

All projects involve an element of stress. But how you manage stress will influence your performance in your role. In this newsletter, we will offer you tips and techniques for improving performance on the job by:

### ***Helping your team to manage project stress...***

We all know what stress is. It is the thing that makes your hair turn grey and your *frowns* appear more often than *smiles*. It is natural that projects attract a lot of stress, as you have a fixed set of deliverables to produce in a fixed timeframe and with fixed resources - and all with your project sponsor breathing down your neck!

*Positive* stress can be generated in an environment which boosts productivity and focuses your team on the end goal. But *negative* stress is another side-effect, which can demoralize staff, reduce efficiency and de-focus your team. In this type of environment, you need to turn negative stress into positive stress, and to do that, we have listed here some tips and hints to help:

#### **Step 1. Time-Out**

Positive stress can only be generated when people within teams have positive relationships. And to create these relationships, the best way is through socializing. Whether it is taking the team out for regular lunches, drinks after work or a sporting activity, getting the team together so they can get to know one-another outside of the project environment is critical to dumping negative stress.

#### **Step 2. Rallying**

Your team members have built positive relationships through taking time out to socialize together. Excellent. The next step is now to rally your team around a cause - your project goal!

Schedule monthly "get-togethers" at which you reiterate the project goals, congratulate them on their successes to date and boost their confidence in doing what it takes to complete the project successfully. Make sure that each person leaves the meeting energized and passionate about finishing the remainder of the project.

#### **Step 3. Boosting**

Of course, rallying works fine for teams, but it is not enough for individuals. You need to "boost" every team member by making them feel good about themselves and allowing them to gain confidence in completing the tasks assigned. You can

## **News**

This year we plan to release a suite of programs to help you to partner with us to achieve success.

Six new exciting programs will be created, as described below.

### ***Consulting Program***

We will help consultants to find new clients and build revenue through the MPMM® Certified Consulting Program.

This program will enable consultants to become certified in the [MPMM®](#) product set and to receive leads from us for new work.

### ***Training Program***

In the coming months, we will build a Certified MPMM® Training Program to allow trainers to run official MPMM training courses.

As a certified trainer, you will be able to run MPMM Project Management courses of all lengths, in all countries.

do this by:

- ✔ Recognizing great performance when you see it
- ✔ Conducting staff reviews and providing positive feedback
- ✔ Offering bonuses for outstanding performance
- ✔ Reviewing salaries when applicable
- ✔ Introducing team awards and prizes

#### **Step 4. Pin-Pointing**

Often stressed teams have an "*instigator*". This is a person (or people) who generate a lot of negativity and who influence the performance of others around them. You need to address these people directly.

When you conduct your staff performance reviews, make sure that the negativity of an *instigator* is identified in these meetings and agree with them on an action plan to help them to improve. Pin-pointing "stress points" or "weak points" in a team is one key element to ensuring project success.

#### **Step 5: Self-Administering**

Of course, to resolve team stress effectively, you need to be in the right "frame-of-mind" yourself. If you are negatively stressed, then those around you are likely to be also.

So to "practice what you preach" you need to feel up-beat and positive about the team. You need to feel fit and healthy, focused, yet inspirational! If you can achieve this frame of mind, then you can turn negative stress into positive stress and give your team a real chance at succeeding.

Here are 2 other ways of reducing stress:

- ✔ Use [project management templates](#) to make it easier to create project deliverables.
- ✔ Use a [project management methodology](#) to give your team a solid process for delivering projects.

### **Education Program**

If you are an educator, then you will be interested in the new Certified Education Program coming soon.

This program will allow lecturers and students to gain all of the materials and licenses needed to teach and learn project management proficiency at the pre and post graduate level.

### **Certification Program**

We are also going to put in place a new certification program to help you get certified in MPMM.

Aligned with PMI® and Prince2®, this certification will help you boost your project management qualifications.

### **Enquiries**

Interested in any of these new partner programs? Send a blank email to our CEO, and he will notify you personally when these programs have been released: [jason@mpmm.com](mailto:jason@mpmm.com)

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