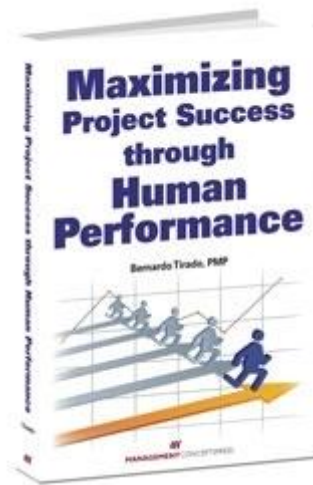


PM WORLD BOOK REVIEW



Book Title: **Maximizing Project Success Through Human Performance**

Author: **Bernardo Tirado, PMP®**

Publisher: **Management Concepts, Inc**

List Price: US\$37.91 Available in kindle \$26.40

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Reviewer: **Elaine F Lee, PMP®**

Review Date: July, 2014

Introduction to the Book

Maximizing Project Success Through Human Performance is an interactive publication that reminds the reader of techniques they already know and also gives them fresh approaches to leading teams. As project managers, we can utilize this book to enhance our skills in communication with team members and develop the culture of a project management team. The author, Bernardo Tirado, PMP® is the CEO of a human performance consulting company (www.theprojectbox.us). The knowledge in the book is based on teaching the Project Management Human Performance (PmHP) model and includes research from *Kinestics* which is the study of nonverbal communications.

The book is a step-by-step approach that allows personal introspection, discusses communication skills and how to develop a cohesive team. One of the interesting topics is evaluating risk strategies based on information learned in SWOT analysis of a team and organization climate. There is a detailed section on body language, vocal tones, and group dynamics.

Overview of Book's Structure

The book has four parts: *Introduction to Business Psychology, Team: unconscious and conscious behaviors that can compromise project success, Organization: behaviors that can jeopardize your project and a case study*. Mr. Tirado develops his chapters by providing facts and research on the topics, utilizing examples to apply the tools and summarizing each with the conclusion. There is an index at the end of the book to

provide easy navigation. The flow of the book made it easy to read. However, plan for utilizing it as a workbook to review situations you are currently in or approaching to use the book to the best advantage.

Highlights: What's New in this Book?

Maximizing Project Success Through Human Performance navigates the reader through points they may be familiar with such as the Myer-Briggs test, creating a brand with a self-introduction, and stages for group dynamics. Part II of the book is titled *Team: Unconscious and Conscious Behaviors That Can Compromise Project Success* has many insights. In Chapter 5, *Profiling People at Work*, Mr. Tirado discusses a section called "Cues For Stress". These include tone or pitch changes, wrong tense, the use of word 'no' being drawn out, and other examples. I found this depth of information useful in forming a better understanding of indicators for team member's stress.

The author, Bernardo Tirado, PMP® continues this development in Chapter 6 titled *Undergoing the Power Dynamics*. Mr. Tirado discusses the power seat with pictures for illustration. This chapter shared how different positions in a room can impact the dynamics as your meetings. In Chapter 8, *Building a High-Performance Team*, the idea of a workstream is introduced. A workstream is a function or major task that a group would complete in sequence or parallel. These teams are compiled from the research you did during your team SWOT (strengths, weakness, opportunity, threat) analysis.

Highlights: What I liked!

The book begins with *Instruction to Business Psychology*. I liked the discussion on the 360 degree feedback tool and developing this into your self-assessment. It will be helpful tool for improvement. In Chapter 4, *building advocates*, I found the information helpful for creating a strategy for averters. "To work with an averter, we need to change our perceptions of the individual. This may not sound logical since the other person is plainly the problem (or so we think!). But by changing your mindset, you will be less irritated by the person."

Chapter 9 of the book titled *Using SWOT analysis to reorganize your existing team* has some insightful information. Mr. Tirado stressed the importance of one-on-one time with each member of your team before you kick off the project. He also encourages continuous editing of the SWOT as you complete the project. One of the key points was potential threats which may be encounter with human resource planning. These could be due to the tenure a team member has been in a position. (members wanting to advance or contractors wanting to find permanent homes)

Who might benefit from the Book?

Project Managers who are starting a new position or project would find *Maximizing Project Success Through Human Performance* helpful. As the experiences we have with others carry over with us to the next project, this manual will help readers reset their mind and refresh to approach their next project stronger. As a leader, self-inspection helps us see how we can develop and motivate the members of our teams better.

Conclusion

Maximizing Project Success Through Human Performance written by Bernardo Tirado, PMP® is an effective tool for development practices to improve group dynamics, team effectiveness and plan for risk introduced because of human relations. It is written in an interactive format to allow the reader to reflect on his/her leadership style, areas for improvement and how to measure response you receive in conversations. It is an effective written work to lead a manager through the improving relationships, risk management and project effectiveness.

More about this book can be found at http://store.managementconcepts.com/product_p/001-b203.htm

Editor's note: This book review was the result of cooperation between the publisher, PM World and the Dallas Chapter of the Project Management Institute (PMI Dallas Chapter – www.pmidallas.org). Publishers provide the books to PM World; books are delivered to the PMI Dallas Chapter, where they are offered free to PMI members to review; book reviews are published in the PM World Journal and PM World Library. Reviewers can keep the books and claim PDUs for PMP recertification. PMI Dallas Chapter members are generally mid-career professionals, the audience for most project management 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.

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Elaine Lee, PMP® is a professional in the telecommunications industry with a BBA in Management from Texas Woman's University and graduate work from the University of Dallas. Elaine is a past president for the Dallas Trinity Rotary club. Elaine is active in Toastmasters International where she has achieved the education levels of Advanced Communicator Silver (ACS) and Advanced Leader Bronze (ALB). Elaine is a member of PMI Dallas Chapter.

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