

# 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 9<sup>th</sup> 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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