BRITISH COUNCIL

People-Focused Project Leadership: Alignment, Engagement and Delivery

Core skills developed

- Decision making & judgement
- Productivity & personal effectiveness
- Leading self & others
- Collaboration & teamwork
- Effective communication
- Adaptability & learning agility
- Relationship & stakeholder management
- Analytical thinking & problem solving
- Emotional Intelligence (EQ)

Clarity, alignment and confident delivery through people

Project delivery increasingly takes place in environments shaped by transition, competing priorities and shifting expectations. Teams work across functions, locations and systems, supported by digital tools and emerging technologies that accelerate pace while increasing reliance on sound judgement, communication and trust.

This course develops the people leadership required to deliver projects successfully in these conditions. Participants focus on setting clear direction, building commitment, delegating effectively and managing tension as work unfolds. They explore how to sustain engagement, align stakeholders and keep collaboration productive when authority is shared and pressure is high.

The result is stronger project performance, sustained engagement and greater confidence leading people through complex, fast-moving delivery environments.

Benefits

- Course participants will strengthen project delivery performance by building team alignment, sustaining engagement and managing conflict and stakeholder expectations with greater confidence.

- Stakeholders will see clearer alignment, timely communication and dependable project outcomes.

- Your organisation will see stronger project performance, higher engagement and capability sustained across delivery work.

Modules

1. Setting the conditions for effective project work

- Recognising how project work differs from operational management and why people dynamics matter
- Identifying the team, task and individual conditions that shape engagement and delivery

Competency: Establish the conditions that enable people to contribute effectively

2. Starting projects with clear goals and shared direction

- Clarifying project goals for different audiences to build shared understanding
- Anticipating common planning challenges and positioning the project for early alignment

Competency: Create clarity and shared direction that supports coordinated project delivery

3. Gaining early support through persuasive communication

- Structuring messages to build interest, address concerns and encourage commitment
- Adapting communication to different stakeholders to strengthen early support

Competency: Secure early support by communicating project purpose and value clearly

4. Building trust and buy-in within the project team

- Developing trust and rapport by understanding team development and individual differences
- Strengthening buy-in through inclusive communication and purposeful involvement

Competency: Build trust and commitment that support collaboration and sustained contribution

5. Delegating effectively for pace and accountability

- Structuring messages to build interest, address concerns and encourage commitment
- Adapting communication to different stakeholders to strengthen early support

Competency: Secure early support by communicating project purpose and value clearly

6. Managing conflict constructively during project delivery

- Diagnosing sources of conflict to understand what is driving disagreement
- Responding to tension using strategies that protect relationships and progress

Competency: Address conflict constructively to maintain working relationships and delivery focus

7. Sustaining performance through feedback and motivation

- Giving feedback using structured approaches that support improvement and confidence
- Maintaining momentum by responding to changing motivation and energy

Competency: Sustain performance and motivation through timely feedback and supportive leadership

8. Aligning stakeholders and closing projects with learning

- Mapping stakeholders and planning communication to maintain alignment and support
- Closing projects deliberately to reinforce learning and future capability

Competency: Maintain stakeholder alignment and embed learning beyond project completion

Outcomes

★ Lead people effectively through the full lifecycle of project work, establishing the conditions that support alignment, contribution and delivery

★ Influence teams and stakeholders through clear communication, purposeful delegation, constructive feedback and confident handling of tension

★ Sustain performance and learning by maintaining engagement, managing relationships and closing projects in ways that strengthen future capability