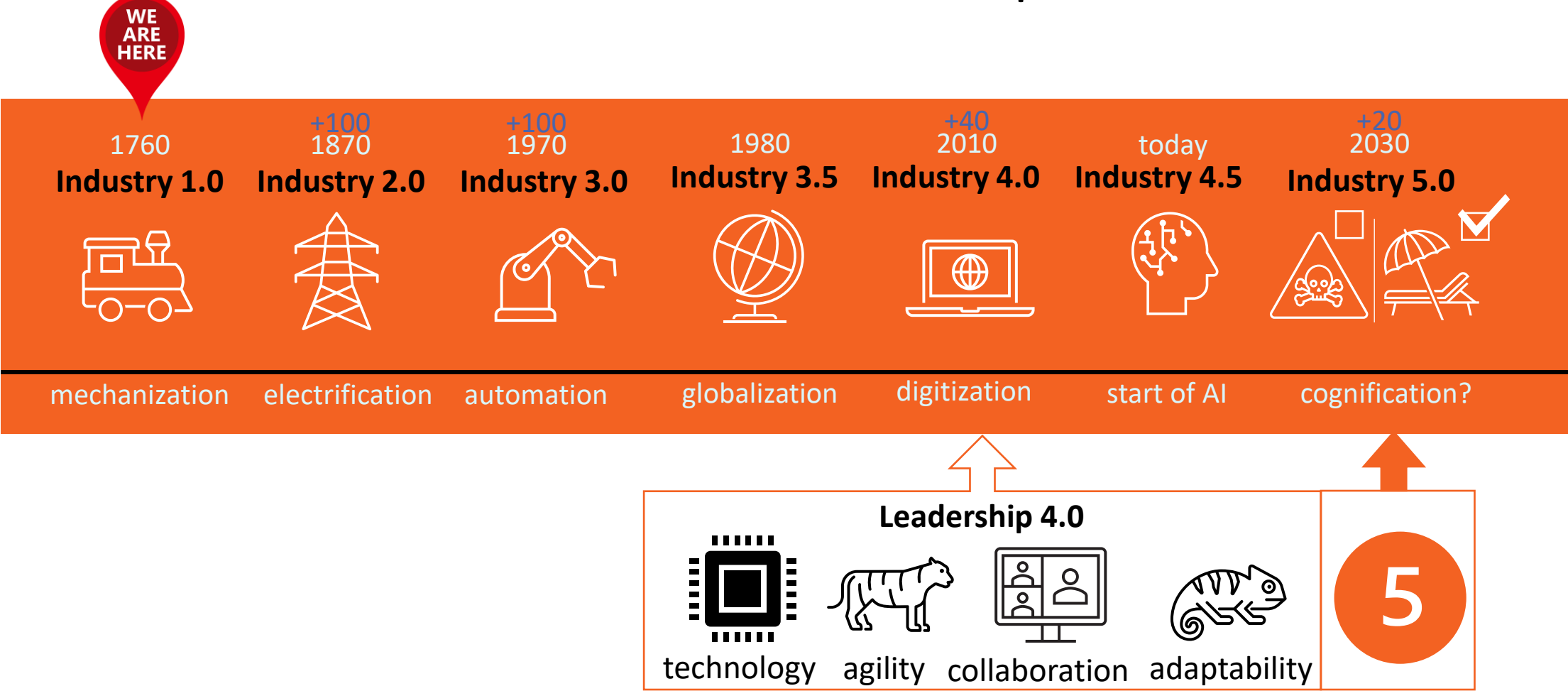
Agility



Transitioning from agile to a ‘what works’ framework and focus on benefits realization.

Those who remain in traditional project management roles may **missing opportunities for professional growth.**

The 4 dimensions of leadership 4.0 and more.





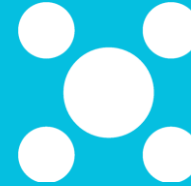
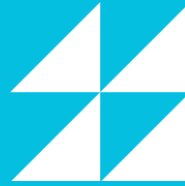
To excel in Leadership 5.0, project managers must embrace [AI-driven technology](#), cultivate [proactive adaptability](#), [expand collaboration](#) across the organization, and focus on [agility that drives real benefits](#).



What is the 5th leadership dimension essential for preparing for this new transition?



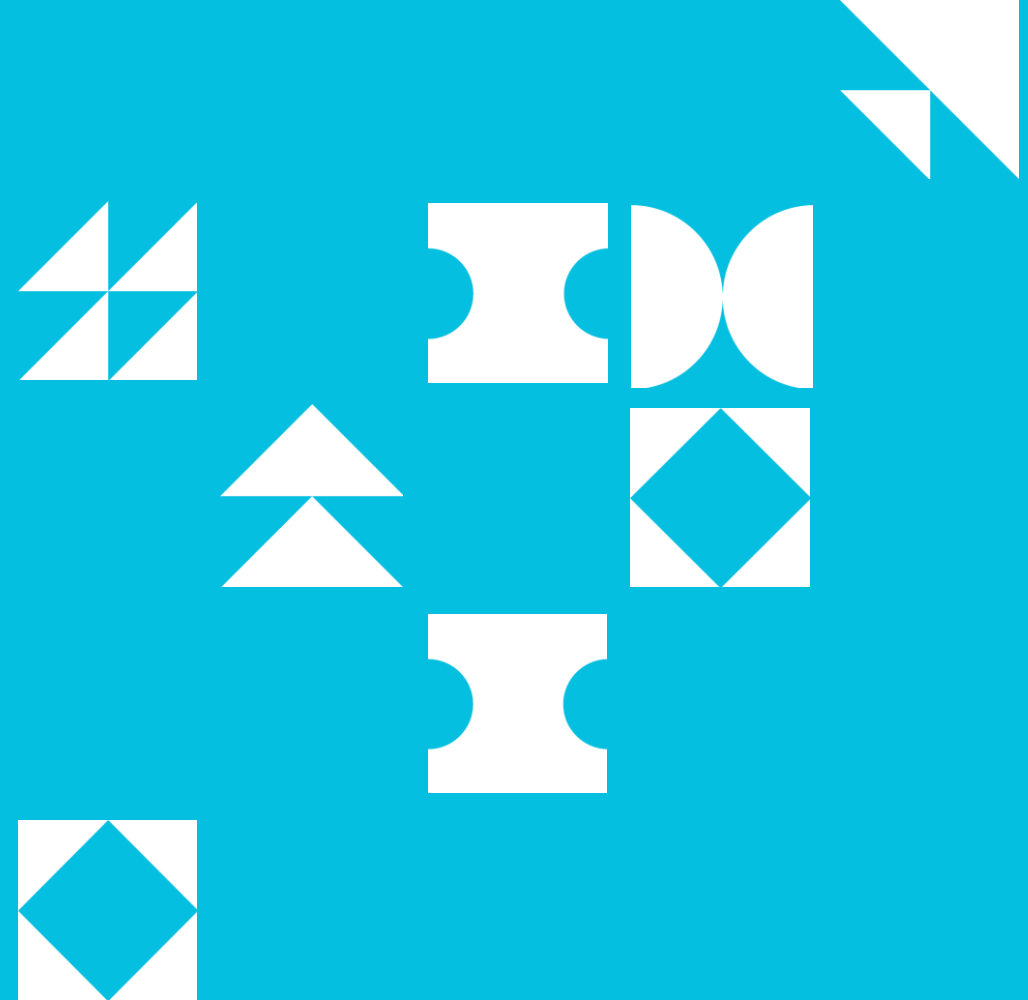
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THANK YOU

Next session: Oct 25

Evolving roles: Your path from Project
Manager to Project Leader 5.0





Q&A

Let me know your questions

PMI Resources on AI in Project Management

Documents:

- [Taliking to the machine: Prompt Engineering Essentials for Project Professionals](#)
- [First Movers' Advantages: The immediate Benefits of Adopting Gen-AI for Project Managemetn](#)
- [Shaping the Future of Project Management With AI](#)
- [The Top 10 Project Management Skills You Need in Your Toolbelt - by Pierre Le Manh](#)
- [Power Skills, Redefining Project Success | Pulse of the Profession 2023](#)

Free Trainings:

- [Generative AI Overview for Project Managers](#)
- [Talking to AI: Prompt Engineering for Project Managers](#)
- [Data Landscape of GenAI for Project Managers](#)
- [Talking to AI: Prompt Engineering for Project Managers](#)

Evolving roles: Your path from Project Manager to Project Leader 5.0

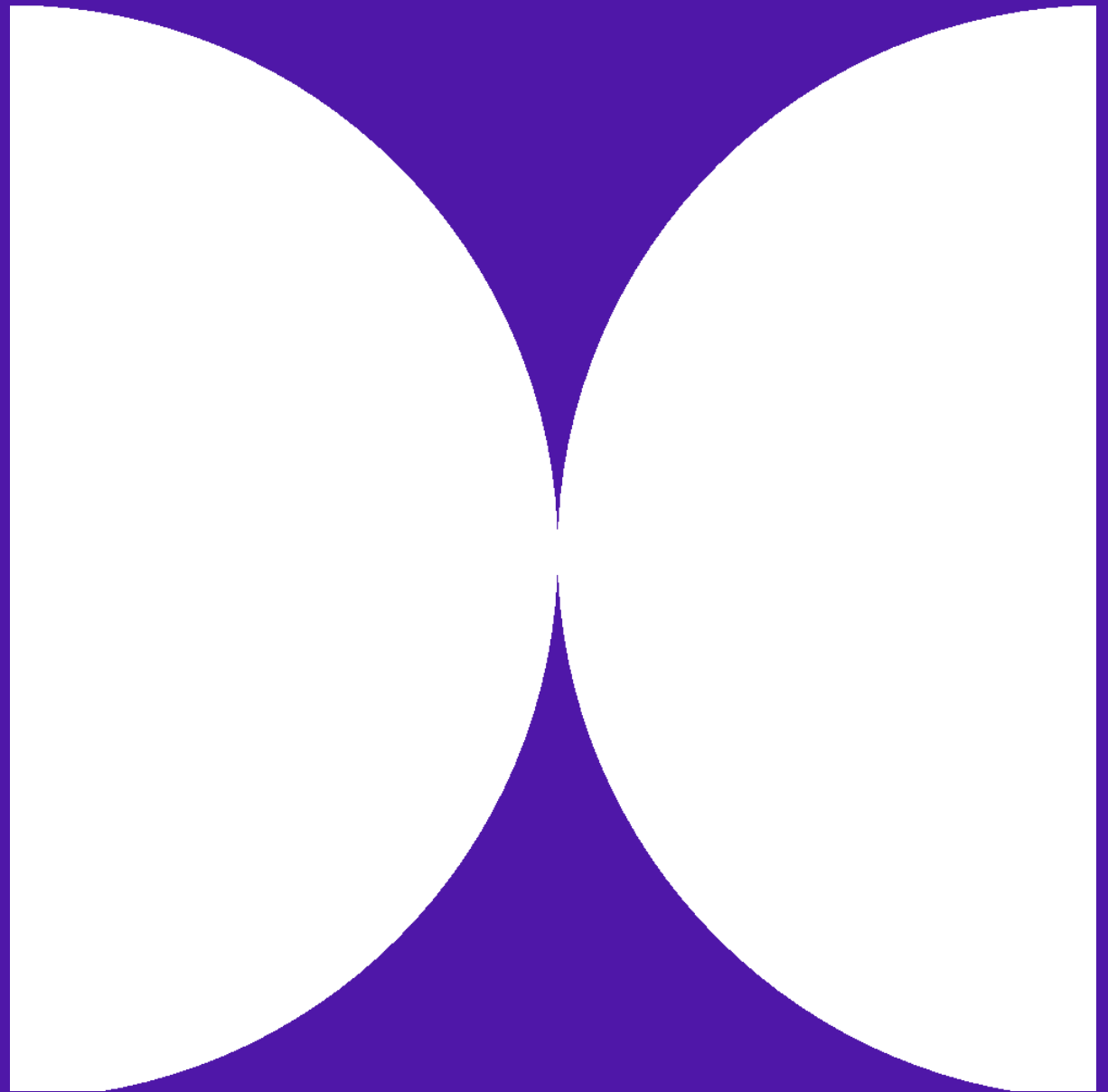
[Leadership 5.0: Episode 3]

With Tiago Mateus

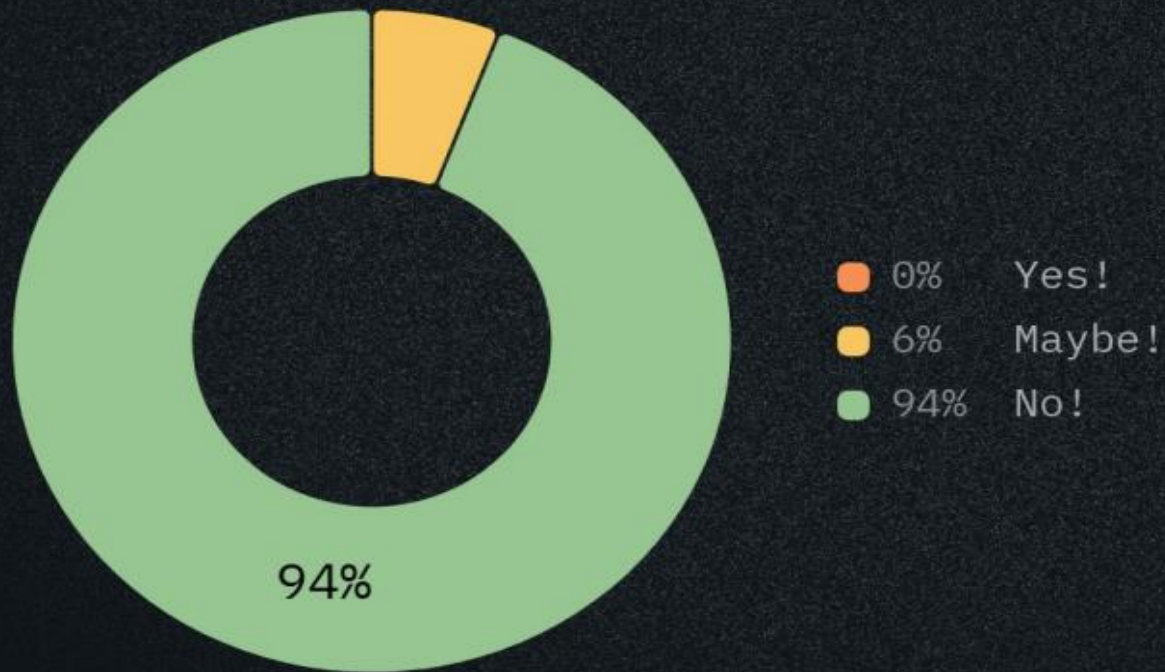




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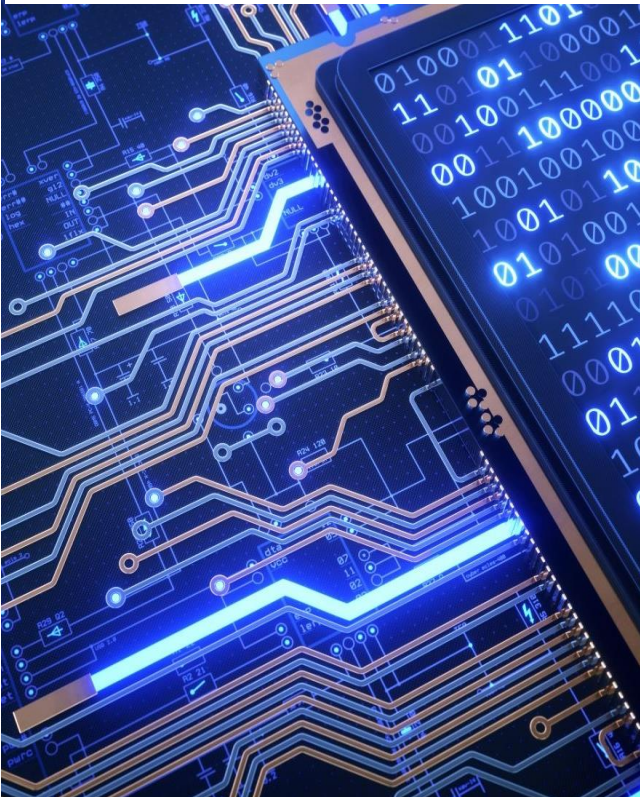


Is there a possibility of not considering AI at all?

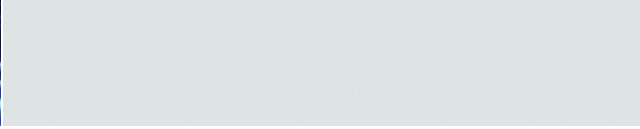




Technology



Technology revolution driven by digitalization and rise of applied AI.



Adaptability



From “reactive response to change” into “proactive and ingrained capability”.



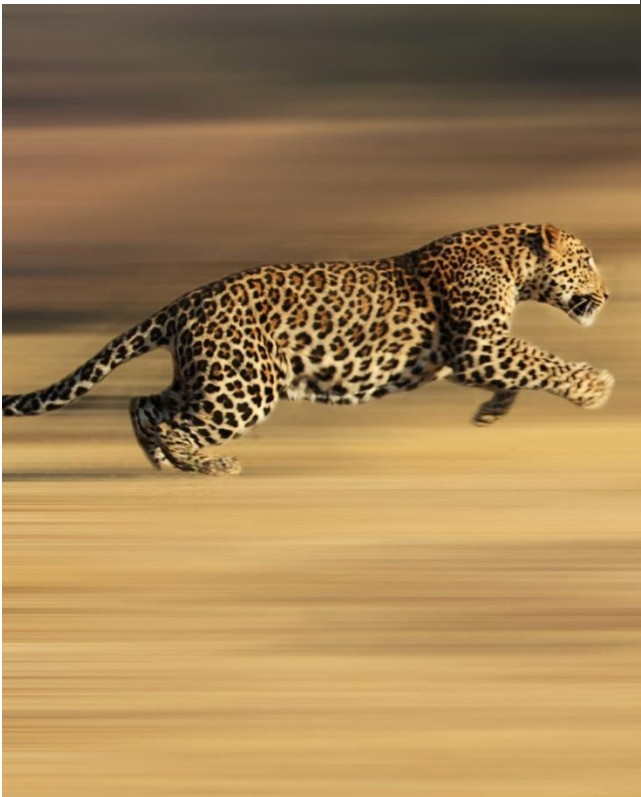
Collaboration



Extending into a broader ecosystem of advocates, partners, and collaborators.



Agility



Transitioning from agile to a ‘what works’ framework and focus on benefits realization.



Now the question is: Which changes will the expansion of the 4 key dimensions of leadership bring to Projects?



What qualities define a Project Leader 5.0 compared to a traditional Project Manager?

What qualities define a Project Leader 5.0 compared to a traditional Project Manager?

25 responses





Which of the following team dynamics is most important in a Project Squad?

Which of the following team dynamics is most important in a Project Squad?

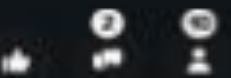




How can a Sponsor evolve into a Project Advocate?
What changes in their role do you foresee?

How can a Sponsor evolve into a Project Advocate? What changes in their role do you foresee?

22 responses





How critical is partnership with suppliers/clients in driving project success under Leadership 5.0?

How critical is partnership with suppliers/clients in driving project success under Leadership 5.0?

Building mutual trust with suppliers is essential to achieving project success.

4.8

Aligning on shared goals and vision with suppliers is critical for the success of the project.

4.8

Open and ongoing communication with suppliers is crucial for effective collaboration and project outcomes.

5.0

Strongly disagree

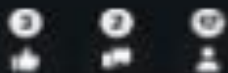
Strongly agree



In one word, what is the key to turning stakeholders into true collaborators?

In one word, what is the key to turning stakeholders into true collaborators?

27 responses

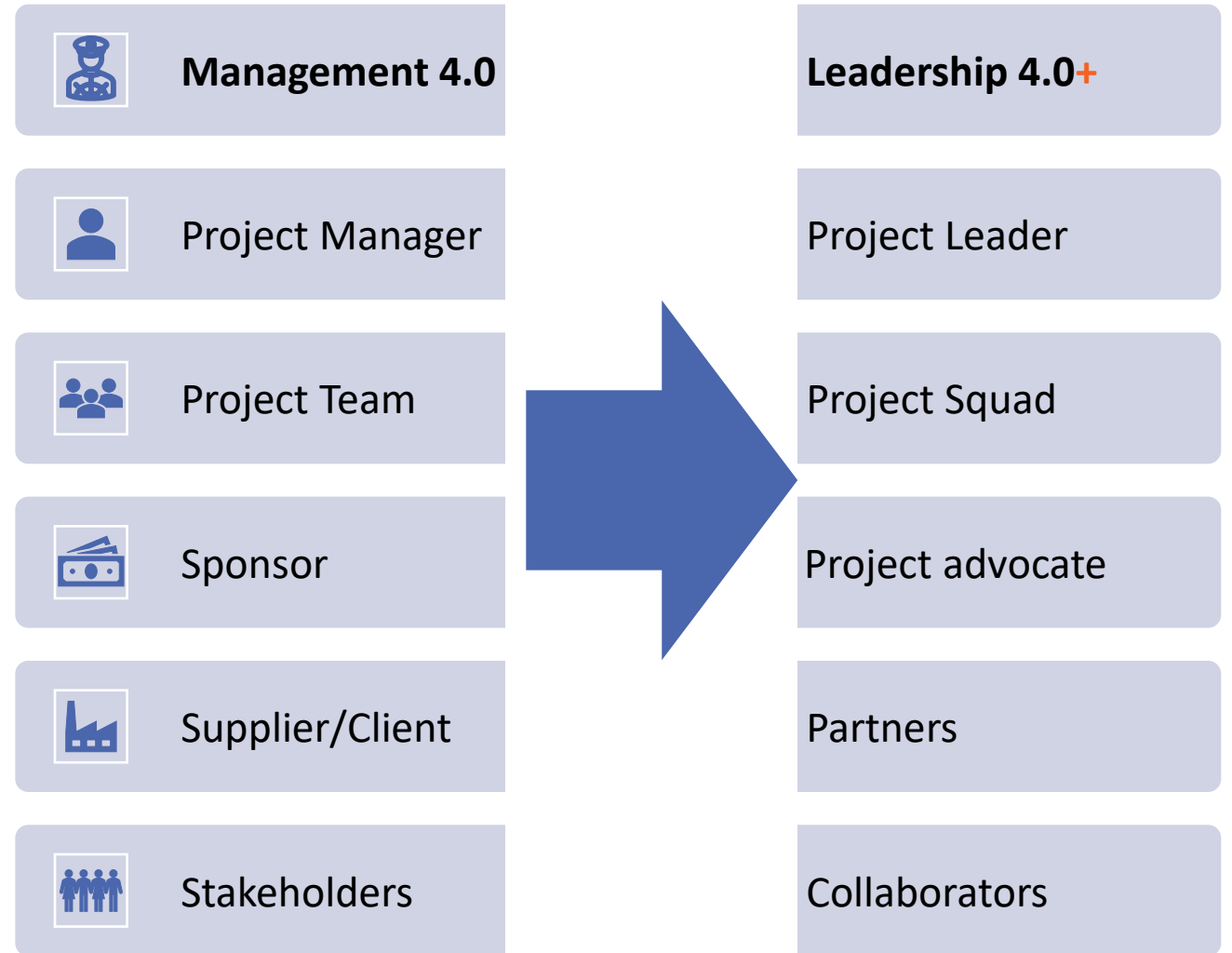




Now the question is: Which changes will the expansion of the 4 key dimensions of leadership bring to Projects?

From Project Manager to Project Lead

- The Shift: The rapid advancements of more intelligent technology will take over routine and administrative tasks;
- Human-Centric Focus: Project leads emphasize relationships with all parties to share a sense of ownership and commitment to the project's success;
- Project managers will become project leads, prioritizing people over processes and developing a culture of trust and empowerment.
- Hint: Develop metrics to measure team dynamics, customer satisfaction, and stakeholder engagement.





What is the 5th leadership dimension essential for preparing for this new transition?



Holistic leadership marks the transition from Project Manager 4.0 to Project Leader 5.0.

Transition to a Holistic leadership

- Holistic leadership marks the transition from Leadership 4.0 to Leadership 5.0.
- To become a holistic leader, you need to act in 3 main areas: Promote Team Well-being, individual Growth and Goals achievements.
- Teams' morale is achieved with strong relationships and results. We are all looking for the same. Therefore, why don't we embrace the journey together?

Hint: Schedule a team building event to define the project vision and, whenever the team is not sure, use it as a compass.

Well-being (relations)

Build a strong squad: like an army of individuals with diverse skills, fostering collaboration and innovation.

Make your team loving the project. How to make people from liking to love the work and the project.

Growth (results)

Set a vision: To lead, you must see more and before. A vision is your 'why power' when willpower wanes.

Serve and coach: focus on others, set big challenges, and guide without dictating.

Goals (results)

Set individual project goals: Participate in each squad member's Annual Goals Performance Dialogue.

Know each one personal goals: Create a supportive environment for individual growth and success.



How will holistic (human-centered) leadership practices
and technological advancement come together?

How will holistic (human-centered) leadership practices and technological advancement come together?

- **Changing roles:** Individual tasks rely on technology, while for human relations power skills become increasingly vital. PM roles shift towards PL, requiring better skills in negotiation, complex problem-solving and team motivation.
- **Bring the best resources (human + tech) for your project:** A manager efficiently and collaboratively brings the right resources, both human and technological, to achieve project success.
- **AI as an ally:** AI supports Project Managers in repetitive tasks and data-driven predictions, allowing PMs to focus on stakeholder engagement, leadership, motivation, and negotiation.
- **Win-Win communication enhancement:** Mastering AI prompts (CSIF: Content, Specificity, Intent, and Format), will enhance your communication skills with your team, enabling clearer activity definition and more effective questioning.
- **The human touch:** People follow human leaders, not bots. Balancing technology with authentic human relationships is crucial. Good technology relies on quality data, training, and validation provided by humans.
- **Emphasis on Motivation:** In a tech-driven world, motivating people remains a human skill of utmost importance, with no AI tool available to replace it.

Embrace the partnership of human-centered leadership and technology for achieving project excellence.



I recommend you... “keep your ~~team~~ close, but
your ~~AI tools~~ enemies even closer.” (in Godfather)



Thank you

THE END

“You cannot hope to build a better world without improving the individuals. To that end, each of us must work for his own improvement, and at the same time share a general responsibility for all humanity, our particular duty being to aid those to whom we think we can be most useful.”

MARIE CURIE

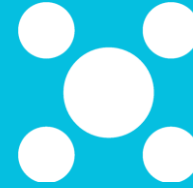
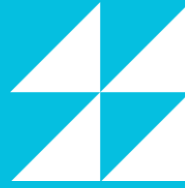
Tiago Mateus

PMP®, PgMP®, Author of the book “Project Your Life”

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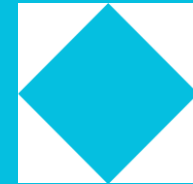
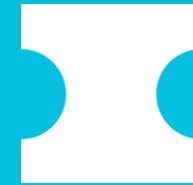
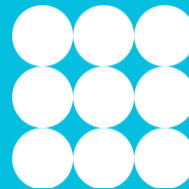
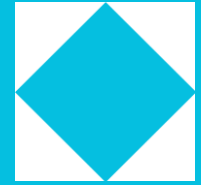
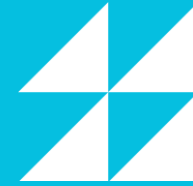


Project
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Dallas



THANK YOU

THE END!





Q&A

Let me know your questions