

MILESTONE

*Providing Stepping Stones
Along the Path to Success*



A WOMAN-OWNED
SMALL BUSINESS

LEADING RENEWAL:
GROWING PROJECTS
TOWARD FRESH
BEGINNINGS

Every project - whether a community initiative, a business transformation, or a team-driven improvement effort - eventually reaches a moment when the familiar no longer serves the future. Renewal becomes essential. Leading renewal isn't about discarding what came before; it's about cultivating the conditions for new growth. It requires leaders who can see possibilities where others see stagnation, and who guide teams toward fresh beginnings with clarity, courage, and curiosity.

Why Renewal Matters

Projects often stall not because of a lack of talent or effort, but because the original assumptions no longer align with current realities. Markets shift, technologies evolve, and people change. Renewal allows teams to pause, reassess, and realign. It creates space for innovation and invites new voices into the conversation. Leaders who embrace renewal signal that growth is not a one-time event but a continuous cycle.

Cultivating the Soil: Preparing for What's Next

Just as gardeners enrich the soil before planting, leaders must prepare the environment before launching a renewed project direction. This involves:

- Revisiting the purpose to ensure the work still connects to meaningful outcomes.
- Listening deeply to team members, stakeholders, and customers to understand emerging needs.
- Clearing obstacles—outdated processes, unclear roles, or unproductive habits—that hinder progress.

Preparation is not glamorous, but it is foundational. Without it, new ideas struggle to take root.

Planting New Seeds: Encouraging Creativity and Ownership

Renewal thrives when people feel empowered to contribute. Leaders can spark this by inviting experimentation, encouraging cross-functional collaboration, and creating psychological safety. When team members know their ideas matter, they bring energy and imagination to the work. This shared ownership transforms renewal from a top-down directive into a collective movement.

Nurturing Growth: Supporting the Journey Forward

Fresh beginnings require ongoing care. Leaders must provide consistent communication, celebrate small wins, and offer guidance when challenges arise. Renewal is rarely linear; it involves trial, adjustment, and learning. Effective leaders stay present through the process, helping the team maintain momentum while adapting to new insights.

Harvesting the Results: Reflecting and Reinforcing

As renewed projects begin to flourish, leaders should pause to reflect with their teams. What worked well? What surprised us? What should we carry forward? These reflections reinforce learning and strengthen the team's capacity for future renewal cycles.

Leading renewal is ultimately about embracing change as a natural part of growth. When leaders cultivate environments where ideas can sprout, evolve, and thrive, they guide their teams toward fresh beginnings with confidence and purpose. Renewal isn't a reset - it's an invitation to imagine what's possible next.

UPCOMING FREE WEBINAR

LEADING RENEWAL: GUIDING PROJECTS TOWARD FRESH BEGINNINGS

FRIDAY, MARCH 20

10:00 - 11:00 AM CST

1 PDU

TO REGISTER, GO TO

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SATISFIED CLIENTS OF THIS COURSE

FAA

**MID-MISSOURI PMI
CHAPTER**

PROJECT RECOVERY: HOW TO DETECT, DIAGNOSE, AND TURN AROUND FALLING PROJECTS - 3 DAY

PDU's - 19.5

PMI's Talent Triangle Breakdown

Ways of Working - 12.25

Power Skills - 2.50

Business Acumen - 4.75



face-to-face



virtual
instructor-led



self-paced
online

Course Description: This three-day course prepares participants with skills and techniques for detecting, diagnosing, and turning around failing projects. It will focus on process analysis and turnaround strategies to support project recovery. Projects can be unpredictable and may get into trouble and not fulfill the desired outcomes, goals, and objectives. At times, these projects will even fail and bring reduced opportunities with lower benefits. Failures can sometimes be caught early and turned around.

Course Objectives:

Objective 1: General Definitions and Issues for Project Recovery

Define project recovery

Define project success

Identify types of failure

Categorize degrees of project failure

Objective 2: Discuss what to do before the project gets into the red

Describe the meaning of success for this project

Apply a health check-up on the project before the crisis

Objective 3: Recognize when the project needs recovery

Analyze the level of intervention

Create a recovery charter

Solicit management support

Create an analysis log

Objective 4: Discuss what to do after the project gets into the red

Identify the six-phase recovery process

Design an interview

Perform the recovery interview

Analyze why projects fail and develop a gaps list

Objective 5: Examine how to move the project out of the red

Perform an audit

Perform a root cause analysis

Express roles and responsibilities of the team

Identify communication requirements for each stakeholder

Objective 6: Manage the Stakeholders During Recovery

Identify emotional issues

Develop a communication plan and processes

Create an escalation process to remove roadblocks

Gain frequent feedback from team members, customers, and management

Objective 7: Verify the project metrics and standards are working

Compare audits to health recovery check-ups

Recognizing the warning signs in the recovery

Determine when the project will return to the original schedule



A WOMAN-OWNED SMALL BUSINESS (WOSB)



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VALUES STATEMENT

Every person has worth and should be treated with respect.

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WEBINARS

FEBRUARY 6 - AI IN ACTION:

How to Successfully Implement AI Across Your Organization

MARCH 20 - LEADING RENEWAL:

Guiding Projects Toward Fresh Beginnings

APRIL 6 - STRATEGIC VISIONARIES:

Guiding Portfolios Toward Future Value Creation

MAY 22 - AI AS YOUR PROJECT LEADERSHIP ASSISTANT:

Quick Drafts, Rapid Brainstorming, and Efficient Content Creation

JUNE 16 - MAKING IT STICK:

Ensuring Lessons Learned Become Lessons Applied

JULY 17 - INVENTING TOMORROW'S METRICS:

Shaping the Future of Project Management

AUGUST 7 - BUILDING RESILIENT PROJECTS:

Thriving in Times of Disruption

SEPTEMBER 11 - CYBERSECURITY IN PROJECTS:

Protecting Your Data, Teams, and Reputation

We know that it can be hard to schedule continuing education for your team. We offer free monthly webinars that can be watched as an individual or a group. This 1-hour of training can be used to hone skills that your team needs. We include a Webinar + Notes with discussion questions to guide your group to learn from each other. If you can't make it to the live session, a replay link will be sent out.

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