Characteristics of Resources and the Impact on Projects

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INTRODUCTION

Have you ever started an easy project and thought it was a piece of cake, but realizing halfway through that your assigned resources has turned your project into a total disaster? You now have to switch to damage control mode and waste valuable time, instead of concentrating on the core objectives of your project. This is a byproduct of not properly assessing your resources correctly. Projects in themselves are complicated to manage, so dealing with difficult people can add more stress and create barriers that can hinder the progress. I don’t think your resources plan on giving you a hard time, but like the old adage says; the path to a project nightmare is littered with good intentions. Project success is not only about balancing the triple constraints (cost, time and scope); it is also about controlling all the unknowns, including your resources. A team is only established when everyone pulls together and focuses on the project objectives. Your role as a project manager is key to ensuring successful outcomes. Your role as a project manager is key to insuring successful outcomes. A poor project manager fails to bring out the best in his team, but a good one can produce a winning combination, even with some individuals that may perhaps seem to lack ability to do so. Leadership is a critical and essential component for any project management team. To better understand the impact of project manager, it is helpful to consider the following definitions of project manager:

- A project manager is usually a person who is responsible to run a project from the beginning to the end. It includes organization, implementation and control of their resources including people. (Techpedia, 2013).
- Project managers need to be leaders which is the process of influencing others to understand and agree about what needs to be done and how it can be done effectively, and the process of facilitating individual and collective efforts to accomplish shared objectives (Yukl, 2002).

You need to lead which involves the ability to influence people to take actions toward completing a goal or project. Projects contain a number of components with the main three being scope, cost, and time. For the project team to effectively meet scope, cost, and time goals, one must appreciate the impact of positive leadership. It is up to the project manager to manage issues related to scope, cost, and time, as well as to lead the team to successful completion of these goals and the project as a whole. A project manager manages their project staff by developing a positive environment. We are all very familiar with the term “lead by example.” Team members may already have negative characteristics, but if the leader displays negative traits, other team members will follow to parallel behavior as the leader. However, these types of project manager that don’t lead by example introduce a whole other issues and motivational scheme in which I am not addressing in this article. Any individual who forms part of a team will also make a decision to commit to the team’s goals; this is why they need to be sure they understand the goals. Teams normally are complicated, it is helpful for the members to ask questions, clarify any misunderstanding and get to know their project manager.

BACKGROUND

Company survival depends on how well they adapt to changing technologies, diversity of their workforce and market situation. So it is no wonder that project management is the key to guide the company in the right direction. A great deal is being written about project management addressing things like budget,
time and scope, but not a lot of emphasis on how to handle resource and their characteristics. The success of any project is not only attained by following a project methodology but by adhering to and effectively using the tools and resources available to you. Past experiences show that diverse resources can dramatically impact cost management and as well as the overall timeline. It is important to recognize resource aspects that can cause disruptions in a project and how to mitigate and manage them more effectively to reach desired outcomes. Human resources can have a negative impact to projects. Project manager need to be prepared to put challenges on permanent lockdown. When looking back on previous unsuccessful projects, it was not the methodology that was deficient but in the way that the group came together as a team. It is also critical to analyze the different personality types and how they can influence the outcomes. Early analysis and observation of each personality involved can help to isolate potential pitfalls and help to address the issues immediately. It is often better to deal with potential problems at the start that could delay timelines, and make the necessary adjustments for the betterments of the individual, team and the project.

**AVOIDING PROJECT CATASTROPHES**

**Project Manager Most Common Oversights**

Many reference materials and experienced project managers can tell you that there will be occurrences with your project team members where they will face disagreements throughout all the phases of the project, during the decisions making sessions and even after post implementation. How about when you set goals and their changed by other forces? One of the forces is the people around you; they usually want to sway the goals you set. Most of the time your team member may feel that they think they know what is best for project, or perhaps they have their own agenda and want to take different paths. Obviously, it is critical to curate excellent relationships with your team members. Unclear statements or expectations are another common mistake. We assume that everyone understands them and they know what is expected of them, Right? Wrong! I have seen project managers over communicate with