

Natural Resource Leadership Institute (NRLI), UF IFAS Class XIV Practicum Presentation April 2015



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Introduction, Supply
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The views expressed are mine
alone and do not necessarily
reflect the views of my
employer

Situation: Describe the issue, focus of your practicum

Issue:

- A new department in a new organization wants to ensure best practices for new product commercialization are practiced by Project Managers

Practicum:

- Lead an Internal Department Meeting on New Product Introduction Lessons Learned in 2014: Where we were, Where we are, and Where we want to go.
- Demonstrate Leadership within the Department

Situation:

- Sales for 2014, for the first time in Franchise history, were lower than the previous year. Therefore, intense pressure to launch high quality new products quickly.
- 3 reorganizations within 3 years, more expected. **COMMENTS**
- NPI Project Managers are based only in Jacksonville Florida
- Brands are manufactured in Jacksonville and/or Limerick, Ireland sites
- Sites have different styles, cultures, requirements, and staff.
- 2012 & 2013 3 new NPI Project Managers, all from R&D
 - Created a master project plan and new document templates for business (3) and quality system processes (5). Total documents used by NPI to transfer new products: 31
- 2014 New Product launches completed successfully

Stakeholders: Outline the major stakeholders you engaged/involved in your practicum

- Sr. Director of NPI and Life Cycle Management
- Sr. Project Managers NPI
- Project Manager, Operations Readiness

- Sr. Project Manager(s) of Global New Product Process
- Sr. Project Manager(s) of R&D Product Development
- QA Manager, Design Controls and Product Health & Safety Risk Management

Comments on group dynamics

Techniques: Describe NRLI competencies, skills, tools, techniques, and/or strategies you used throughout your practicum

- Tools Used

- Room Setting and Location: Off-site, at Beach
- Process agenda
 - Icebreak/Background
 - Energizer Map Walk :Steps to FL
 - Video Clip: How is the video like Project Management (bear and panther)
- Debrief
- Listening: Core Skill
- Advance the Thinking
- Learning/Teaching:
 - Flipchart writing, Handouts
 - Guided reflection
- Key Stakeholder Assessment

Outcome: Describe the results of your practicum
(i.e. impacts, decisions, future plans, etc.)

Review of where we were, where we are, and where we want to go.

- Manager has better understanding of staff challenges and successes
- Improved team dynamics and individuals respecting each other
 - Demonstrated through conversations that we each have advice that others can benefit from
- Agreement that our current tools are appropriate –
 - none are missing
 - Document templates stored on SharePoint site
- Consensus that we will continue to collaborate with each other
- In the NPI Project Manager Role – we need to run to meet conflicts, regardless of our individual personalities

Lessons learned: what did you get out of it; what were your key take away points, your “ah ha” moments; what worked well; what would you do differently?

Its all about the PEOPLE - Relationships facilitate successful Project Results

It's OK to be an introvert!

There are many techniques available that can be learned, conflicts are expected, and can be resolved without damaging relationships but in building them stronger

Tools are available to manage difficult group dynamics and engage in participatory decision making

Getting out of your comfort zone enables the opportunity for personal growth
Share a room? Seriously, you're kidding, right?

How many government agencies does it take to protect our natural Resources?

The Fellows of the NRLI Class XIV really make a DIFFERENCE with their work. One student brought this home when he referred to his work as to “serve”. Thank you!
I now have an in-depth understanding of the water resource issues facing our state of Florida.

Next steps: Describe the next steps in the project that you focused your practicum on and/or how the experience will impact your work ethic.

- I will attend a public meeting and find an opportunity to advocate for the protection of our natural resources.
 - My most likely service will be related to education on the enjoyment and peace that comes from experiencing the North Florida waterways and therefore the value in protecting them.
- I have a deeper understanding of the value of identification of all stakeholders.
 - In particular, I will give more value to stakeholders with little power, than I have in the past. Time invested will result in more sustainable decisions.
- My entire day is spent working with people. The techniques I have learned at NRLI have definitely provided me with options that I have been using on the job to improve my leadership.
- I know why we are called “Fellows” – its because of the Fellowship that we have gained by experiencing Class XIV together!