

Course : Leading and motivating your IT project team

Practical course - 3d - 21h00 - Ref. ANI

Price : 1830 € E.T.



4,8 / 5

In addition to their managerial and organizational skills, IT project managers must be able to energize, motivate and lead their teams towards a common goal. This course will give you the know-how and interpersonal skills you need to succeed in this role.



Teaching objectives

At the end of the training, the participant will be able to:

- ✓ Conduct a self-assessment of your own management style
- ✓ Drawing up a skills matrix for your project
- ✓ Mastering the verbal and non-verbal aspects of communication
- ✓ Preparing and conducting a delegation meeting
- ✓ Master the essential techniques for motivating your team
- ✓ Apply conflict resolution and reframing techniques

Intended audience

All IT project managers responsible for supervising their team.

Prerequisites

Experience in team or project management desirable.

Practical details

Teaching methods

Alternating theoretical inputs, exercises and real-life situations.

Course schedule

PARTICIPANTS

All IT project managers responsible for supervising their team.

PREREQUISITES

Experience in team or project management desirable.

TRAINER QUALIFICATIONS

The experts leading the training are specialists in the covered subjects. They have been approved by our instructional teams for both their professional knowledge and their teaching ability, for each course they teach. They have at least five to ten years of experience in their field and hold (or have held) decision-making positions in companies.

ASSESSMENT TERMS

The trainer evaluates each participant's academic progress throughout the training using multiple choice, scenarios, hands-on work and more. Participants also complete a placement test before and after the course to measure the skills they've developed.

1 Reconciling the roles of project manager and project team leader

- Understand the role and mission of the project manager.
- Understand your managerial style.
- Define the characteristics of a project team and understand its dynamics.
- Differentiate between individual and project objectives.
- Become aware of your powers and responsibilities.
- Find your place in the organization.

Exercise

Questionnaire on management style. Exchange of experiences.

2 Building and organizing your project team

- Map the skills required and integrate the skills development of individuals.
- Negotiate resources with management and subcontractors.
- Involve the team in planning.
- Define meeting times and content: project team meeting, progress meeting.
- Learn how to run effective meetings.

Exercise

Team meeting simulation. Development of a skills matrix.

3 Communicating effectively

- Be aware of your communication framework, and set realistic, measurable objectives.
- Assert yourself in your communication.
- Actuate your presence through your posture, eyes and gestures.
- Control your emotions and manage stress.
- Listen actively. Enter the "other's map".
- Mastering communication.
- Dealing with rumors and withholding information.

Exercise

Active listening, priority matrix. Communication exercises followed by debriefings.

4 Managing day-to-day relationships

- Maintaining day-to-day relationships.
- Identify and manage conflictual relationships.
- Saying no.
- Argue. Respond to objections.
- Integrate new employees and define their missions.
- Delegate and control.
- Managing and integrating difficult employees. Reframe discrepancies.

Role-playing

Delegation interview. Conflict resolution.

TEACHING AIDS AND TECHNICAL RESOURCES

- The main teaching aids and instructional methods used in the training are audiovisual aids, documentation and course material, hands-on application exercises and corrected exercises for practical training courses, case studies and coverage of real cases for training seminars.
- At the end of each course or seminar, ORSYS provides participants with a course evaluation questionnaire that is analysed by our instructional teams.
- A check-in sheet for each half-day of attendance is provided at the end of the training, along with a course completion certificate if the trainee attended the entire session.

TERMS AND DEADLINES

Registration must be completed 24 hours before the start of the training.

ACCESSIBILITY FOR PEOPLE WITH DISABILITIES

Do you need special accessibility accommodations? Contact Mrs. Fosse, Disability Manager, at psh-accueil@orsys.fr to review your request and its feasibility.

5 Motivating project team members

- Identify and concretize motivational factors.
- Sharing vision and values, giving meaning.
- Unify dispersed project teams.
- Maintain team cohesion and involvement throughout the project.

Group discussion

Identify the causes of demotivation and motivation. Case study: motivational interview, giving signs of recognition.

Dates and locations

REMOTE CLASS

2026 : 20 May, 23 Sep.

PARIS LA DÉFENSE

2026 : 20 May, 23 Sep.