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Human Factors in Project Management: Concepts, Tools, and Techniques for Inspiring Teamwork and Motivation

Zachary Wong Ph.D

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Zachary Wong Ph.D : Human Factors in Project Management: Concepts, Tools, and Techniques for Inspiring Teamwork and Motivation before purchasing it in order to gage whether or not it would be worth my time, and all praised Human Factors in Project Management: Concepts, Tools, and Techniques for Inspiring Teamwork and Motivation:

8 of 8 people found the following review helpful. A non-technical definition of human factors: more HR and business psychology than organisational psychologyBy Bryce R. CassinI teach project management to masters students and specifically project team leadership and communications - this book is written for that audience and will be very

useful - I am trying it out this semester. I did a quick word search and the author makes no reference to the field of what is known as human factors engineering, which draws on organisational psychology, cognitive psychology and ergonomics. There are no Rasmussen, Hollnagel, Reason, Dekker, Weick, references in this book. But business and quality management gurus rate a frequent mention. So it must be understood that the author is using 'human factors' in a non-technical sense. This is not unlike a 1990 title of the same name by Paul Dinsmore, who also uses 'human factors' in project management to refer to team leadership and communication skills from a soft systems like perspective more than a technical human factors approach. This all makes for Wong's book being a useful and practical addition to this genre - just don't expect any discussion of accidents, barriers, coupling, latent factors, failure modes, or situational awareness. Which is where the irony creeps in, because Wong does look at these topics from a lay perspective in an applied rather than investigative context. 0 of 0 people found the following review helpful. Great content and applied methods. By Chris Scheefer Surprisingly good content around human behavior and its impact on teams. Great tactical methods you can apply to your teams tomorrow. I've personally been using much of the storming materials and the "Go slow to go fast" method. The author brings in relevant case studies and experiential learnings that make it a well crafted and well rounded read. 0 of 0 people found the following review helpful. Five Stars By Erinas described arrived on time, thanks

In *Human Factors in Project Management*, author Zachary Wong, a noted trainer and acclaimed leader of more than 250 project teams, provides a summary of "people-based" management skills and techniques that can be applied when working in a team environment. This comprehensive resource brings together in one book new and current models in team motivation and integrates the most significant concepts in team motivation and behaviors into a single set of principles called "Human Factors." Wong shows how these factors can be applied to the most challenging issues facing project managers today including Motivating a diverse workforce Facilitating team decisions Resolving interpersonal conflicts Managing difficult people Strengthening team accountability Communications Leadership

"This book will be a benchmark for those of us seriously striving to make the most of self-managed teams. Read this one with your notepad at hand." Norm Szydlowski, president and CEO, Colonial Pipeline Company "An essential business guide for those committed to improving teamwork. Dr. Wong evaluates management styles, leadership skills, and conflict resolution, emphasizing the critical importance of positive, mutually beneficial interactions among team members as they pursue a common goal." Elizabeth M. Whelan, president, American Council on Science and Health "Practical, insightful, and enlightening—a great resource for how teams should work and what to do if they don't." Carol J. Henry, vice president, Industry Performance Programs, American Chemistry Council "This book is a great synthesis of many useful concepts and a must-read for anyone from the first-line supervisor to a CEO." Jeet S. Bindra, president, Global Refining, Chevron "The days of the true autocrat are behind us. Here's today's how-to guide about leading and inspiring a team that cares about effort—and results!" Stephen A. Lundin, president and CEO, Alta Bates Summit Foundation "Instead of a complex psychological methodology, *Human Factors in Project Management* is easy to follow with techniques that are instantly useful in furthering personal influence and improving project outcomes." Jim O'Donnell, vice president, MSI Learning; project management instructor, UC Berkeley Extension and San Francisco State University "Human factors are too often overlooked as the 'soft skills' that are actually essential to develop and grow high-performance project teams—not anymore according to the words of wisdom espoused by Dr. Zachary Wong." Ray Ju, vice president programs, PMI Diversity SIG; leadership architect, Get IT LLC "This book will be a benchmark for those of us seriously striving to make the most of self-managed teams. Read this one with your notepad at hand." Norm Szydlowski, president and CEO, Colonial Pipeline Company "An essential business guide for those committed to improving teamwork. Dr. Wong evaluates management styles, leadership skills, and conflict resolution, emphasizing the critical importance of positive, mutually beneficial interactions among team members as they pursue a common goal." Elizabeth M. Whelan, president, American Council on Science and Health "Practical, insightful, and enlightening—a great resource for how teams should work and what to do if they don't." Carol J. Henry, vice president, Industry Performance Programs, American Chemistry Council "This book is a great synthesis of many useful concepts and a must-read for anyone from the first-line supervisor to a CEO." Jeet S. Bindra, president, Global Refining, Chevron "The days of the true autocrat are behind us. Here's today's how-to guide about leading and inspiring a team that cares about effort—and results!" Stephen A. Lundin, president and CEO, Alta Bates Summit Foundation "Instead of a complex psychological methodology, *Human Factors in Project Management* is easy to follow with techniques that are instantly useful in furthering personal influence and improving project outcomes." Jim O'Donnell, vice president, MSI Learning; project management instructor, UC Berkeley Extension and San Francisco State University "Human factors are too often overlooked as the 'soft skills' that are actually essential to develop and grow high-performance project teams—not anymore according to the words of wisdom espoused by Dr. Zachary Wong." Ray Ju, vice president programs, PMI Diversity SIG; leadership architect, Get IT LLC From the Inside Flap In today's business environment, the emphasis is on implementing strategies, projects, and timelines. While organizations are frantic to find new ways to improve

performance they often ignore behavioral elements. Yet, people's behaviors are what make or break organizational performance--not strategies, processes, and structures. In *Human Factors in Project Management*, author Zachary Wong--an accomplished trainer and leader of high-performing teams for thirty years--provides a summary of "people-based" strategies, management skills, and techniques that can be applied when working in a team environment. This comprehensive resource brings together in one book new and current models in team motivation and integrates the most significant concepts in team motivation and behaviors into a single set of principles called "Human Factors." Wong shows how these factors can be applied to the most challenging issues facing project managers today including: Motivating a diverse workforce Facilitating team decisions Resolving interpersonal conflicts Managing difficult people Strengthening team accountability Creating informal power Developing personal leadership

Human Factors in Project Management takes elements from a variety of management concepts--teamwork, diversity, quality management, personality types, organizational behaviors, project management, facilitation, and team leadership--and organizes them into simple models that people can use every day to develop their interpersonal skills and work relationships. *Human Factors in Project Management* shows how to identify the three key factors of team performance--content, process, and behavior--and offers tools, techniques, and strategies on how to use these elements to diagnose and solve relationship and team problems. Wong includes information for understanding the predictable team development cycle and includes strategies for managing team conflicts and work pressures. *Human Factors in Project Management* also shows how to move a team forward, describes the best tools and techniques in facilitation, and includes illustrative stories from real people who have adopted the concepts of human factors and experienced breakthroughs in their lives.