

STRATEGIC PROJECT LEADERSHIP:

From status parades to high IMPACT outcomes



Quinton du Plooy

Head of Discipline

Project Management

ABOUT MOYO | OUR OFFERINGS

Digital Consulting

Accelerate your digital journey confidently, knowing that structure, skills, and clarity are firmly in place.

- Digital Consultants / Project Teams
- Enterprise Architecture
- Data Analytics Solutions
- Enterprise Application Development
- Technology Evaluation and Selection
- IT Maturity Assessments

Technology

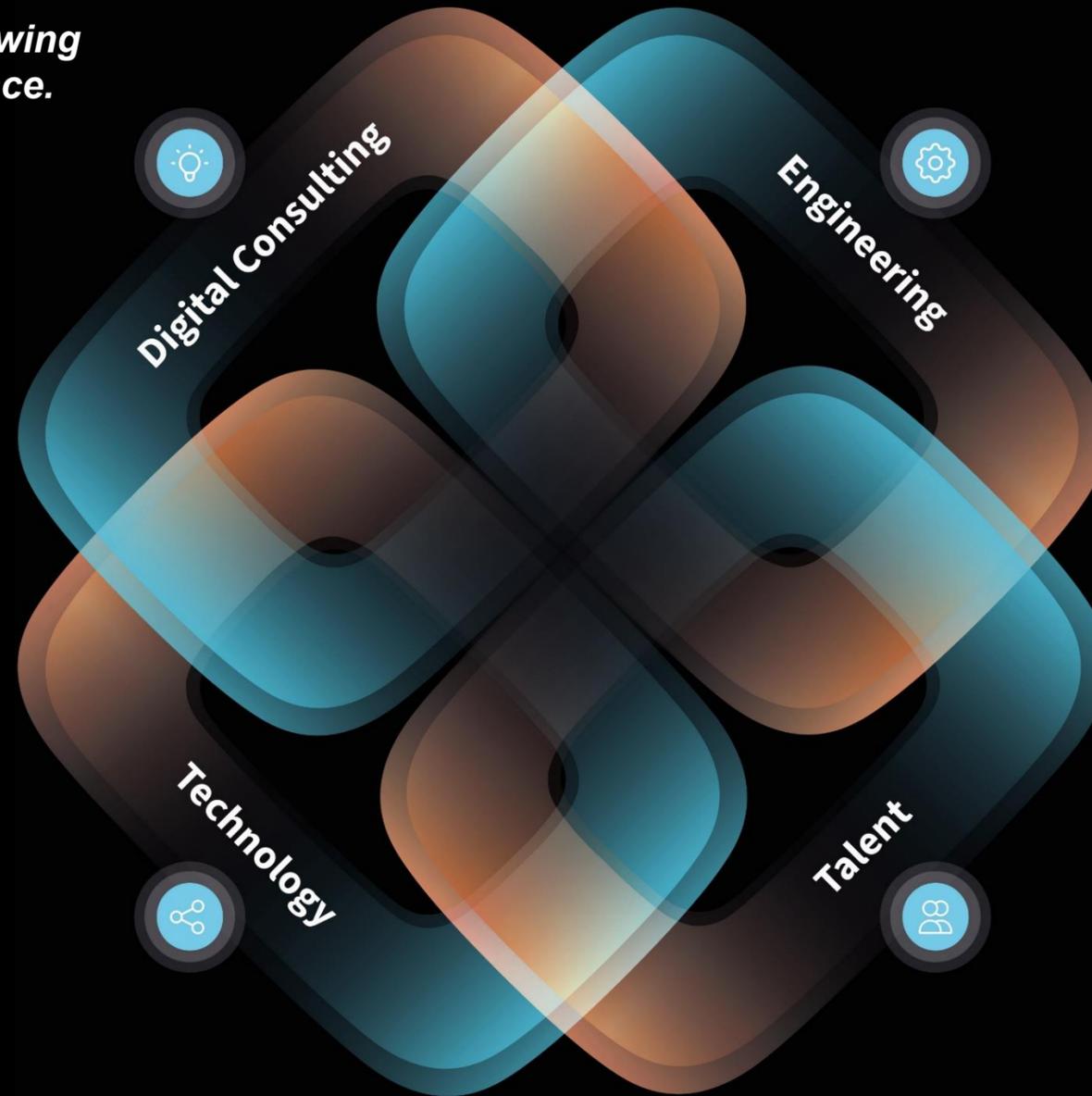
MOYO and Partner solutions and related services for businesses of all sizes and industries.

Technologies

- Ketendo
- Salesforce (Sales, Service, CRMA)
- Tableau
- Microsoft

Services

- Ketendo Managed Services
- Managed Salesforce Services
- Managed Analytics



Engineering

Expert engineering services that enhance the efficiency, safety, and performance of industrial operations.

- Owner's Team Augmentation
- Control and Instrumentation
- Utility Optimisation
- Plant Configuration Management

Talent

Trust the team that understands the digital landscape, excelling in talent recruitment and development.

- Specialised IT Recruitment
- Data Academy
- Bespoke Leadership Development

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'To grow or develop vigorously'

TRANSLATE.

Strategy into Execution

Project Leaders are no longer just task managers, we are becoming strategic enablers.

Transformation requires:

Adaptive Leadership:

- Actionable delivery.
- Strategy without execution is hallucination.

Radically adaptable

Prioritisation:

- Clarity on purpose and stakeholder engagement.
- Deriving Execution directly from Strategy.

Find unexpected growth

Sniff out unexpected risk

Deliver transformational outcomes

“There they go, I must follow them, for I am their Leader.”
– Gandhi

HARMONISE.

Culture and Capability

Project Leaders acts as culture carriers, embedding collaboration and adaptability in projects.

Key Success Factors:

 **Shift from permission seeking culture, to principled ownership.**

 **Executorial intelligence – Don't assume execution, design it!**

'Confidence should never outgrow competence - true strength lies in balance.'

REINFORCE.

Governance and Controls

Project Leaders ensure governance frameworks are fit for purpose and support innovation – not stifle it!

Key Success Factors:

Leadership Agility:

- Maintain a healthy balance between control and agility.

Make strategy visible

Transparency:

- Report on the learning compound and value realisation

Establish a decision rhythm

Use and trust the feedback loop

Connect the purpose and rhythm

'DEFINE Value; CREATE Value; REALISE Value'

INTEGRATE.

Thinking across functions

Project Leaders become integrators, ensuring cross functional collaboration.

Key Success Factors:

 Prevent duplication, re-work, delays and miscommunication.

 Teams become laboratories for success. Continuous pattern libraries compound capability, so each project creates a blueprint for the next.

'Project flow is born from the unseen layers of execution.'

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VALIDATE.

Metrics and Feedback

Project Leaders become momentum makers, using data driven insights to inform strategic decisions.

Measure what Matters:

Fuzzy front-end logic:

- Define measurable, meaningful and memorable metrics.

Retrospectives:

- Transform retrospective meetings from self-confession sessions to design sessions.

'Focusing solely on vanity metrics can lead to misaligned expectations, whereas prioritising human-centric metrics ensure a more meaningful and accurate reflection of success.'

EMPOWER.

People at every Level

Project Leaders become the **CEO** of the project.

Key Success Factors:



Empowered collaboration outperforms centralized control.



Remove the theatre of escalation and replace it with sustainable and durable impact.

'Designing and co-creating solutions that delivers IMPACT'

Recruit your Team daily

EMPOWER
THE
MOTTO

MOYO enables people and organisations to prosper in the digital economy.

Let's get in touch.



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THANK YOU.

AN EQUATION FOR SUCCESS.

$$SP = \frac{(SA + RA) \times SB}{SO^{\text{Distraction Factor}}} \times PM$$

SP = Sustained Performance

SA = Strategic Alignment (**Projects that matter**)

RA = Resource Availability (**Because you can't build a rocket with duct tape and dreams**)

SB = Stakeholder Buy-in (**The magical ingredient that turns "meh" into momentum**)

SO = Shiny Object Syndrome - Distraction Factor (**The tendency to chase every new trend**)

PM = Prioritisation Mojo (**The secret sauce: clear criteria, ruthless focus, and the courage to say "NO".**)



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ADDRESSING THESE PITFALLS

Portfolio Management forms part of a bigger 5 step process:

1. **Destination** – where are we going – If you don't know where you are going any road will do.
2. **Direction** – What direction are we traveling to get to the end destination and what changes do we need to make so we can continue moving in the right direction.
3. **Alignment** – No duplication / conflicts / cancelling out value, deliberate redundancy.
4. **Prioritisation** – multi-dimensional value.
***Criteria vs constraints
5. **Management** – Monitor, track and report.

Pitfall	How to avoid it
1. Lack of Objective Criteria	Implement a standard to create prioritisation guardrails and void decision biases.
2. Over-Commitment and Resource Overload	100% resource utilization is NOT a success metric; it's a red flag.
3. Ignoring Dependencies Between Projects	Enable collaborative planning across teams to mitigate bottlenecks and optimise sequencing. Collaborative Problem Solving (CPS)
4. Once-Off Prioritisation	Continuous prioritization using agile portfolio management practices. to adapt to evolving business needs and market conditions. Drive Business Agility.
5. Lack of Transparency and Communication	Ensure prioritization decisions are communicated with rationale and linked to strategic outcomes. Measure porosity and adopt tailored communication strategies.

“The impediment to action advances action. What stands in the way becomes the way.”

– Marcus Aurelius

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