

March 2010



Project Management Institute Portland Chapter

Monthly Newsletter

www.pmi-portland.org

Next Chapter Meeting

March 16, 2010

Educational Presentations

Communicating Across the Ages, by Dana Barz

Warning! Effective Presentations Are Closer Than You Think! by A. Lynn Jesus-Olhausen, PMP

Keynote Presentation

PROJECT TEAMS unstuck! –Multicultural Teams, by Tom Sheives, PMP

Sponsored by



We Make Technology Your Slave

Issue Highlights

Nominations are Open!

Nominations for next year's Board are open now. Read about the positions and the nomination process.

EPMA Awards

Get your application ready for the 2010 EPMA Awards: Project Managers, Students and Projects will each be recognized.

Speak Out!

The annual chapter membership survey begins March 22.

Spring Workshops

Two valuable professional development opportunities Project Teams Unstuck (March 18) and Innovation Critical: Innovation & Effective Leadership (April 13). Register now while there is still space available.

PMP Exam Prep Class discount ends March 14

If you are ready to take the next step and become a certified PMP, this is your opportunity to take a comprehensive course to prepare for the test.

Scholarships from PMI Portland

\$1250 available to high schools or undergrad students.

Professional Development Symposium in Seattle

The PMI Puget Sound Chapter and PMI-ISSIG join forces to present a symposium in June. Early bird registration extended to March 19.

J Hootman - Volunteer of the Month

Read about our Director of Certification.

PMI GOC launches Career Central

Learn about the new website devoted to managing your project management career.

Career Networking Event Photos

Did you miss it? Read about the event and view photos of attendees.

PreMortems?

Jeff Oltmann describes the concept and asks, "Hype or Innovation?"

And More...



**Project Management Institute
Portland Chapter**



The President's Corner

President's Corner

- ◆ Are professional certifications necessary?

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Rachel Paulson

Increasing value through connection

Are professional certifications necessary?

I tend to pick and choose what I read when an email with a blog or newsletter comes across my desk because I get so many. One recent discussion caught my attention because it was challenging whether or not professional certifications and even degrees are necessary or are marketing ploys bought into by corporations.

Many arguments against the value of professional certifications were presented in this discussion. It boiled down to really one point – does having the certification really prove you're good in your chosen career? Does the Project Management Professional (PMP) certification prove that you are a good project manager capable of keeping your projects from failing? The simple answer is no, it does not. It demonstrates a proficiency in the standard for your profession and your personal investment to learn it.

If you have been out in job market recently you will have noticed a few things are required or preferred. Degrees and certifications are among the top requirements as a way to “weed” out the top applicants in the automated systems before HR recruiters or hiring managers even see the resumes. Does it look first for your incredible experience? No. It is based on that one question, “Certification, Yes or No?”, “Degree, Yes or No?”

One of the comments made was about the dilution of the certification's original intent: to demonstrate proficiency and a higher level of knowledge in a specific professional field. When the certification criteria and exam was first introduced, those who became certified had to demonstrate that proficiency through experience and really study for the knowledge. Once the certification was out there for a while, two-day prep courses, boot camps, quick study programs, etc., were created to assist others in “passing” the exam, thus eliminating the need to truly know your field – you could in essence “cram” for the exam and pass.

What becomes important in this reality is how long a certification has been maintained. The PMP, for example, has to be recertified every three years with documented 60 Professional Development Units (PDU). The PDUs can be obtained through attending classes (online or other through approved providers), relevant university course work, writing project management related articles and books, and volunteering, to name a few.

While this is not a rule that applies to all, if you're staying current with your professional requirements by attending classes, courses, seminars, etc., it would be a logical leap to assume that you are going above and beyond the basics of the certification and continually learning to improve your own performance.

There are more pertinent questions that should be asked by the “corporations that bought into the PMP certification as part of employment” along with, “are you PMP certified?” They are:

1. How long have you been a PMP?
2. Describe to me what you have done to obtain recertification, and
3. How has it changed the way you manage projects?

If you're looking for a way to weed out those “base level” PMs who are certified from those who can keep a project from failing, this might help.

I have rescued countless ‘in the red’ projects that were run by PMP certified project managers. The Project Management Body of Knowledge (PMBOK) is just that, a generalized guide to project management – your base level of knowledge written by other project management professionals. It does not replace the need for the certified PM to use common sense, provide exceptional follow through, demonstrate superior leadership and to execute as required to achieve the successful outcome of the project objectives.

If project management is your chosen field of expertise, it is important to hold this certification. It is equally important to continue to learn and grow as long as you're in the profession in order to avoid becoming the PM who uses their PMP as only a marketing tool in the job market.

The PMBOK cannot cover every aspect of project management practices and should be used as a guide. It is the standard to be used for the basis of achieving your PMP. I would be disappointed if the blogs out there on this discussion discouraged someone from obtaining their PMP, or any certification for that matter, because certification can be so much more than a piece of paper and money out the door.

continued...

**Upcoming Chapter Meetings
April 20 & May 18**



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Our Chapter Meeting Sponsor

PMI Portland extends a heartfelt "Thank You" to **eboyz** for its recognition of the importance of professional development for project managers and sponsorship of this month's chapter meeting.

eboyz offers the very best in IT consulting, helping our customers realize maximum efficiency and profitability from their technology investment. With over 20 years of experience in the industry, we know how to leverage technology to solve business needs. Our proven approach has helped many businesses realize their goals. **eboyz** focus markets are healthcare, manufacturing, and professional services.

eboyz primary consulting areas are IT consulting, IT project management, and managed services. As part of IT consulting we offer services from network design to Help Desk and Deskside Support.

For more information contact **eboyz** at info@eboyz.net or 503.286.0416.

President's Corner, continued

Our PMP Prep course beginning in April is great way to study for the exam and meet other PM professionals who will be your support as your career progresses beyond obtaining your PMP certification.

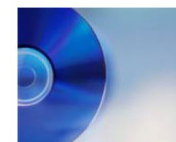
This course is just one example of how we strive to provide value to you and help you build connections with each other as well as business and community.

To all volunteers of the Portland Chapter, thank you for your time and focus to increase member value through connection. I've heard numerous times that only 5% of the population does 80% of all volunteerism – is it your turn to be part of that 5%? Let us know – we are happy to talk to you about how you can join us as a chapter volunteer.

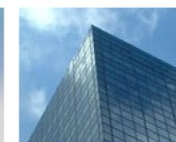
To our members, new and renewed, thank you for your continued involvement and feedback as a member or chapter participant. We have made changes because of you!

Happy St. Patrick's Day – may the luck of the Irish be with you all month long!

Rachel Paulson, PMP, President PMI Portland Chapter
president@pmi-portland.org



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People

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IT Project Management

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Thought for the Month



"Living in a multicultural society takes time. It is a long educational process."

-Jeresa Hren



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Upcoming Events

- 03/04 South Roundtable
- 03/11 SolarWorld Roundtable
- 03/12 NW Roundtable
- 03/14 PMP class early-bird discount ends
- 03/16 Chapter Meeting
- 03/16 NE Roundtable
- 03/17 Salem Meeting
- 03/18 Workshop: Project Teams Unstuck
- 03/18 West Roundtable
- 03/18 Eugene Meeting
- 03/19 Professional Dev. Symposium early-bird discount ends
- 03/19 Corvallis Lunch Meeting
- 03/24 Downtown Roundtable
- 03/26 North Roundtable
- 03/28 Nominations for Board Members ends
- 04/02 South Roundtable
- 04/04 Board Elections - voting begins
- 04/09 NW Roundtable

For details, see the calendar on the [chapter website](#).

New Evening Roundtable!

We are proud to announce that SolarWorld will be hosting a new monthly Roundtable at their facility in Hillsboro in the evenings. Please join us for the inaugural meeting Thursday March 11th with networking slated to start at 5:30pm and the meeting to run 5:45pm – 7:00pm. Brad Taylor, the Head of IT, has graciously agreed to host these new monthly RoundTable meetings which will be held the 2nd Thursday of the month.

Be sure to sign up for email notification of future meetings at the event and check the PMI Portland Chapter website for more details at www.pmi-portland.org

Location:
SolarWorld USA
25300 NW Evergreen Road
Hillsboro, OR 97124

Directions:

Head towards Hillsboro Airport taking Highway 26. Take exit 61 Brookwood Parkway / Helvetia Road, turn south. Turn Right on Evergreen Parkway heading west. Look for the SolarWorld building on the left side. Enter the main lobby and follow the signs.

Join Us at a Roundtable

A roundtable is a meeting where Project Managers discuss issues that they face on a daily basis. The roundtable meetings are in various locations across the Portland-Vancouver area and each has a personality of its own.

The meetings start with introductions, followed by a solicitation for topics. The topics are selected based on the rules of the specific roundtable.

These meetings are worth 1 PDU, extremely valuable and always fun. There is a balance of Junior and Senior Project Managers from a variety of disciplines to provide an eclectic view of a subject.

Anyone can sign up to join one or more roundtables, receive roundtable notices and minutes. [Click here for complete information](#).

Contact the Director of Roundtables at roundtable@pmi-portland.org.

- | | |
|---|--|
| 1st Friday
(7:15-8:45 am) | South Roundtable
Mentor Graphics campus, Wilsonville |
| 2nd Thursday
(5:30 - 7:00 pm) | SolarWorld Roundtable STARTS MARCH 11
SolarWorld USA, Hillsboro |
| 2nd Friday
(7:15-8:45 am) | NW Roundtable
Con-way, Portland |
| 3rd Tuesday
(7:30-8:30 am) | NE Roundtable
Portland State Office Building |
| 3rd Thursday
(7:30-9:00 pm) | West Roundtable
Nike World Headquarters, Beaverton |
| 4th Wednesday
(7:30-8:45 am) | Downtown Roundtable
Unitus Plaza, Portland |
| 4th Friday
(7:15-8:45 am) | North Roundtable
Clark Public Utilities, Vancouver |

For details, maps, and moderators see the [chapter website](#).



A professional photographer will be on-site to document Chapter Meeting events and activities. Photos are the sole property of PMI Portland. By registering for or attending these events, attendees understand that all photos may be used for promotional purposes.



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March 16 Keynote Presentation

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PROJECTTEAMS unstuck! – Multicultural Teams

The makeup of teams is constantly changing, creating unique challenges for teams to perform at the championship level that is demanded in today's workplace and economy. Culture and behavior norms are being challenged at an all time high in the workplace.

Multi-national, multi-generational, and cross functional teams whether collocated or virtual are growing at significant rates and challenging traditional styles and modes of behavior and communication. Cross functional teams are demanding that barriers be removed, department silos be blown up and results achieved.

This speech will provide the project manager with a framework to analyze, understand, and get your multicultural team unstuck! Come to this presentation and learn some fresh ideas on culture that most of us have experienced but did not have a language to discuss. Bring your multicultural team and start your journey at this dinner meeting to take some steps to move your team to high performance.

About the Presenter



Tom Sheives, PhD, PMP, Executive Director, Business Development with True Solutions, Inc., is a consultant, author, speaker and coach. His mission is to "Get Project Teams and Management Teams unstuck!" Tom's new book **OPPORTUNITY unstuck!** describes key principles discovered from his recent experience in training over 175 executives with the Panama Canal Authority.

Tom has helped companies such as Texas Instruments, Lockheed Martin, and Microsoft. He leads companies to develop a solid methodology in project management. Tom has written and delivered training for PMP® certification, PM Fundamentals, Requirements

Development, Leadership and Teaming and has launched an exciting, new OPPORTUNITY unstuck! workshop.

Tom is a graduate of Texas A&M, Baylor University, University of New Mexico, and Coach U and is on the faculty of the University of Texas at Dallas. He is also trained to use project team assessments, several 360° assessments, the Winslow Personality Assessment, and the Personal Coaching Styles Inventory.

Why Pre-register?

Although you can register at the door for the Chapter dinner meeting, pre-registration is preferred. This helps us to assure there are enough tables, chairs and food for you. Register online now....

- You will be entered into a drawing for a free meeting.
- There is a \$10 fee for walk-in registration.
- Online registration closes at 10 am the Monday prior to the meeting.

Register Here!

Questions? Contact [Director of Registration](#).

Chapter Meeting Logistics

- 4:00 Registration Table Opens
- 4:30 Educational Presentation #1
- 5:00 Educational Presentation #2
- 5:30 Networking
- 5:35 New Member Orientation & Q&A
- 6:30 Dinner and Announcements
- 7:00 Keynote Presentation

Free Parking!
Get a pass at the registration table.

Online registration closes Monday prior to the meeting at 10 am.

Doubletree Hotel—Lloyd Center
1000 NE Multnomah
Portland, OR 97232
(503) 281-6111

PMI Portland Chapter Members - Keynote Presentation \$25, Educational presentation \$10, Both for \$35

PMI Portland Chapter Student Members - Keynote Presentation \$10

Non-Members - Keynote Presentation \$30, Educational presentation \$10, Both for \$40

Keynote Presentation only (without meal) - \$12

Price is \$10 more at the door. (PMI members and student members must provide PMI number at the door to receive member pricing.)

No refunds within 24 hours of the meeting.

Contact the [Director of Registration](#) for registration questions.



**Project Management Institute
Portland Chapter**



March 16 Educational Presentations

Two sessions - different times

We've changed these offerings based on feedback from the January and February meeting attendees. Keep the ideas coming!

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4:30 - Warning! Effective Presentations Are Closer Than You Think!

Learn to be a dynamic presenter! We all have the capability, but not all are born to love public speaking. The great news is that these skills can be learned. Effective presentation skills will guarantee that your audience stays engaged, captivated, and will have a higher retention of material.

In this interactive session, learn how to apply effective tools, tips and tricks appropriate for presenting to any size audience. Multiple facets of presenting will be addressed to guarantee that your audience does not tune out and you leave them wanting more!

- As a presenter you must command your audience. Learn some great techniques for ensuring success!
- Build confidence in your presentation skills.
- Embrace that presenting is FUN! It really is!!

About the Presenter



A. Lynn Jesus-Olhausen is a Project Advisor with Advisicon, Inc. with 13 years of experience in managing projects, mainly in the real estate industry. In addition to being certified as a Project Management Professional (PMP), she earned a BA in Theatre and MA in Education/Teaching from Lewis & Clark College.

Lynn's professional leadership skills combined with her enthusiasm and knowledge make her an engaging and effective presenter. She loves teaching and enjoys sharing her experience and knowledge with others, so they can continue to build upon their own skill set. Her motto is: Lead by Example.

5:00 - Communicating Across the Ages

With four different generations – the Veterans, the Baby Boomers, Gen X and Gen Y – working and living together, collisions are not uncommon. The generation gap is widening with diversity in world views and work philosophies. To be successful, you need to be able to relate to all ages, bridge the gaps and learn to work together. Join us to discover:

- Who these generations are
- Why they clash
- How to recruit, manage and motivate them

About the Presenter



Dana Barz is a native of Germany and the principal and founder of **danamics**, a business & people development company that creates custom solutions for business leaders facing changes in organizational structure, technology, and ever-increasing consumer demands.

Dana began her career in organizational development and operations management more than 15 years ago in the healthcare and customer service industries. Today, she is part of a select group of independent affiliates with Resource Associates Corporation, a global leader in business and management consulting and leadership development.

Dana, who specializes in strategic planning and professional growth, recently facilitated a leadership development process for sales managers at a national manufacturing firm.

Her work resulted in a 54% increase in new business and a 75% reduction in unintended sales turnover. In 2007, she was featured in the American Society for Training & Development international e-newsletter for her expertise on how to establish effective communication with customers in every age group.

Her clients include Peacehealth, Jeld-Wen Industries, Cascade Healthcare Community, Goodwill Industries, American Licorice Company, Bendbroadband and Destination Hotels & Resorts.

Currently, Dana serves on the board of directors at the Human Resource Association of Central Oregon, is the program chair of the Business Success Program Council at the Bend Chamber of Commerce and is a member of the National Speakers Association.

March Dinner Meeting Menu

Lemon and Chive Glazed Salmon with Pacific Shrimp and Wild Rice Pilaf
Or Mediterranean Vegetable Purse



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**Now Accepting Nominations
for Board of Directors**

Don't miss this opportunity!

The annual election of officers for the Board of Directors of the Portland Chapter of PMI for the 2010-2011 board-year will be held in April. We are now accepting nominations for all positions.

Nominees must be members in good standing of the Portland Chapter.

The term of office is July 1, 2010 to June 30, 2011.

Nomination deadline is March 28th - BUT DON'T WAIT!

Serving on the Board is an opportunity to give back to the profession, to gain new leadership skills, and to expand your network. All positions, except President and Past President, are open. Incumbents can choose to be nominated, but can only serve two consecutive terms in one position. Board positions that are open for election:

Executive Committee	Portfolios
President Elect	VP Membership
Secretary	VP Outreach
VP Finance	VP Marketing
VP at Large	VP Operations
	VP Programs
	VP Professional Development

Check out the chapter website for all position descriptions www.pmi-portland.org.

How do I get nominated?

You indicate what position you're interested in by completing the [nomination form](#) and emailing it to Joseph Marietta, PresidentElect@PMI-Portland.org.

- ◆ Gain invaluable experience
- ◆ Strategically lead your portfolio to better serve our 1300+ members
- ◆ Highlight your leadership skills
- ◆ Give something back to your profession
- ◆ Strengthen your professional network
- ◆ Take the next step in your career

Don't let this opportunity slip by!

**2010 Excellence In Project
Management Awards (EPMA)**



**EXCELLENCE IN PROJECT
MANAGEMENT AWARDS**

The PMI-Portland Excellence in Project Management Awards (EPMA) Program acknowledges, honors, and widely publicizes a project team, an individual project manager and a senior high school student for their superior management of a recently completed project. The primary goals of the awards are to:

- Recognize and celebrate project excellence in the Portland community
- Increase awareness of project management principles and disciplines
- Encourage PMI-Portland member involvement
- Increase Portland metro business community awareness of PMI and the PMI mission

The PMI-Portland Excellence in Project Management Awards (EPMA) is now accepting applications for:

1. Project of the Year Award
2. Project Manager of the Year Award
3. Student Project of the Year Award

The PMI Portland Chapter website, www.pmi-portland.org contains all of the necessary information needed to apply for the awards. Look under Chapter Activities, EPMA.

Application Deadlines: April 15 (PM & Project) June 1 (Student)

Finalist Notification: May 15 (PM & Project) June (Student)

Award Ceremony: June 15 Chapter meeting

For more information, contact the EPMA team at awards@pmi-portland.org.

Write an Article & Earn PDUs!

Write an article or book review for the newsletter.

[Click here](#) for details or contact newsletter@pmi-portland.org



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Let your voice be heard!

The 2010 Annual Membership Survey is coming soon

The PMI Portland Chapter will survey its members starting March 22 through April 20. The survey, conducted via Survey Monkey, is an annual event to measure member satisfaction with Chapter services, processes and activities.

In short: How can we make your membership more valuable? Your survey responses help the PMI Portland Chapter more effectively deliver the programs that fulfill our Chapter's vision:

"To be the innovative leader in the region for advancing project management, making individuals and organizations more successful. We are a responsive and collaborative center of excellence promoting ethics, quality, knowledge, skills, integrity and leadership."

In the coming weeks, you'll receive ongoing information about the survey from emails, newsletter content, and the PMI Portland website.

Stay tuned!





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Project Management Institute Portland Chapter



PMI Portland Workshops

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Project Teams Unstuck! Multicultural, Multigenerational, and Virtual Teams

March 18, 2010 7:30 a.m. - 4:30 p.m.

Watch YouTube video clip: Click [here](#)

What if I asked you, "What is your favorite, most successful career project of all time?" And you answered, "Outsourcing jobs to India!"

Can you imagine a project like that as being your favorite and most successful?

Well, that was exactly the case for Jeff, a professional I met after a speech I gave in Cincinnati, Ohio, in 2009. I subsequently coached Jeff in my professional practice, and one of the things that I ask my new coaching clients is "Tell me one thing in your career that you are most proud of." I was really taken back by his response.

Jeff was in his 20th year at a global relationship management company. His prized project, the one he was most proud of, was a project in which he was in charge of the transition team tasked with outsourcing approximately 20 jobs to India. Can you imagine the emotions going around during THAT project? How would you have felt if you were in charge? How would you have felt if you were the one whose job was being outsourced?

- What did Jeff do to make his multi-cultural, virtual project so successful?
- How can your cross-functional, multicultural, virtual, and multi-generational teams and projects have highly successful results?

Come to the March 18th PROJECT TEAMS unstuck! workshop to discover the significant contributors to the success of these teams. It is information you don't want to miss for today's ever-widening business settings. Attend this workshop and get not only course handouts but a free copy of Tom's 2009 book **OPPORTUNITY unstuck!**

Dr. Tom Sheives, PMP, Executive Director Business Development True Solutions, Inc.

Logistics:

World Trade Center, Plaza Conference room, 121 SW Salmon, Portland

PMI Portland Chapter Members \$225, Non-members \$245

7 PDUs

Registration closes 03/16/2010 at 5 p.m.

[Details and Registration](#)

Innovation Critical: Innovation & Effective Leadership

April 13, 2010 7:30 a.m. - 4:30 p.m.

This interactive workshop is about identifying, developing and promoting the essential behaviors and mindset that enable us to innovate and adapt to change. It's about discovering some powerful patterns that define the difference between successful innovation and getting trapped in the status quo. These patterns or mental models have the power to make each of us more effective team members and project leaders. Or, undermine even the most thoughtfully designed projects or innovation processes, when we fail to recognize the patterns we're following.

Participants will:

- Explore innovation as a personal discipline, one that isn't just about new products and services but about being more effective and creative in all aspects of our work.
- Gain leadership insights into how to make teams more adaptable and resourceful.
- Distinguish patterns of thought and behavior that lead to innovation from those that are counterproductive.
- Learn to recognize patterns of organizational behavior, and anticipate how those patterns may promote or undermine innovation and project success.
- Gain techniques and insights that drive breakthrough outcomes.

Each participant receives a copy of the instructor's book: Thinking Clockwise, A Field Guide for the Innovative Leader.

Dennis Stauffer is an internationally recognized thought leader on the attitudes and behaviors that drive innovation and personal effectiveness. He's the founder of Insight Fusion, LLC, a speaking, training and consulting firm that works with companies of all sizes to help individuals, teams and organizations boost their capacity to innovate and succeed.

Logistics:

World Trade Center, Plaza conference room, 121 SW Salmon, Portland

PMI Portland Chapter Members \$225, Non-members \$245

7 PDUs

Registration closes 04/11/2010 at 5 p.m.

[Details and Registration](#)



Project Management Institute Portland Chapter



\$100 Discount for Professional Development Symposium

PDS 2010 announced today that special early-bird registration pricing has been extended to **March 19**, 2010. The extension of the deadline allows attendees almost an additional month to take advantage of the conference savings

Eugene Bound, James Brown, Randall Black and Bob Rosner will speak as the keynotes for the four-day event. Keynote topics include; the value of project management, managing project teams and "Kill What's Ugly While It's Young™ and Other Unspeakable Project Management Truths."

"The depth and breadth of this year's content is outstanding. We are fortunate to have so many talented and well-known speakers come and speak at PDS 2010," comments Dianne Johnson, PDS 2010 Sessions Lead. "The theme, IT'S TIME TO LOOK UP, really captures the essence of what this conference offers. The attendees are in for four days of exciting topics relevant to their needs."

Those interested in taking advantage of the extended early-bird registration should visit the PDS 2010 website at pds.pmi-issig.org. To receive updates, join the conference's LinkedIn, Facebook or Twitter group page.

PDS 2010 will be held **June 27-30 in Seattle, WA** and offers up to 20 PDUs. It combines efforts of the Information Systems Special Interest Group (PMI-ISSIG), Puget Sound Chapter and other Region 1 chapters. For more information, please visit pds.pmi-issig.org or email pds.registration@pmi-issig.org.

PMP/CAPM Exam Prep Registration is open

If you are an experienced project manager ready to become a certified Project Management Professional PMP, or you are looking to establish your credibility in the application of project management processes as a Certified Associate in Project Management (CAPM), then this course is a great step to help prepare you for the Project Management Institute (PMI) examination.

Certified PMPs will bring the Project Management Book of Knowledge (PMBOK) methodology and real-world experiences to the classroom. The PMP project management credential is recognized worldwide as an ISO quality instrument.

Classes will be held starting April 17th for 4 Saturday's from 9:00 am to 5:00 pm and a final 4 hour class on May 15th. Good attendance in the course satisfies the education requirements for both the CAPM and PMP application. Students will receive a copy of the PMI PMBOK (4th

edition), third-party sample questions (Rita Mulcahy 6th Edition PMP Exam Prep coursework) and course slide decks. Seating is limited.

Dates: April 17th 2010 through May 15th, 2010

Cost: PMI Members \$895, Non-members \$995

Register before March 14th and receive a \$100 discount

Location:

DeVry University
Keller Graduate School of Management
9755 SW Barnes Road
Portland, OR 97225

For details and registration, go to the PMI Portland Website.

Darin Goble, PMP
VP Professional Development
vp_prof_devel@pmi-portland.org

J Hootman, MS, MBA, MPM, PMP
Director of Certification
certification@pmi-portland.org

PMI Launches Career Central

Need an easy place to find career-related resources and information? PMI now has such a place—Career Central on PMI.org, devoted to managing your project management career. Fresh and original content that is updated weekly will guide you through your job and career moves. PMI.org/CareerCentral

In addition to links, Career Central provides access to content related to career advancement. Much of this original content is focused along the lines of industry, specialization, particular career stages and trends according to regions. Content includes text articles, interactive features, illustrated slideshows and podcasts.

Among the types of information you will find are:

- Career advice and interviews with experts in career management
- News and analysis to help guide your career decisions
- Counseling features to help you negotiate a raise, improve your networking skills and position yourself as an expert and
- Information to help you stand out to current and potential employers

Links take you to a variety of PMI programs and services designed to aid your career, including:

- Certifications and credentials matched to practitioner career levels;
- Academic program information to help you consider opportunities to advance your education in project management;
- Career Headquarters jobs and résumé service; and
- Professional development opportunities such as SeminarsWorld®, eSeminarsWorldSM and PMI global congresses.

Please visit PMI.org/CareerCentral often.

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Two New Scholarship Opportunities from PMI Portland Chapter

PMI-Portland has partnered with the global PMI Education Foundation (PMIEF) to offer two new scholarships, each for \$1,250, for local students. The scholarships are open to high school seniors and currently enrolled undergraduates who are enrolled in a project management curriculum or in a field benefiting from project management. Students involved in a 2-year community college program pursuing a certificate program in project management are also eligible to apply.

Applications are currently being accepted at the PMIEF website; <http://www.pmi.org/pmief/scholarship/>. The deadline for submitting applications is **June 1st**, and the scholarships will be awarded between June and September.

Eligibility Criteria

Applicants must be enrolled in or applying for an accredited undergraduate two year or four year degree program. For the two year degree program, applicants must also be enrolled in or applying for a Project Management Certificate Program. For the four year degree program, applicants must be enrolled in or applying for a degree program in project management or a related field of study benefiting from project management. In addition to the criteria noted above, applicants will be reviewed with the following order of priority:

1. A resident of the Portland Metro area (including Clackamas County, Oregon, Columbia County, Multnomah County, Washington County, and Yamhill County, in Oregon, or Clark County, or Skamania County, in Washington) attending or planning to attend any two or four year accredited college or university.
2. An individual attending or planning to attend a two or four year accredited degree program at a college or university in the Portland Metro area as defined above.
3. An individual attending or planning to attend any two or four year accredited college or university in the states of Oregon or Washington.

Questions on the application process or eligibility criteria can be directed to acad_outreach@pmi-portland.org.

Please help us spread the word about these scholarship opportunities!

**Rita M. Jenks, PMP, Director, Academic Outreach
PMI-Portland Chapter**

Volunteer of the Month - J Hootman



Please join me in congratulating our March Volunteer of the Month, J Hootman. J is a dedicated Project Management practitioner as well as educator. He is a significant contributor to the Chapter providing both his energy and leadership through his role as Director of Certification. As a recent transplant to Portland, J comes to us from the Tampa, FL Chapter where he was also an active PMI volunteer. Since J has been with the Portland Chapter, he has made major contributions to our PMP Prep class program. J has matured the PMP Prep Class offering by bringing in distance e-learning elements to compliment the classroom setting, and has also supported classes as an instructor across multiple topics.

J is an Adjunct Professor at DeVry University - Keller Graduate School of Management. His enthusiasm for the discipline is evident as he actively introduces his students to the PMI organization and promotes involvement by bringing younger members into the organization. His devotion and dedication to chapter is very much appreciated. Thanks J!

Darin Goble, VP Professional Development

Looking for chapter meeting presentations?

Go to our website and select **Member Resources > Meeting Handouts** from the menu bar.

New Member Meeting

Held during the Chapter Dinner Meeting Networking hour.

We meet directly after the Educational Presentations at 5:35 pm in one of the Education rooms – listen for the announcements at the beginning and end of each session for the room. Join us to learn about who we are and what we offer, to answer your questions, and to meet other new members.



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www.pmi-portland.org

Welcome New Members

Brownie, Mike
 Chen, Chi-Yu
 Cockerham, James
 Hamm, Lisa
 Hatcher, Richard
 Hayes, Steve
 Kenworthy, Susan
 Kersey, Peggy
 Lucero, Rosabelle
 Marcus, Vic
 Marshall, Timothy
 McKinney, Bonnie
 Morgan, Pauline
 Mugge, Christopher
 Naramore, Maria
 Richardson, David
 Sangra, Rajeev
 Schaaf, Jennifer
 Solosky, Danielle
 Stein, Nichole
 Sternkopf, Peter
 Thommen, Karla
 Tubby, Ron
 Vermeulen, Mike
 Wilson, Chris
 Wood, Edwin

Membership information is provided to the chapter monthly by PMI Headquarters. There may be a 1 to 2 month delay due to newsletter publishing constraints. Contact PMI Headquarters at (610) 356-4600 or www.pmi.org to change or manage your membership information.

Congrats New PMPs



Breitengross, Allen PMP
 Fenwick, Dave PMP
 Newman, Lee PMP
 Ribas-Lopez, Carlota PMP
 Robinett, Mark PMP
 Szubart, Frank PMP





Business Management

Organization Effectiveness

Technology Enablement

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Project Management Institute Portland Chapter



PMI+PMF join forces for Winter Career Networking Event

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The PMI Portland chapter, together with the Program Management Forum, held the third Career Networking Event, "Taking the Work out of Networking" on Thursday, February 25th at Ernesto's Italian Restaurant in Portland.

Scheduled after work hours from 6:00 – 8:00 pm, attendees were able to mingle with PMI and Program Management Forum members, mix with recruiting companies and industry educators, and meet fellow professionals. The event also featured five career and life coaches who were available for targeted 15-minute private sessions. Sponsorships from APEX Systems, Inc., DeVry University, Innovation Frameworks, Keller Graduate School of Management, Portland State University – School of Extended Studies, Willamette University MBA, and VanderHouwen & Associates, Inc., helped fund the event, along with our career coaches: Jennifer Anderson, Diane Dreizen, Susan Goldstein, Dorothy Tannahill Moran, and Joshua Waldman.

With a relaxed, casual atmosphere, the evening was designed to make networking easy and fun. Ernesto's, was a great venue for the event with fantastic appetizers, background music, a dedicated bartender, and a large, inviting space.

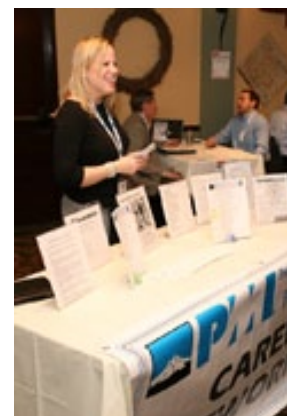
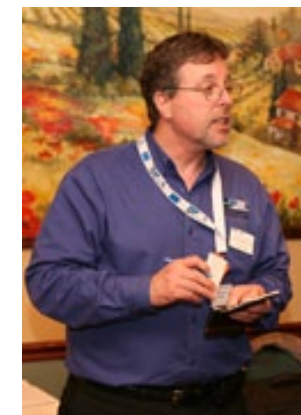
PMI and PMF wanted to find ways to really help take the work out of networking for attendees. Ice breaker games with fun, conversation-sparking questions were placed on tables around the room. In addition, dedicated greeters were assigned to help inform event-goers on the event's activities and to make introductions.

Raffles were also conducted throughout the evening to allow the sponsors to talk about their organizations and to collect business cards from interested attendees.

Over 18 volunteers were involved in making the self-catered evening a true success! Thanks to all of the volunteers who helped make this event possible: Chloe Beard, Michael Braschayko, Wendy Peterman, Carol Taylor, Corkey Devlin, Darcy Gallagher, Jeff Brummel, Jeremy Black, Erik Odegard, Jerry Young, Suzanne Ward, Alpesh Parikh, Elsa Duran, Chris Lorentz, Maureen Meador, Shirley Briggs, Corkey Devlin, Holly Howard. A very special thanks to the Networking Event Planning Team for making the Winter event, the best yet: Michael Braschayko, Darcy Gallagher, Wendy Peterman, Carol Taylor.

The Networking Team is planning to host more frequent, informal networking events in the future, with the first of these tentatively planned for June 2009. Watch for more details in the coming months. If you have suggestions or comments please feel free to email them to me at networking@pmi-portland.org.

Pam Melton, Director of Career Networking





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Advisicon Sponsor materials



Todd Williams PMP, keynote speaker



Mike Wegener PMP



Joanne Alai and Cynthia Jolliver



Melinda Ogles-Lee, Lynn Jesus Olhausen and Advisicon colleague



Grant Smith PMP



Dave Fenwick

Many thanks to Erik Odegard for the photos.



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PreMortems – Hype or Innovation?

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In a recent Harvard Business Review article, Gary Klein suggests an interesting approach to identifying risks at the beginning of a project. He calls it a premortem, riffing on the postmortem that engineering teams usually run at the end of a project. Klein explains,

A postmortem in a medical setting allows health professionals and the family to learn what caused a patient's death. Everyone benefits except, of course, the patient. A premortem in a business setting comes at the beginning of a project rather than the end, so that the project can be improved rather than autopsied.¹

PMI Fellow Max Wideman argues that the premortem is hype - a fancy name for risk analysis.

Call it "premortem" if you wish, but a project risk assessment should be conducted at a high level and at the very earliest phase of a potential project, indeed to determine the level of risk when preparing the project's business case.²

True, but I think Klein has a useful insight here. He asks premortem participants to imagine that the project has already failed, and then work backwards to come up with reasons for that failure. Klein cites research by Mitchell, Russo, and Pennington on the mental technique of prospective hindsight, which "found that prospective hindsight—imagining that an event has already occurred—increases the ability to correctly identify reasons for future outcomes by 30%."

This subtle mental shift apparently helps premortem participants be more prolific at finding possible causes of failure before they happen. Klein gives this example:

A typical premortem begins after the team has been briefed on the plan. The leader starts the exercise by informing everyone that the project has failed spectacularly. Over the next few minutes those in the room independently write down every reason they can think of for the failure—especially the kinds of things they ordinarily wouldn't mention as potential problems, for fear of being impolitic. For example, in a session held at one Fortune 50-size company, an executive suggested that a billion-dollar environmental sustainability project had "failed" because interest waned when the CEO retired.

Klein says that "[the premortem] reduces the kind of damn-the-torpedoes attitude often assumed by people who are overinvested in a project," but he does not offer any data contrasting its effectiveness with more traditional risk identification methods.

I firmly believe, like Max Wideman, that hashing out risks and acting on them early is critical to making complex projects successful. That crucial risk discussion allows you to prevent some problems and to build the

flexibility to react swiftly to others when they do occur. Whether you do it in the traditional way, or using a premortem, just do it!

1 Klein, Gary, Forethought Grist section, Harvard Business Review, September 2007

2 Wideman, Max, "Old Wine in New Bottles?" http://www.maxwideman.com/musings/old_wine.htm

Jeff Oltmann is principal consultant at Synergy Professional Services, LLC in Portland, Oregon (www.spspro.com). He is also on the graduate faculty of the Division of Management at Oregon Health and Science University. Jeff welcomes your questions and ideas. You can contact him at jeff@spspro.com or read previous articles at www.spspro.com/resources.htm.

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Managing Multicultural Teams

Working with other people can be the greatest source of satisfaction, but it is not without challenges, particularly with multi-cultural teams. We are more commonly exposed to more people from across the globe and need a way to be effective. Memorizing the subtleties of the many different cultural regions across the globe is not feasible, but there is one simple practice to create unique and strong personal relationships. That is to learn to be aware of your stereotypes.

Stereotype - a widely held but fixed and oversimplified image or idea of a particular type of person or thing.

Stereotypes often encumber personal relationships. Usually they are negative, but both negative and positive can be inaccurate and lead you to the wrong conclusion. Once embraced, it is all that we see. To our eyes the other people lose their individuality. When working with another person, take time out to see what your stereotypes are and remember that this is not the other person. Then engage with them and see them for perhaps the first time!



Matthew Horvat is a coach for Lean Project Consulting, Inc. He lives in Portland and consults to the AEC industry.



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Rachel Paulson



Joseph Marietta



Dianne Johnson



Kathy Pemberton



Shancy Saban



Jeff Oltmann



Jeff Brummel



Jeremy Black



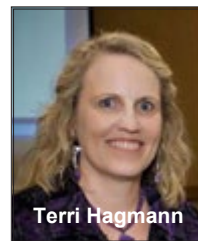
Jimmy Godard



Eldon delaCruz



Darin Goble



Terri Hagmann

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President Elect	Joseph Marietta PMP
Past President	Dianne Johnson PMP
Secretary	Kathy Pemberton
VP Finance	Shancy Saban
VP At Large	Jeff Oltmann PMP
VP Marketing	Jeff Brummel PMP
VP Membership	Jeremy Black, PMP
VP Operations	Jimmy Godard PMP
VP Outreach	Eldon delaCruz PMP
VP Professional Development	Darin Goble PMP
VP Programs	Terri Hagmann PMP

Chapter Mission	To promote the profession of Project Management by creating a culture and community that facilitates professional growth through education and volunteerism.
Chapter Meetings	Third Tuesday of every month except July and August. Check chapter website to confirm meeting dates.
Chapter Web Site	www.pmi-portland.org
Newsletter Editor	newsletter@pmi-portland.org
More Contact Information	See the "Contact Us" page and the "FAQ" page on the PMI Portland website .
Mailing Address	P.O. Box 5966, Portland OR 97228-5966
Voice Mail	(503) 243-6657
PMI GOC (Global Operations Center)	www.pmi.org