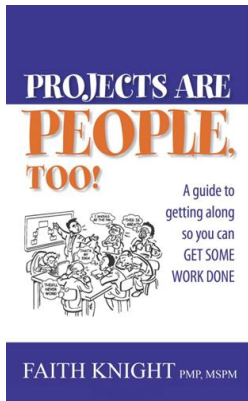

PM WORLD BOOK REVIEW



Book Title: ***PROJECTS ARE PEOPLE TOO!***

Author: **Faith Knight**

Publisher: Fresh, LLC, Lithonia, Georgia, USA

List Price: US\$12.95

Publication Date: December 2011

ISBN: 10618622r00078

Reviewer: **Chinwe F. Awolesi**

Review Date: April 2012

Introduction to the Book

PROJECTS ARE PEOPLE TOO! is a concise handbook for managing the human resources in a project and program. It provides a guide to project team relationship management from both a consulting and internal (within the project organization) project perspective. With references to comprehensive proven techniques, principles and tools for peoples management, the nine chapters of the book provides an in-depth insight into the importance of understanding the different personalities that make up project teams; how to determine the most efficient way to communicate with and motivate project team members; as well as anticipate possible areas of conflict so as to plan ahead on how to negotiate and mitigate the impacts these conflicts can have on overall project success.

Usually, the Project Manager's focus is on the scheduled project task that needs to be completed on time and within budget. The book brings focus to managing the individual that is responsible for delivering a project task in addition to the project task. This vital focus on the personality performing a project task enables the Project Manager to realistically identify risks associated with project roles on time so as to exploit or mitigate to the project's advantage.

Overview of Book's Structure

The book is structured into nine chapters plus the usual introduction and bibliography. Each chapter begins with a quoted real world advice and ends with action points aimed at ensuring that the reader has taken notes of areas of improvement and develops an action plan on how to realize the improvement.

Each chapter is further sectionalized into main areas for focus.

The writer combines both a teacher-student and peer-to-peer relationship with the reader by telling stories from her personal experiences and the lessons she has learned. References are made to detailed studies and research, which the reader can further explore based on need and interest.

The book ends with pulling all the different aspects of personality management into a holistic picture to give a clearer summary view of how it all works together for project success.

Highlights: What I liked!

This book awakens Project Managers to the importance and impact that a project team member's personality can have on the success of a project, and how paying particular attention to this can greatly increase project success.

Of most interest is how compact and yet comprehensive the book is. Every Project Manager will find a good tip and precise tool for managing project teams. Its structure of referencing to more detailed studies, ensures that the book is focused, allowing the reader to do further studies as they find necessary for their specific needs.

The use of action items is awesome. This provides a measurement tool for each reader to assess how far you really want to go in dealing with areas you have been struggling with. It provides guidance on what to do and encourages the development of action points to achieve improvements.

Each chapter starts with a real live quote that awakens the reader's interest and rings a bell that directs the reader attention to the focus of the chapter.

Shortfalls: What was Missing?

More detail on the reason behind the choice of referenced techniques would have been helpful in making decisions on the need for further studies into the techniques, for example, the book "I Hate People (Littman & Hershon, 2009)".

Who might benefit from the Book

All Project Managers and functional managers will benefit from this book. Should you find yourself in a position that requires that you work with a team as a lead or member towards achieving a goal or ongoing goal, this book is a must read for you.

Conclusion

The book is entertaining and educational. It uses real life occurrences that Project Managers can relate to, to address personalities management pain areas. Even for

Project Managers that have not encountered these issues yet, it is a good heads-up to start you thinking of how to manage these types of conflict and prepare you ahead of them, as they will almost always present.

PROJECTS ARE PEOPLE TOO!; by Faith Knight, published by Fresh, LLC; 2011; soft cover, 138 pages; ISBN 10618622r00078; List Price US\$12.95; more at <http://www.amazon.com/Projects-Are-People-Too-getting/dp/0982619022>

Editor's note: This book review is the result of cooperation between publishers, PM World Inc. and the Graduate Program in Project Management at the University of Texas at Dallas in the United States (<http://jindal.utdallas.edu/executive-education/executive-degree-programs/project-management/>). Publishers provide books to PM World, books are delivered to UTD where they are given to faculty, graduate students or alumni for review; the reviewer provides a book review in a standard format; the reviews are published in the PM World Journal and PM World Library. Since reviewers are normally mid-career professionals, they represent the intended audience for most PM books. If you are an author or publisher of a project management-related book, and would like the book reviewed through this program, please contact editor@pmworldjournal.net.

About the Reviewer



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Awolesi Chinwe Francisca, fondly called Fran by colleagues, has been managing projects in the financial industry for over 8 years. She holds an MBA degree with specialization in Project Management from the University of Texas at Dallas, and a first degree in computer science. Fran has spent 18 years in the Information Technology servicing the financial sector which includes banks of various sizes. The first 10 years of her career was spent in the banking industry in various positions; as developer, systems analyst, business analyst and then as project leads for software implementation and support projects.

As the Projects Director of SOFGEN Africa Limited, she is responsible for the overall delivery of SOFGEN projects in the continent. Her scope of project delivery covers implementation and support of IT solutions for core banking operations, ERP, Credit Risk Management and mobile banking solutions. Fran is a Certified Project Manager (PMP); member of Project Management institute (PMI), as well as a certified ITSM Expert (ITIL V3 Manager). She can be contacted at chinweawolesi@gmail.com.