

Women in Project Management

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AGENDA

Introduction

Challenges women face in Project Management

Gender based Gaps identified

Improvement Areas for Women Project Managers

Conclusion



What is Project Management?

What we do on a daily basis (at home)?

It is management of:

- Processes
- People
- Tasks assigned
- Time
- Cost &
- Quality of tasks delivered (reality in the workplace)

Therefore, a discipline of planning, organizing, motivating and controlling all resources to achieve a specific goal.



Introduction

Best described by the 9th Aug 1956 women's march, led by women to PTA, fighting a great cause, containing about 20000 women, order & silence theme of the day.

'Now you have touched the woman, you have struck a ROCK'.

Shown strength, female solidarity, inner fortitude & remembering how women helped mould the new SA.

Clear plan & objectives, transparent leadership, trust built, plan executed & no blood shed/no violence.



Introduction

Elements of project management shown:

- Planning
- Organizing
- Motivation to achieve a goal
- Risk Management
- Processes for control

Project Managers: Lillian Ngoyi, Hellen Joseph, Raheeda Moosa, Sophie De Bruin and others.



Who are we?

W: Wonderful

O: Overworked

M: Mothers & Mysterious

E: Empathetic & Educators

N: Nurturers & Noble.



Challenges



Challenges

Work harder to prove ourselves

- Women work twice as hard
- Continuously proving they do know as much

Being taken seriously

- Decisions second guessed
- Level of respect
- Authority questioned
- If no alliance, support lacks

Our abilities doubted

- Capable of leading, supervising, directing and
- Giving direction to our teams



Challenges

Being misunderstood

- Emotional beings
- Showing care towards team members, being in touch with feelings
- Ability to use this as a strength as leaders

Lack of mentorship / support structure(s), amongst women & from male peers

- Few programmes that support women & help build them in a previously male dominated field.
- Programmes that ensure women keep abreast of new international trends in project management
- This should be part of the transformation strategies



Challenges

To meet scorecard/ compliance to gender/ transformation strategies

–Lead, supervise, make decisions, authority exercise

–Women PM's to exercise all that comes with the role, and not meet the gender equality numbers

Remuneration

–Do Female PM's get paid the same as Male PM's?

Work & Life balance



Gender Gaps

Project management has nothing to do with gender.

-Transition from being a 'male dominated field'

Technical knowledge

-Female PM's generally have PC & PA experience & end up in PM from promotions, there is still a lack of technical knowledge

-Necessary to equip one with the needed technical exposure & training, women to be drivers of this process

-PM's are accountable for all deliverables, therefore, end to end 'high-level' knowledge of the different components



Gender Gaps

Organizations not acknowledging women's multiple roles

- Unplanned overtime, overnight deployments, production defects etc.
- How do we then fill this gap. Support.



Improvement Areas

YOU:

-Self awareness / believe in yourself.

-Confidence.Be heard. Be firm.

-Be seen. Be known. Presence.

-Presentable.

Let work speak.

-Training & development

-Drive your own worth

Maintain your relevance, after maternity leaves, study leaves, school holidays etc



Improvement Areas

Work:

- Deliver. Deliver. Deliver.
 - Transparency. Proactive.
 - Chose politics to be involved in.
 - Ask the right questions.
 - Do not be a superwoman.
- Escalate.
- Do not fight all battles.



Improvement Areas

Environment:

- Support each other.
- Create and maintain healthy relationships.
- You are a leader. Build your team. Know them. Understand them. Support them.



Improvement Areas

Processes:

- Learn the business & its processes.
- Know the business.
- PM's are change enablers. Help change the business. Drive the change.



Improvement Areas

Imbalance between work, family & life

- PM work is very challenging, however, one needs to enforce balance.
- Ensure there is a solid family foundation, support structure and a place to distress.
- Remain a person, who acknowledges foundation and humble beginnings.
- We are all replaceable.
- Women to remain the humble beings we were created to be.



THANK YOU

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