Leading and Management in the HR Project

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**Types of Manger Power**

**Power**

Power is defined as the ability of the manager to influence the actions of other people who are working with him. It is significant to note that power is a tool that can mitigate or encourage someone to do something. Power reflects the stance of impacting and highlighting objectives in terms of influencing both stakeholders and other team members. There are different types of power that are associated with the project manager, named as legitimate power, reward power, expert power, referent power, and punishment power. (Kerzner, et, al. 2013).

Two major types of power to consider are,

**Legitimate power**

Legitimate power refers to the values that are concerned with the project that are actually influenced as a result of the action. It highlights the stance of “rights and regulation”, taking into account that the party has the right to do so. Legitimate power occurs with the support of normal authority in an organization and it is respected by the legitimate authority. Legitimate power would be relevant to my project because it will allow me working in accordance with laws, adhering to minor oppression. It is one of the great sources to make others abide by my will without much argumentation. (Zwikael, et, al. 2019).

**Expert Power**

Expert power is one of the catchlines of successful project management, taking into account that the team respects someone due to the sake of expertise. Expert power is more like an idea that allows project manager and team members to work in synchronization with each other. It refers to the skill and abilities that made someone to exercise its will and allow others to respect its opinion. It would be relevant to my project because this skill is the most significant thing that makes someone superior to the other group member or team members, adhering to the core standards of working. (Marion, et, al. 2018).  Expert power will inculcate an instinct of "actuality", because team members will be well known to the abilities a project manager, facilitating the stance of decision making.

**Possible Issues in Project management**

Following are the issues in project management

**Corporate Problems**

 It is one of the internal problems that a project manager has to face, taking into account that a company or a firm may have ambiguous or unclear goals. A poorly planned project has no future, asserting problems with corporate. It refers to the issues and consequences in terms of budget, goals, and timeframe. Corporate problems are much similar to the issues that are associated with goals and objectives. These risks can be mitigated by having clear project expectations in terms of team members and tasks to do. (Marion, et, al. 2018).

**Ensuring risks are low**

Risks are one of the major threats that a project manager has to face. It is one of the hard tasks because the overall project is hampered and distorted by internal factors. These risks can be mitigated by building a strong circle of trust and analysis that intimates which part of the project is not feasible and worth to do. It asserts the significance of the protective measures and the analysis of assumed risks, taking into account that there would be no risks for the project in future. Moreover, risks can also be mitigated by having a strong sense of accountability asserting that modifications are made before it’s too late. (Marion, et, al. 2019).

**Communication Issues**

Communication is also one of the risks that a project manager has to face. There are certain barriers in terms of adequate communication, having the potential to create hurdles in successful accomplishment of project. It refers to the gaps between the manager and the teammates, taking into account that every individual plays an equal role in terms of a successful project. These risks can be mitigated and analyzed by having a clear code of instructions. (Kerzner, et, al. 2013).

**Managing Issues**

It refers to the risks that arise due to misunderstood expectations. It is significant to note that these issues arise when there are gaps between the proposition and the actual action of a manager. These issues can be mitigated by having clear expectations in terms of resources, deadlines and future goals. (Marion, et, al. 2019). It also includes issues that are related to payment and training because they play a crucial role in formulating the ideology of employees and team members towards a manager.

**Extended** **Challenges**

There are a number of extended challenges that a project manager has to face such as,

**Resource Conflict**

These conflicts or issues refer to the “insufficiency of resources”, taking into account that there are no sufficient resources that can staff the project accurately. It is significant to note that these issues refer to the lack of accountability and a decreased approach towards the identification of objectives. (Zwikael, et, al. 2019).

**Strategies**

There are certain strategies that can address these issues, such as accountability and maintaining a register that could keep a check on the resources. Both the actions will let the manager know about that resources available and the number of resources that are required for future.

**Fragmentation**

It refers to the issues that are the result of inadequate planning and resources processes and tools that can lead to inadequate actions. (Marion, et, al. 2018). Fragmentation also refers to the inadequate division of resources, labor or time, asserting that three of them are highly significant for successful project completion. It refers to the lack of communication baseline taking into account the future of project scenarios.

**Strategies**

There are a number of strategies that could be used but adequate communication and check and balance will be specific taking into account that it will allow a project manager to address all the gaps in the plan. An analysis of the labor force and the division of labor can allow a project manager to stay updated regarding present and future objectives.

**Dependency Conflict**

Dependency conflicts refer to the gaps in terms of equipment resources, instructions, and deliverables. These conflicts also include lack of attention of a manager towards project details and the amount of resources that are provided for the completion of the project. (Marion, et, al. 2018).

**Strategies**

Dependency conflicts can be mitigated by having clear objectives and expectations taking into account the analysis of resources and scheduling. Maintain logs is one of the strategies that could act as a rescue to dependency conflict.

**Unrealized business value**

 Business value is all about priorities and any hampering to these values are a major tool to create massive challenges for a project manager. Unrealized business values include late arrival of resource, lack of check and balance and deviating instructions.

**Strategies**

These challenges can be overcome by proper scheduling and analyzing project goals in terms of future goals and expectations. It also includes an analysis of the facts and figures in terms of “type of business” and the approach towards future goals and resources.

**Communication Management**

The aim of communication management plan is to impart effective communication in order to address and manage stakeholders, taking into account that the project is completely accurate. It would not be wrong to say that the communication plan is more like a structured plan that could impart accountability and check and balance towards the achievement of goals within the set time. A communication plan that I will be following during my project would be having a clear purpose, set of instructions, methods, and timing.

**Purpose**

 The plan would be having a clear purpose in terms of all the relevant fields and authorities such as information seeking, schedule, issues, quality, risks and change control. All the escalation and directions would be evident. (Marion, et, al. 2018).

**Structure**

My plan will be having a clear structure in terms of templates and forms. All the statement would be void of ambiguity. The communication plan will be made in accordance with a purpose having a clear structure, all the instructions would be clear. (Zwikael, et, al. 2019).

**Methods**

 I’ll take into account the required methods of communication such as push method, referring to E-mail, text, and instant messaging. I will use pull method whenever required such as blogs, internet and bulletin boards, asserting that all the team members have access to them. The interactive method would be an effective source for communication taking into account that I will stay in contact with my team members through telephones, group wares, and wikis. However, the most preferable method that I’ll be using would be push method. (Marion, et, al. 2018).

**Timing**

 I will make sure that my communication would be clear and compact in terms of timing. I will make use of charters, and project plans, taking into account that they would be used and applied in time. All the routines would be shared one week before actual execution making sure that none of the team-mates is left behind. I will try to negotiate my timing with my team members as well so that the project life cycle is not hampered by the stance of lack of time, taking into consideration the output acceptance. (Marion, et, al. 2018).

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