



LEADING MULTINATIONAL PROJECT TEAMS - A REVIEW BASED ON 2014 INTERNATIONAL MODULE AT BENTLEY UNIVERSITY

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III Simpósio Internacional de Gestão de Projetos (III SINGEP) II Simpósio Internacional de Inovação e Sustentabilidade (II S2IS)

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FONTE TIMES NEW ROMAN, CORPO 12 – EM LETRAS MAIÚSCULAS

Contextualização:

Até 500 caracteres, 75 palavras

In a survey with 10,000 Project Managers it was found that over 60% of the issues that impact project performance is associated to the people side of the project, while management and leadership issues account for over 75% of all project failures. If on one side, people are the greatest source of uncertainty in a project, on the other, they are also the most important resource to reducing risks, when properly managed (Thamhain, 2013).

Objetivos:

Até 500 caracteres, 75 palavras

This poster aims to shed some light on the complexity and importance of leadership to project management. It will also provide characteristics of high-performing teams, and on what project leaders should focus to assure effectiveness.

Metodologia:

Até 500 caracteres, 75 palavras

The work was performed through a document review of the section 4 of the workbook provided by the 2014 International Module “Advanced Topics in Project Management”, as well as class notes and a literature review of the supplemental papers that came with the workbook.

Fundamentação Teórica:

Até 500 caracteres, 75 palavras

The management of a globally dispersed team involves a complex set of variables from organizational environment, to the people in the organization (Thamhain, 2011). The hierarchical models are becoming flatter, as a mean to have a more agile and self-directed organizaion. In this modern organizational model, team characteristics and performance is influenced by both external and internal factors, and the project leader needs to acknowledge those influences to maximize team and project performance.

Resultados e Análises:

Até 500 caracteres, 75 palavras

High-performance teams have characteristics that go from innovative behavior to high morale and team spirit. To develop a high-performance team, project managers need to be a facilitator, a problem solver, a conflict manager, and a cheerleader, therefore leading with little or no formal authority, being able to bridge people and teams, and integrate organizational system, managerial controls and personal attitude.



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Considerações Finais:

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Project managers must minimize the barriers to team performance (such as unclear goals, lack of trust, weak project leadership), to maximize team's effectiveness. By understanding what the team expects from the leader, project managers can enact on those necessities to increase performance. This lecture provided knowledge on the personal and professional characteristics that project managers must have to increase project and team success, so the students can work to develop those characteristics on their project.

Referências:

Thamhain, H. J. (2011). Critical Success Factors for Managing Technology- Intensive Teams in the Global Enterprise. *Engineering Management Journal*, 23(3): 30-36, September 2011.

Thamhain, H. J. (2013). Managing Risks in Complex Projects. *Project Management Journal*, 44(2): 20–35, April 2013. doi: 10.1002/pmj.21325

Palavras-chave:

3 a 5 palavras-chave

High-performance teams; Project Management; Multinational teams; Team Performance;

Atenção:

- Adotar os tópicos acima para a redação do resumo do Pôster.
- O uso do template é obrigatório. Este modelo já possui a formatação solicitada pelo congresso. Utilize-o para escrever o resumo do seu pôster.
- Texto justificado, fonte Times New Roman, corpo 12, espaçamento simples (entre caracteres, palavras e linhas).