



Ideal Team Leader

“Innovation distinguishes between a leader and a follower.” — Steve Jobs, co-founder and former CEO of Apple

Many companies choose a project team leader as someone they can spare for an extended time (remember this is a fulltime position). This is a mistake; pick the manager who is the hardest to replace. This shows real commitment to initiate real changes in thinking.

The ideal ERP (Enterprise Resource Planning) project leader is a unique blend of technical acumen, business insights, and people skills. Implementing an ERP system is a significant undertaking and redefines the operational future of a business. Below is a list of the qualities that an ideal ERP project leader should embody:

- **Broad Business Understanding:** Understands the nuances of various business functions, from finance to supply chain, production to sales.
- **Technical Proficiency:** While not necessarily an IT expert, has a basic knowledge of ERP systems, their integrations, and potential roadblocks.
- **Strong Leadership & Management Skills:** Can lead a cross-functional team, mediate conflicts, allocate resources efficiently, and keep everyone aligned with the project's goals.
- **Excellent Communication:** Capable of breaking down complex technical concepts for stakeholders at all levels, ensuring clear understanding across the board.
- **Strategic Vision:** Understands the big picture and can align the ERP implementation with the company's strategic goals.
- **Problem-solving & Analytical Skills:** Quick on their feet to diagnose issues, analyze potential solutions, and make informed decisions.
- **Risk Management:** Can anticipate potential pitfalls or challenges and plan for contingencies.

- **Stakeholder Management:** Builds relationships with key stakeholders, ensuring their buy-in and addressing their concerns.
- **Change Management Capabilities:** Understands the human side of ERP implementations. Can navigate the challenges of changing processes and systems, ensuring teams are trained, and resistance is addressed.
- **Continuous Learner:** ERP landscapes are continually evolving. An ideal leader is proactive about staying updated with the latest trends, technologies, and best practices.
- **Attention to Detail:** Ensures that even the minutest details are considered, which is crucial for successful ERP rollouts.
- **Empathy and Patience:** Understands and respects the perspectives of team members, acknowledging the learning curve and challenges they might face.
- **Result-oriented:** Keeps an eye on the end goal, ensuring that the project stays on track in terms of timelines, budget, and objectives.
- **Negotiation Skills:** Often required to mediate between different departments or negotiate with vendors.
- **Ethical Integrity:** Trustworthiness is key, especially given the sensitive data and processes ERP systems often handle.