

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

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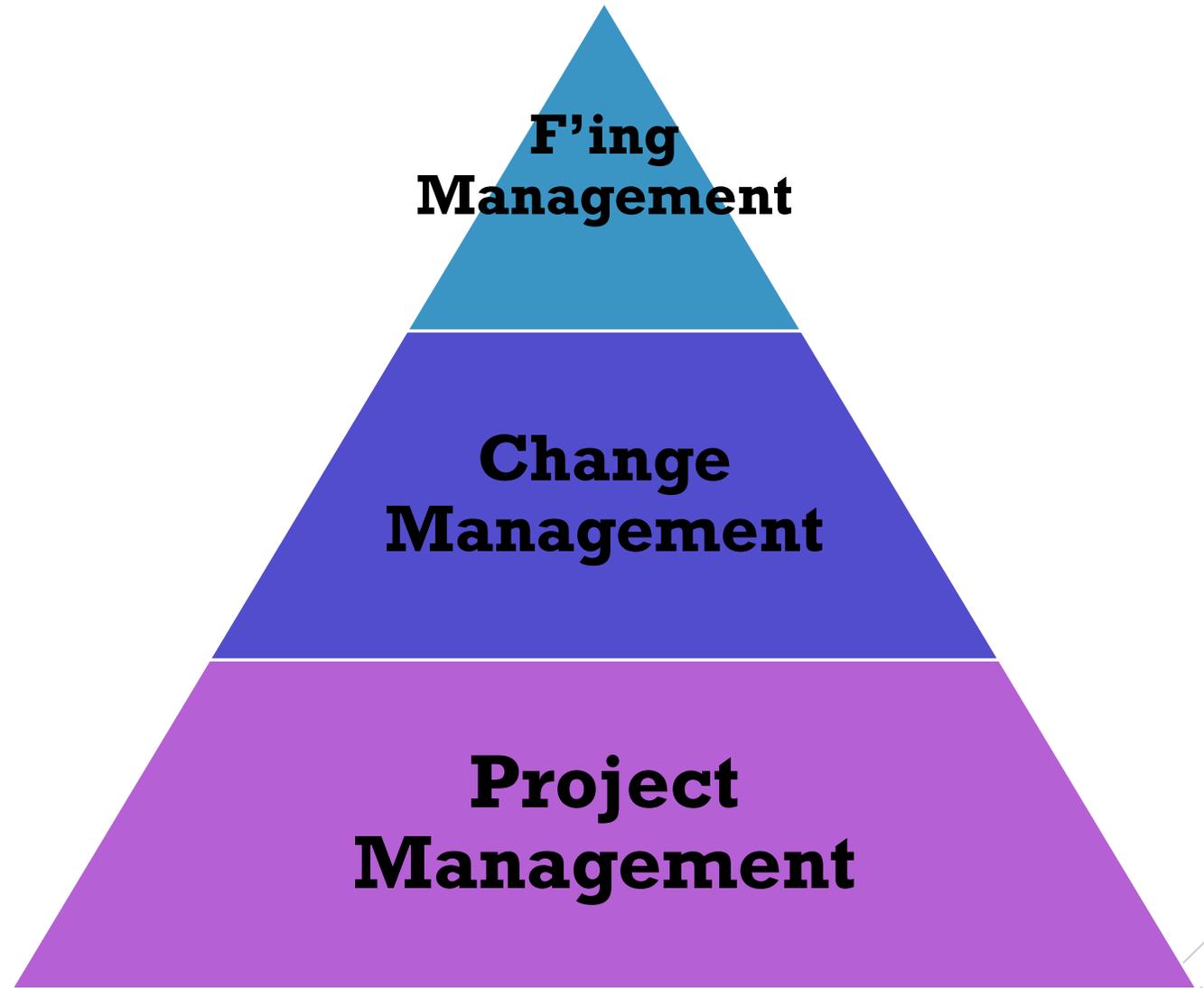
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**Managing People
Is Key to Success
of Whatever
You Do**

- 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?

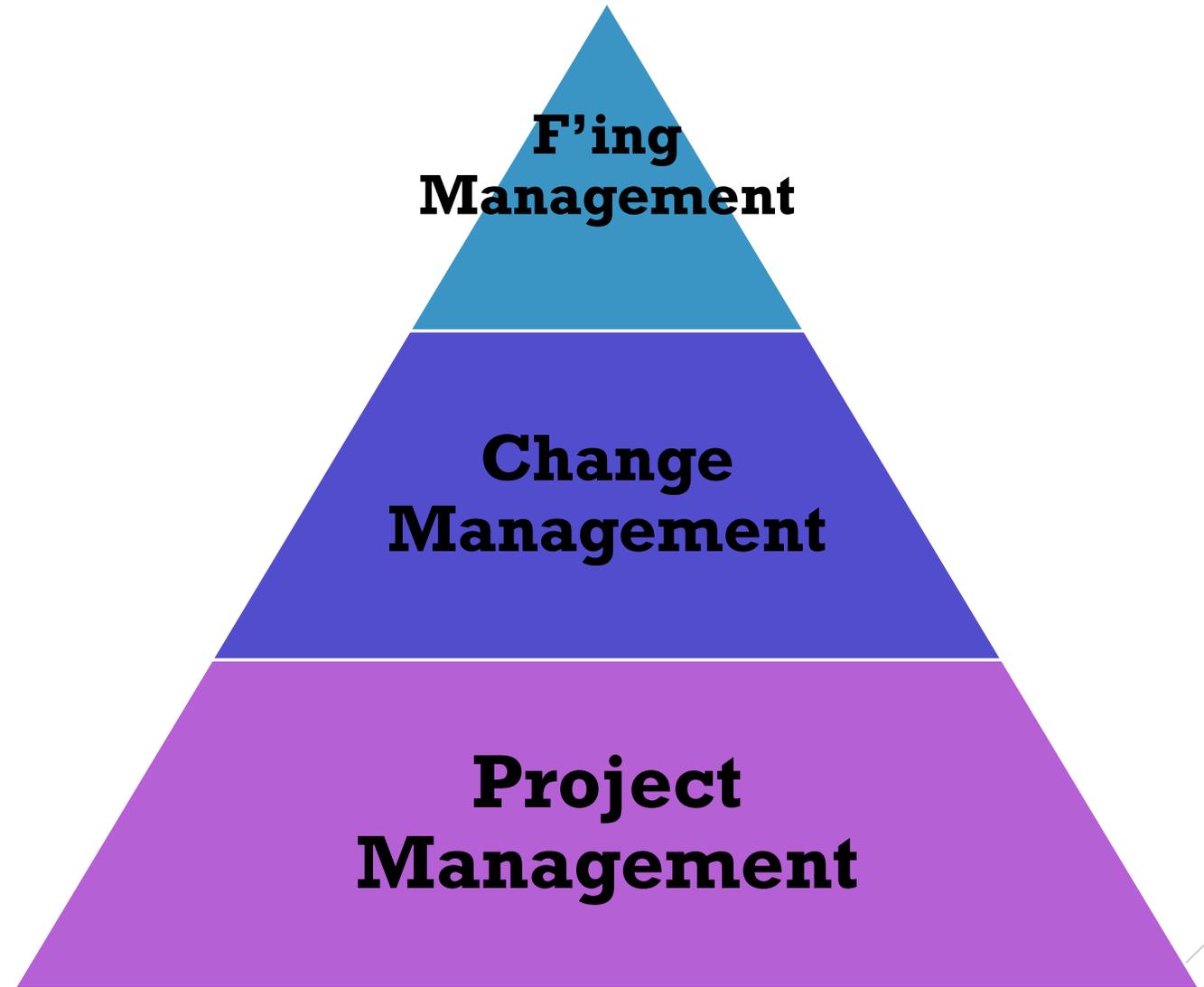
Change Management Foundations

- 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).

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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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