

**Project Management, Change Management,  
and now F'ing Management:  
Strategies For Managing Teams  
Managing Innovations In Higher Education**

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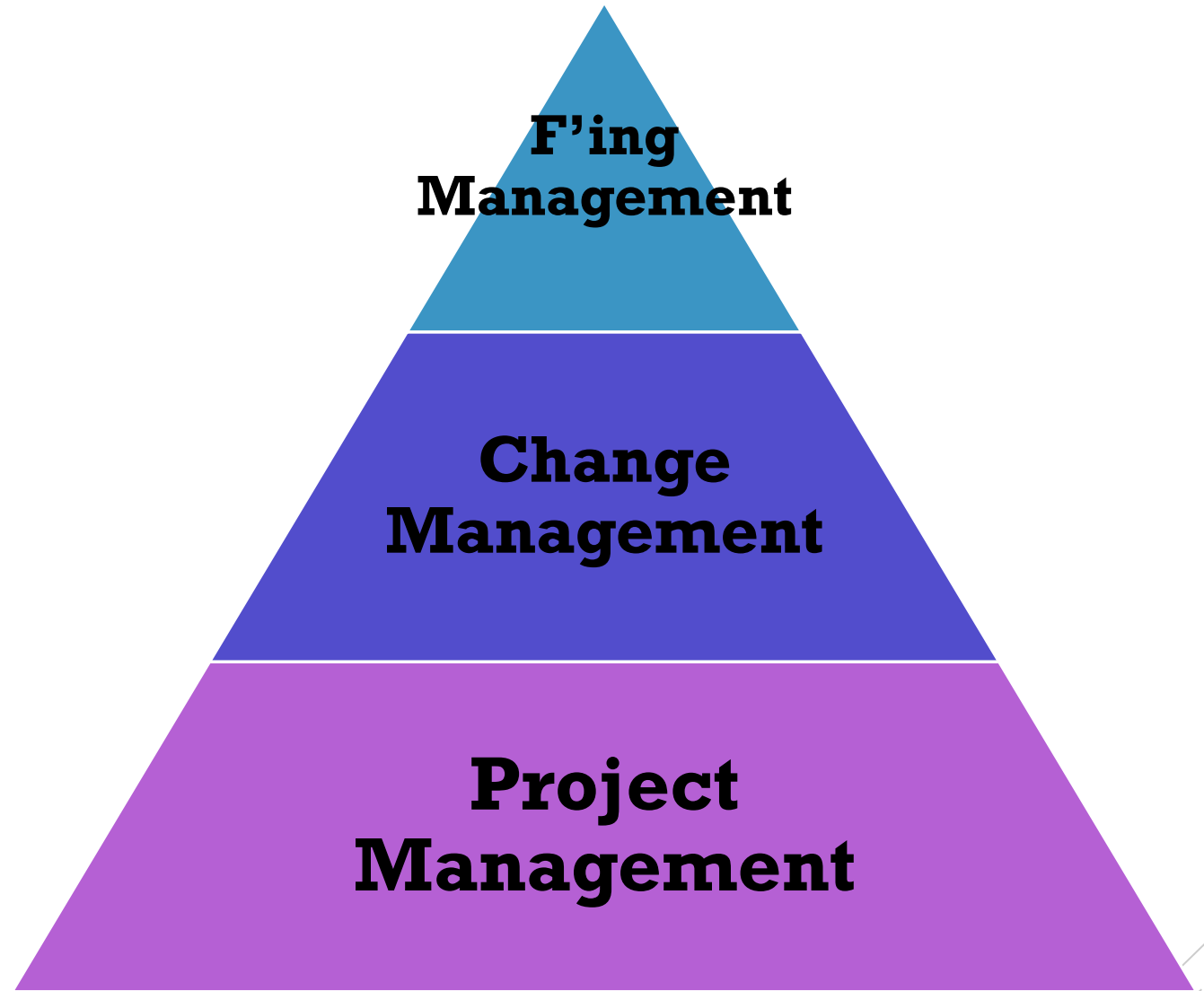
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**Managing People  
Is Key to Success  
of Whatever  
You Do**

- Especially with the COVID Pandemic, people make all the difference in the capability and ability for an institution to design and deploy innovations.
- We continue to face challenges with adjusting to a hybrid working environment.
- After 44 years employed in higher education, I'd like to share what I've learned along the way about managing teams managing innovation.

**Hanley's  
Hierarchy of  
Management  
Processes**



# Project Management Foundations

- How do you **allocate resources** (funding, people, and facilities, partners, trust, and influence) **to achieve goals on schedule?**
  - If you don't have **well defined goals** (or at least a process to decide on the requirements for achieving your goal)...
  - If you don't have the **right amounts and types of resources** to support the efforts to achieve the goal(s)...
  - If you don't have the time to perform the efforts and exhibit patience for the outcomes of the efforts...
- **You will have an unstable foundation for actions and innovations.**
- **How often are we over-committed and under-resources with unrealistic expectations on due-dates?**
- **What are the consequences for you and your team in trying to design and deploy innovations?**

# Project Management Activity

- How often are we over-committed and under-resources with unrealistic expectations on due-dates from campus leaders?
  - Think of an “innovation” project you are working on right now where you are:
    - Overcommitted
    - Under-resourced
    - Given unrealistic
- What are the consequences for you and your team in trying to design and deploy innovations?

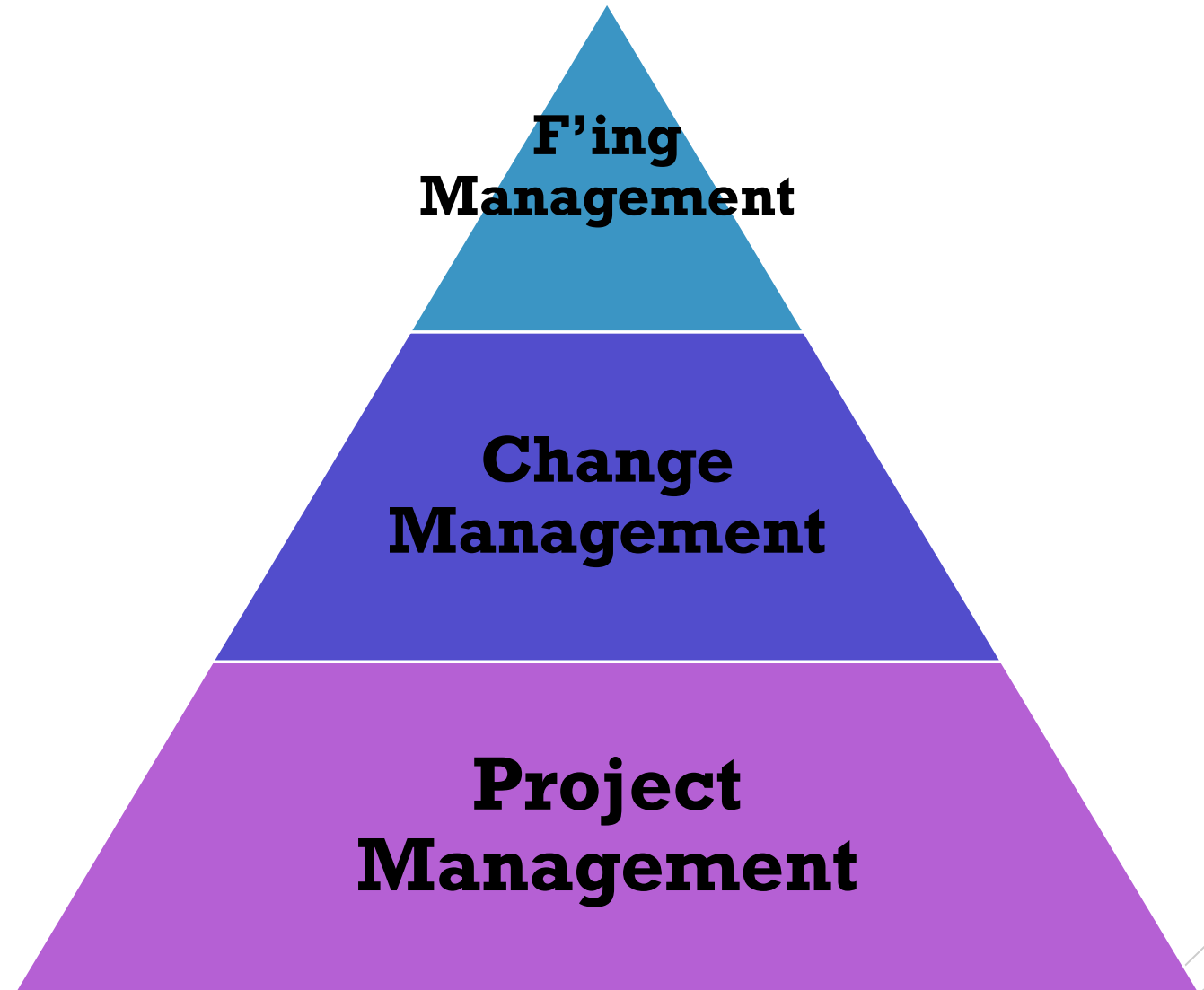
# Change Management Foundations

- How do you get organizational policies, practices, and people to **change their well-established habits** with willing and positive attitudes and commitments?
- The Key Elements of Change Management...
  - People need to be **aware** of and understand the challenges you are addressing...
  - You need to **inspire the desire** to change...
  - People need the **training and professional development to LEARN what they need TO DO** to change...
  - People need to be **supported while learning** to change...
  - The accomplishments and efforts to change need to be **celebrated**.
- **You will not create scalable and sustainable innovations with change management processes.**
- How often do leaders “short-cut” communications (multidirectional) and shared governance processes
- How often are we not provided the training and professional development needed to innovate?

# Change Management Activity

- Think of a project that is requiring organizational polices, practices, and people to **change their well-established habits** with willing and positive attitudes and commitments?
  - Are “they” **aware** of and understand the challenges?
  - Are “they” **inspired** to change...
  - Are “they” provided the “**Know-How**” to change...
  - Are “they” **supported** while learning to change...
  - Are “they” **celebrated** for changing....
- **Choose any of these above questions and consider what you and your team can do to help improve the changing of habits.**

Once you have  
the foundation  
and catalysts for  
innovation...





# Family First

- Our employees are people before they are personnel.
- Employees at all levels of the organization should choose to put family first for the well-being of all.
- We work as a team so others can adjust their work to support people's choices.
- Enabling people to choose when they need to be with their families enables people to choose when they need to be with colleagues.

## Manage through Friendships

- Friends help each other, strangers do not.
- Friendships take time and effort to develop through shared collaborative experiences.
- Do your best to create teams to complete assignments and create opportunities for shared collaborative experiences.
- Trust results from friendships and trust enable us to achieve our goals more successfully and productively.
- **“You work at the speed of trust”, Steven Covey**

## Manage with Forgiveness

- We all make “wrong decisions”/ mistakes.
- We need to learn from our past decisions and those of others AND then forgive and continue to trust your colleagues to make better decisions in the future.
- Fear of making mistakes/failure does not foster creativity, humanity, and innovation, forgiveness does.

# Manage Fairly

- Fairness is achieved through equality when appropriate and through equity when appropriate.
- Transparency in decisions and actions is critical to achieve fairness.
- Communicate with colleagues so everyone has an equitable opportunity to understand and support the work of your team.
- We all must be fair to each other in our working interactions and check to make sure that each person is feeling that they are being fairly treated.
- Compensations will be equitable, and bonuses will be equal.

# Have Fun

- Joy is good for the soul, the heart and the head.
- Be a source of Joy for your colleagues.
- If we don't laugh at least once during a meeting, we are doing something wrong (which we then have to forgive and learn to do it right).

The background features several sets of concentric, curved lines in light gray, some solid and some dashed, creating a sense of motion and depth. A prominent red speech bubble shape is positioned on the left side of the slide.

## Facilitate Other's Success

- **Give a Gift and Not a Burden.**
- Focus on enabling other's success.
- Enable other's individual and organizational agendas to be achieved through positive support.

## Be Flexible

- **“If you are happy with your opinion, you are in trouble”** Arabic saying.
- Adjust your work schedule and priorities to support the projects that fulfill your institution’s mission.
- Important for implementing the Family First principle.
- You commit to do what you can contribute, and you don’t commit when you can’t do it.
- A growth mindset helps you reflect on alternatives and gain insights to help you change.

# F'ing Management Activity

- Think of a project where the specific people are key to the project's success. What "F'ing" principle(s) is missing from your project?
  - Family First
  - Friendships
  - Forgiveness
  - Fairness
  - Fun
  - Facilitate
  - Flexibility
- **Choose any of the above "F's" and consider how you might add it to your management strategies.**



Personalize  
Your  
Management  
& Be Kind

**THANK YOU**

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