

*The Snarky Project Manager

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Providing IT Services for over 20 years for:

- Project Management, Quality Assurance, Software Estimation & Process Improvements
- Agile/Scrum, Rational Unified Process (RUP), & Waterfall methodologies
- Logistics, Health-care, Insurance, Automotive, Telecommunications, Marketing & Financial applications

- ❖ Speaker & Author
- ❖ Agile Coach, Mentor & Trainer
- ❖ Scrum Master, Agile Team Facilitator
- ❖ Process Improvement Manager
- ❖ Quality Assurance Manager
- ❖ Development Manager
- ❖ Project Manager
- ❖ Metrics Specialist
- ❖ Software Estimation Expert
- ❖ Quality Assurance Analyst
- ❖ Software Developer
- ❖ Biologist

***You are what you Do**

Screwing up Project Management

- Since you won't listen to good advice
- How about some bad advice
- You know you're going to do it anyway



**The Peter Principle - it's
an₃ adventure**

Project Management

- What is the job of a Project Manager: Budget, Schedule, and Control
- 33% of IT projects overrun their budget
- 36% of IT projects miss their deadlines
- Conclusion: Project Managers are bad at budgeting and scheduling
- That leaves control
- 50% of employees leave their jobs due to bad management



How many managers does it take to screw in a light bulb?

Only one. The Manager holds the light bulb and the world revolves around her.

What do they really do?

Kneel before Zod

- Principle: Your team respects strength
- Your Montra: I'm right and you're wrong
- Method:
 - 1) Torture your team with metrics
 - 2) Use meetings to establish dominance
 - 3) All dissent must be crushed!!!
- Learn leadership lessons from Ghenghis Khan
- Of course, he was a bit squishy



**The God King School of
Management**

Assume the Position

- Principle: To build excellence, seek out high performers
- Method: Always call on whoever yells the loudest
- The arrogant must have something important to say
- Pay no attention to that mousy little analyst in the corner - until she sends a ranting email to her Director



It's fun to watch a team of alphas tear each other apart

Alpha School of Management

I'm The Gatekeeper

- Principle: Project Management Book of Knowledge is our bible
- Method:
 - 1) All project gates are holy
 - 2) Every gate needs at least 12 approvers
 - 3) Every decision must be approved by the management
- Impediments are no excuse; a commitment is a commitment
- It's all about the pretty Gantt Charts and Dashboards
- Get certified - It beats knowing what you're talking about
- If at first you don't succeed do the same thing again and again

The PMBOK school of Management

All shall love me and despair!

- Principle: It's better to have their fear than respect
- Method:
 - 1) Meetings are for you to talk and them to listen
 - 2) When discussing your team's accomplishments always use the first person
- If they won't do what you say try yelling



Only you are competent to do it the right way!

Stormin' Norman School of Management

Everything is a Teachable Moment

- Principle: This isn't a job it's an adventure in learning
- Method: People react positively to a constant criticism
- To earn their respect be a suppository of wisdom



The Coaching School of Management

Personality Tropes

- For every problem, there is a nail that needs to be hammered.
- All our employees are dumbasses
- A hand grenade is a motivational tool
- Cherish and encourage the snitch



The Pit Bull

Personality Tropes

- Lying is an art form – practice makes perfect
- Listen carefully, twist their words, and repeat to the boss
- Fear is a powerful motivator
- Seek out the Pit Bull for she is your ally
- Remember, eventually, the Pit Bull will turn on you



The Snake

Personality Tropes

- Carries the world on her shoulders because no one else is capable
- When drowning will climb on top of you to survive
- The eventual melt-down will be spectacular, public, and with a large audience



Wonder Woman

Personality Tropes

- Best to root out ideas before they cause damage
- Target any idea that's clever, beneficial, or practical
- After a month resubmit discarded ideas as your own
- Remember that it's important that the more deserving take credit for any good idea



The Harvester

Personality Tropes

- Managing is just like raising children – make sure you beat them into submission
- Justify manipulative, deceitful, or biased behavior as being good for them
- Your employees are all 8 years old – treat them accordingly



The Angry Mommy

Personality Tropes

- Good looks and boyish charm is all you need in life
- Connections and dreams of glory will take you far
- They aren't just insipid, empty suits, without ambition
- They just don't have any interest in doing their jobs



The Momma's Boy

Buzzards Gotta Eat

- If you see yourself in this then we need to talk
- In order to fly with the eagles you must first peck with the vultures
- The Project Manager “Above & Beyond red badge of courage is only awarded posthumously
- Have fun storming the castle boys & girls

Good advice is free but Bad
advice is forever!