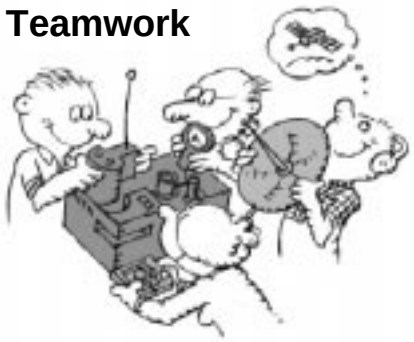
# The Three Pillars of the Human Perspective in PROPS

Human Perspective

Teamwork



Leadership

The Individual Employee

# The Five Fundamental Attitudes in Teamwork and Leadership Defined in PROPS

Human Perspective

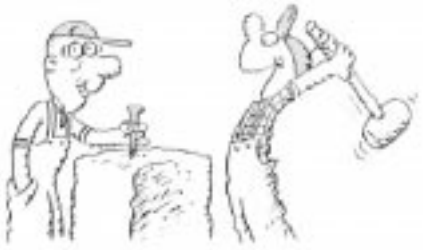
Committment

Alignment

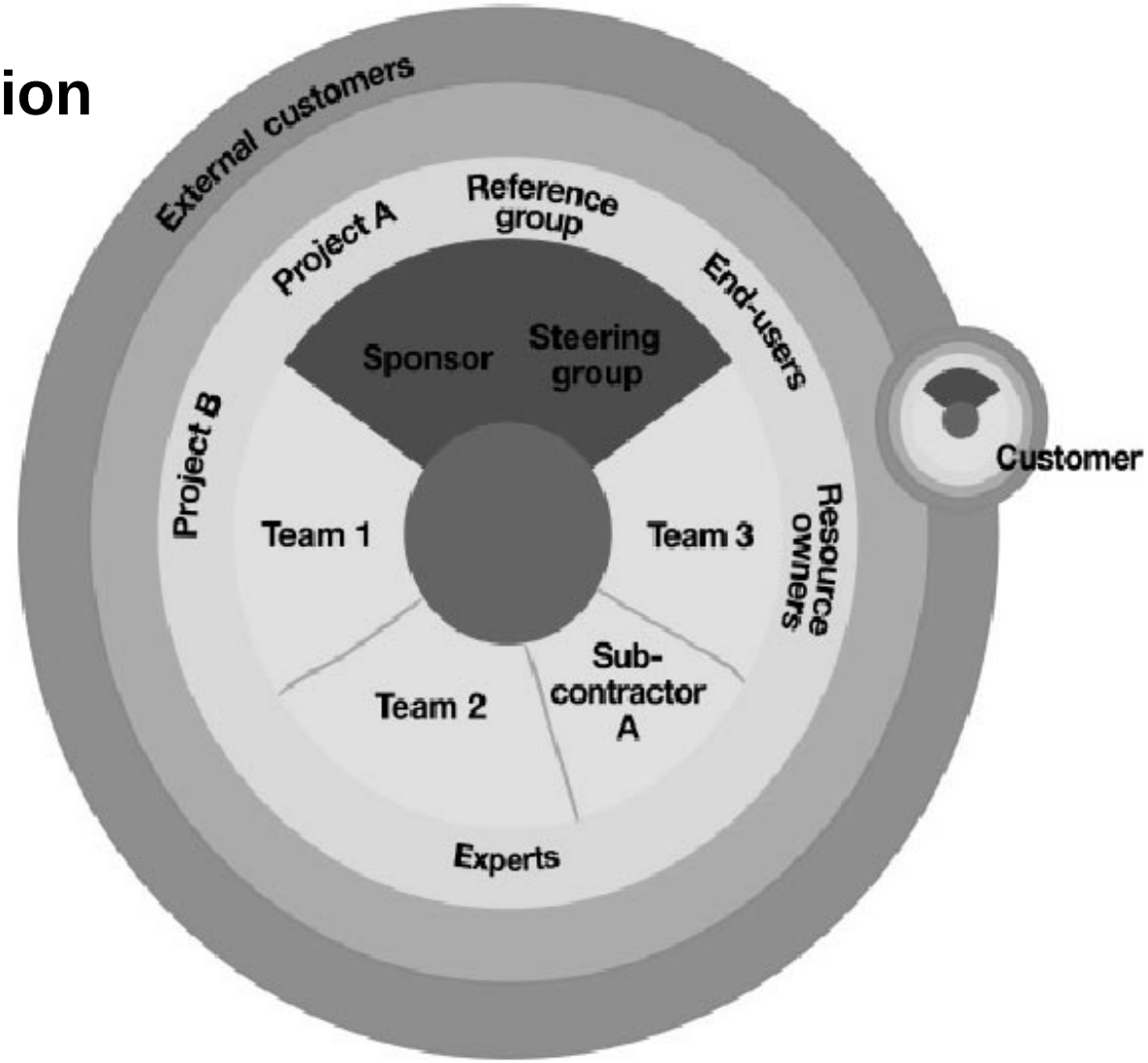
Respect

Involvment

Confidence



# Example of Project Organization Overview



# Project Management Team, example

Subproject Manager

Project Assistant

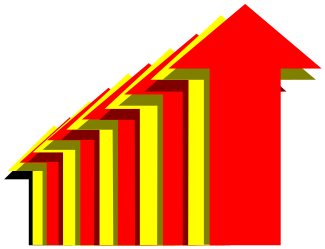
Technical Coordinator

Test Leader

*Support Functions:*

- Quality Coordination
- Configuration Management
- Miscellaneous technical/non-technical support activities depending on the work model

# Project Manager career



- activities / responsibilities described in PROPS
  - local descriptions when applicable
- education / requirements for different career levels
- career levels for less and more experienced project managers
- working experiences from the work model important

# Project Manager competences

## Professional competence

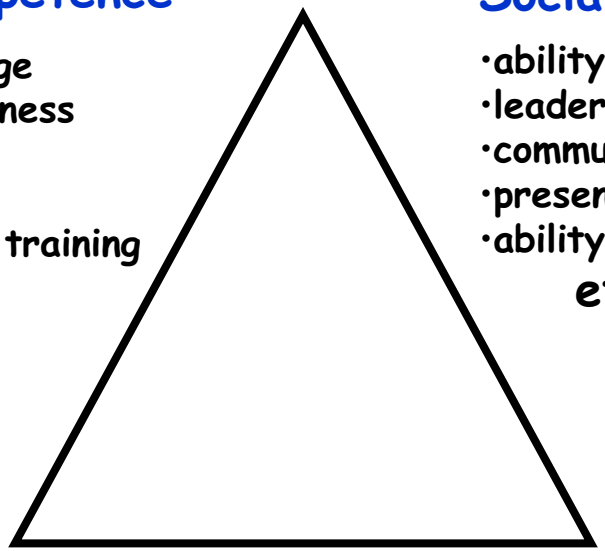
- professional knowledge
  - technical, business
- language capabilities
- business sense
- project management training

etc

## Social competence

- ability to organize teams
- leadership qualities
- communication skills
- presentation skills
- ability to handle changes

etc



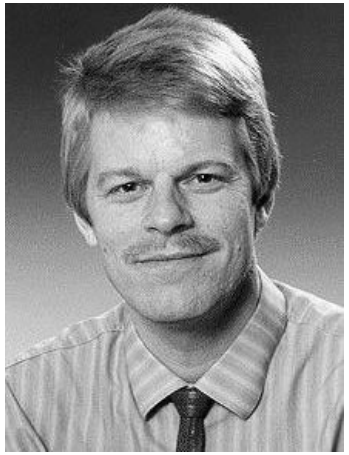
## Individual capacity

- has self-confidence
- sees links and finds solutions
- can learn others
- focuses on essentials
- can push for short term goals

etc

## How to become a competent Project Manager at Ericsson?

- Training programs
- Individual courses
- Mentor system
- Project Networking
- Learning by doing
  - getting familiar with work models
  - as a project manager in different types / sizes of projects

**Project Manager = a profession at Ericsson!**

Thank you for listening !!