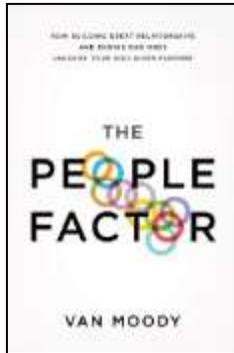

PM WORLD BOOK REVIEW



Book Title: ***THE PEOPLE FACTOR***
Author: **Van Moody**
Publisher: Thomas Nelson
Format: Soft cover; 296 pages
Publication Date: 2013 ISBN: 978-1400205028
Reviewer: ***Nazanin Mehrooz, PMP***
Review Date: January 2014

Introduction to the Book

This is a very insightful book on how relationships in your life can impact you in positive and negative ways. These relationships can range from personal to professional and range in depth. Relationship with significant others, family, social and colleagues can end up with significant implications in decisions you make every day. The author does a good job of sharing several biblical stories and personal examples in ways which will help the reader paint a clear picture of the lessons learned from both healthy and unhealthy relationships and how to know the difference. He also shares guidelines on fostering the healthy relationships versus creating boundaries around negative ones to assist the leader in finding happiness and growth.

Overview of Book's Structure

The book is divided into 3 parts:

1. The Critical Laws of Relationships – This section covers topics like the importance of being your true self and investing in win-win relationships. Guidelines such as like-mindedness, letting go of past, being selective and the importance of giving and sacrificing are shared.
2. How to Make the Most Difficult Choices – This section covers when and how to end unhealthy relationships and recognizing who should be the focus of long term relationships.
3. Essentials of Great Relationships – This section raises understanding on the process of great relationships.

Highlights: What's New in this Book

There are many books written from various religious authors. I found this one to be refreshing because it covers a wide variety of relationships as well as provides inspirational religious stories which effectively convey the message Van Moody tries to share with the reader.

Highlights: What I liked!

I liked the simplicity of this book. Each guideline shared in the first part of the book is supported by an interesting personal story or religious example highlighting how impactful people can be to our decisions. It's an easy read with simple concept followed by a reminder check list at the end of each chapter to serve as a review. These are followed by questions for self-reflection on how these guidelines can be applied for the reader on their own personal relationship challenges. These also can serve nicely if shared in an environment which fosters trusted group discussion or even team building meetings.

Shortfalls: What was Missing!

Most of the topics in section 1 seem to be more applicable to personal or social relationships, but can also be applied to professional life. I was looking for more insight on professional relationship and topics like how to find the right mentor, role models and building trust relationships between managers and teams in a professional environment.

While there was a bit of that which could be extrapolated from these guidelines, I was a bit disappointed that there wasn't enough of it. With the exception of the chapter related to the law of loyalty and how to determine if someone is really on your side and how to identify a disloyal leader, most of these guidelines were more helpful in relationship which you choose to foster versus those which you have to due to professional requirements.

Who might benefit from the Book

Any person who has encountered difficulties in establishing the right relationship would benefit from the guidelines and self-reflection exercises found at the end of each chapter, particularly if they are religious and are motivated by biblical references.

From a PM or leadership point of view, it serves as a useful guide on how to be a more loyal leader and foster the right professional relationships while limiting boundaries on those stakeholders which may lead you to compromise principles and ethics.

Conclusion

This book covers how to foster the right relationships and letting go of the bad ones which keep you from reaching your maximum growth and happiness. The guidelines are supported by religious references and can be helpful in making wiser investments in the relationships should be fostered and which ones are keeping you from reaching your full potential. Determining the right balance of effort, loyalty and sacrifice in a few key relationships rather than draining your energy on the wrong ones for the wrong reasons is a valuable tool.

The People Factor, by Van Moody, published by Thomas Nelson; 2013, ISBN 978-1400205028; 296 pages, soft cover. More at <http://www.thomasnelson.com> or <http://vanmoody.com/>

Editor's note: This book review was the result of cooperation between the publisher, PM World and the Dallas Chapter of the Project Management Institute (PMI Dallas Chapter – www.pmidallas.org). Publishers provide the books to PM World; books are delivered to the PMI Dallas Chapter, where they are offered free to PMI members to review; book reviews are published by PM World in the PM World Journal and PM World Library. PMI Dallas Chapter members are all mid-career professionals, the audience for most project management books. If you are an author or publisher of a project management-related book, and would like the book reviewed through this program, please contact editor@pmworldjournal.net.

About the Reviewer



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Nazanin Mehrooz studied software engineering and is a certified project manager. She is currently consulting as a program manager in the transportation industry and manages a suite of related software projects. She has extensive work experience in the defense, telecom and environmental industries with special focus on project development, delivery and operational phases. She has led mid-sized teams as an IT Application Manager and Service Delivery Management in the telecom industry. Nazanin is an active volunteer for the PMI Dallas Chapter (Marketing group) and PMI Fort Worth Chapter as the email manager.

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