



The Chapter Celebrates IPM Day

By Maureen Sammis and Judy Koldewyn

On November 5, PMI New Jersey Chapter celebrated the 5th Annual International Project Management Day by offering an audience of over 500 attendees, a Professional Development Seminar. The first Thursday of November is a day when around the world project managers are appreciated. The four excellent speakers for this celebration shared their expertise on managing high-functioning teams.

The first speaker of the day was Lisa DiTullio, who spoke on Expected Behaviors: Road Rules, Not Road Rage. The focus of Ms. DiTullio's session was about optimizing team behavior, team work and how to get the team performance we all want. The power of the "singular hero" is no more. The work of a project is

best done through collaborative efforts and team work. We need to embrace the power of many. Team work is difficult.

"Simplicity" is the key. She used the analogy of "serving vanilla for success". The simpler we keep our business practices the more apt we are to follow them. Over time we will see our organization adopt a model of simplicity for success.

Ms. DiTullio spoke about the power of the number "4" as representing things that are sturdy. The number of letters in four equal the number four and it is the only number where this is true. She used this as a segue into how we form our teams:

We form teams in 4 easy steps:

1. Define the team – not whom do you want or need but what you want to have for your team to be successful. If we declare what we need we are likely to get who we are looking for.
2. Define the project- Do the planning and set team goals. Establish goals for the team understanding what it is like to transfer from an



Continued on page 4

The Power of Choice

By Michelle LaBrosse, PMP®

Think about all the important choices you make in life. What to do for a living? Who to partner with in business or life? Whether to raise a family or not? How to spend or save your money? How to spend your time? Where to volunteer?

Every day, we're faced with choices, and I think sometimes we all forget about the power of choice and taking time to look at our choices and evaluate the risks. Risk management is one of those terms that engineers are very comfortable with, but other folks may shy away from the idea thinking it's too complex.

So, let's break down the idea of risk management, and then use energy independence as our example to think the process through.

Risk management is a continuous process which:

- Identifies risk
- Analyzes risk and its impact, and prioritizes risks that could do the greatest harm
- Develops and implements strategies to mitigate risk

Continued on page 6

In this Issue

2	3	7	8	9
President's Message Networking LIG News	2010 Programs	2010 Scholarship Program Holiday Giving	Volunteer of the Quarter	Newly Certified PMPs

President's Message

By the time you read this message the Holiday season will be past. We hope you had a blessed holiday season and look forward to an exciting and fruitful new year. The board made a contribution to three New Jersey charities on your behalf.

We are looking forward to another year to provide opportunities for growth for all our members. We have opened another satellite location for the monthly meetings. (We are still looking for other locations to provide networking and access to the live presentation from the main site.) We will be starting a mentoring pro-

gram within the month. We will host another Symposium in May and the IPM event in November. We are planning a Networking half day session in the Spring. We are always looking for volunteers to start new activities and help with planning and executing of ongoing events.

We will acknowledge students with scholarships toward college education, students in graduate school with the Student Paper competition, and future project managers who have achieved their Eagle and Gold awards through scouts.

We are looking to award the Project of the Year to acknowledge the activities of our members to accomplish the diligence of their pursuit of project management excellence.

This year we will have our election of officers for the board. Ed Miller, past President, is responsible for the slate of officers for the board election.

Contact Ed if you have suggestions or nominations.

Finally, let us know about activities that the Chapter should pursue. We want to help initiate new activities to enhance our profession and community. ▲

Career Networking LIG: January Meeting

Managing the First Impression

Whether you are meeting a new boss, changing jobs or looking for your next promotion, managing the impression you make and how you come across to others often determines your success or failure. Seemingly small things often make a big difference in interactions with others. We all have our own unique style of communicating with others.

Join Linda Trignano of Trignano Coaching & Consulting, LLC and learn some of the subtle yet important ways we all communicate and how you can use this knowledge to your advantage in making the best impression you possibly can. ▲

Chapter Meeting	Networking Topic
01/19/10 Dolce, Basking Ridge	Linda Trignano: Managing the First Impression
02/16/10 Pines Manor, Edison	Panel Discussion: The health care industry – culture, networking and opportunities
03/16/10 Dolce, Basking Ridge	Open Networking Session
04/20/10 Pines Manor, Edison	Paul Caligiuri, PhD, Professor of HR Management: Three Ring Career
06/15/10 Parsipanny Hilton. Parsipanny	Open Networking

2009-2010 Program Schedule

Meeting Date	Speaker & Topic	Venue	Satellites
19 Jan 2010 Tuesday: 5:30 to 9:00 Earn 1.5 PDUs	Adam Josephs: Creating Committed Projects in Uncertain Times Sponsored by: BTII Institute	Dolce, Basking Ridge	Camden Fairfield Iselin Moorestown Princeton Roseland
16 Feb 2010 Tuesday: 5:30 to 9:00 Earn 1.5 PDUs	Joseph (Joe) D. Launi, PMP: Schedule Oriented Project Planning (SOPP)	Pines Manor, Edison	TBA
16 Mar 2010 Tuesday: 5:30 to 9:00 Earn 1.5 PDUs	Rick Morris: A Real Risk Assessment	Dolce, Basking Ridge	TBA
20 April 2010 Tuesday: 5:30 to 9:00 Earn 1.5 PDUs	Project of the Year	Pines Manor, Edison	TBA
3 May 2009 Thursday: 8:00 to 5:00 Earn 8 PDUs	Annual Symposium	Pines Manor, Edison	None
15 June 2009 Tuesday: 5:30 to 9:00 Earn 1.5 PDUs	Student Project of the Year	Parsippany Hilton, Parsippany	TBA

In order to preserve our nation's valuable resources and to reallocate this cost savings to further improve our programs, copies of the presentations will NOT be provided at the meetings. The presentation materials will be available from the chapter's website at least a week before the meeting.

IPM Day

Continued from page 1

“individual” to form a group of individuals that will form the team.

3. Identify supporting behaviors
4. Define accountability – this is the step that makes it all happen.



Aita Sasso opens the PMINJ IPM Day symposium.

Ms. DiTullio said that setting the following Expected Behaviors at the beginning of team formation, and posting these Expected Behaviors on each agenda, has been something that has followed her throughout her career.

- Treat others with respect
- Support and promote inter and intra-departmental teamwork
- Appreciate needs and impacts of our own work on others
- Demonstrate the ability to problem solve and make timely decisions

- Actively seek and receive feedback for improvement
- Consistently share information and knowledge.

Ms. DiTullio also laid out the Rules of Engagement for effective teams. These create a set of operating norms that the group says they will strive to achieve.

- Establish operating agreements
- Actively engage in problem solving and decision making
- Have accountability
- Utilize conflict resolution
- Determine the leader’s role

She closed by saying “you should always have a hunger for change” but “always start with vanilla”.

The second speaker of the morning was Dr. Carol Mase, who addressed the topic of Situational Thinking: Making the Most of Collaboration. You need to trust that an organization is put together in a way that it can adapt to what is happening. She stressed that we need to turn “think” into a supporter of collaboration. Organizations are built around innovation. Build innovation into a product.

Project Management is about making things out of ideas. The work of a Project Manager is not a set of “tasks” but rather a set of relationships. Thinking styles are habits. We can all think in all five of the thinking styles:

1. Sequential – tactical - brainstorming
2. Hierarchical – goals and milestones
3. Episodic – 1-2 yr. strategy
4. Network -3 yr. market evaluation
5. Web – 3-5 yr. market creation

The body of knowledge (hierarchical) is that which we bring with us to a team. She used the example of how if you asked everyone to think of a chair, everyone’s chair would be different.

Episodic- this is the connection between linear and non-linear thinkers

Network thinking – Dr. Mase focused on this and said that in some of her experiences she was the “net” in that she created and developed the relationships that allowed her team to get the “work” done. She demonstrated the usefulness of using the SWOC chart – Strengths, Weaknesses, Opportunities and Challenges. But instead of creating lists, to use the chart in a horizontal fashion to see different results from using the list format.

Nancy Northrup , the third morning speaker’s topic was Faster! Better! Cheaper! Ms. Northrup, a Six Sigma black belt, discussed the benefits of Lean Thinking. Lean transformation requires changes to tools, standards and procedures. Her session focused on listening to the Voice Of the Customer and the use of the 5S process to determine opportunities for improvement.

Ms. Northrup offered 5 Lean Principles for managing change:

1. Specify value in the eyes of the customer
2. Identify all the steps along the process chain
3. Make the processes flow by performing the 5S process
4. Make only what is pulled by the customer when creating reports
5. Strive for perfection by continually removing waste

The 5S Process includes:

- Sort – keep only what is necessary

Continued on next page

IPM Day

Continued from previous page



Dr. Tom Sheives' topic was *Project Teams Unstuck – Multicultural and Virtual Team Management*

- Store – create a place for everything
- Shine – take corrective action
- Standardize – utilize documented standards
- Sustain – monitor/measure

The afternoon workshop was conducted by Dr. Tom Sheives, whose topic was *Project Teams Unstuck – Multicultural and Virtual Team Management*. His focus was on what is 'stuck' and 'unstuck' in project teams and how 'individuals' get stuck in their personal and professional life.

He defined culture as the 'way we do what we do'. He discussed the 10 dimensions of culture, e.g. environment, time, tradition, language.

He would add an additional phase for team formation called Selection to the historical Forming, Norming, Storming and Performing phases.

He spoke about the 5 dysfunctions of a team according to Patrick Lencioni:

1. Absence of trust
2. Fear of conflict
3. Lack of commitment
4. Avoidance of accountability
5. Inattention to results – "not about me" but about achieving results

To the above list, he added another di-

mension: Improve decisions

Dr. Shieves had the audience participate in a series of interactive role playing exercises to further deliver the concept of working in multicultural teams. He concluded with an "Unstuck Team Model" which has the following phases:

- Build Trust
- Master Conflict
- Improve Decisions
- Achieve Commitment
- Embrace Accountability and
- Focus on Results. ▲



New for
2010!

Want to learn more about Program & Project Assessment (P&PA)?

Sign up for our Newsletter

Get access to:

- ✓ P&PA Survey Results
- ✓ Which leading frameworks support P&PA?
- ✓ Which leading framework is ranked last relative to P&PA? **The answer may surprise you!**
- ✓ Key features of an assessment framework
- ✓ Effective assessment tools and techniques
- ✓ Expert advice and best practices

Sign up at: www.projectrx.com/contact.php

ProjectRx is an Instructor Alliance Partner with ESI International

www.projectrx.com

(908) 520-2283

Choice

Continued from page 1

- Tracks risks and risk-mitigation implementation plans
- Communicates key information about risk such as what you're learning and what you're seeing so your organization keeps getting smarter and can become pros at mitigating risk.

If you think about all the risks involved when it comes to a space mission, NASA surely knows a little something about risk. Let's look at how they frame risk management.

So, now let's look at your own energy independence through the lens of risk management.

Risk: Supplies of oil decrease while demand soars, causing energy prices in all sectors to rise faster than inflation while investments grow slower than inflation.

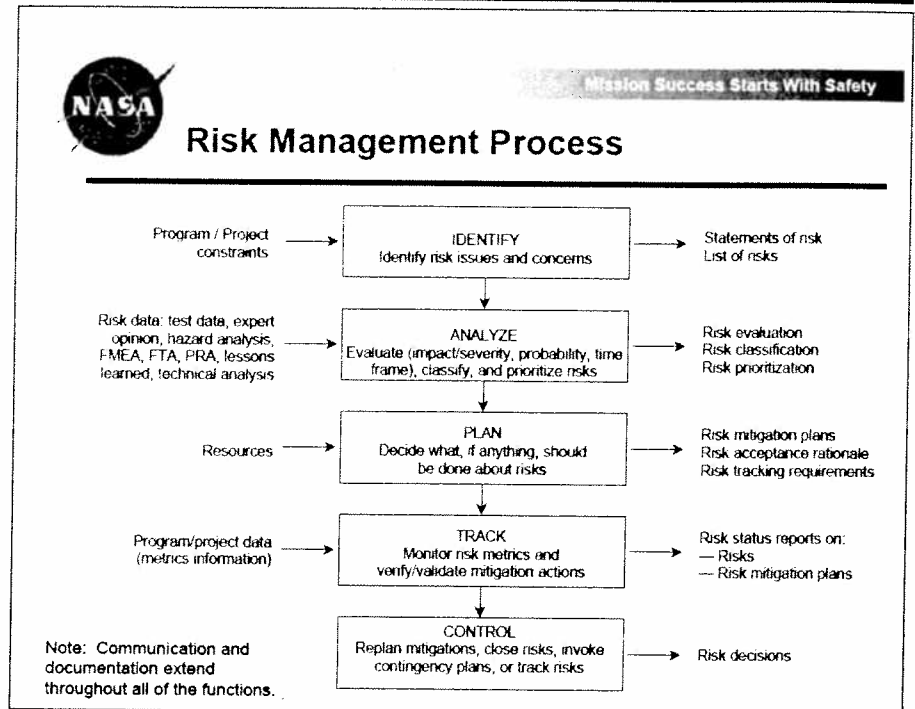
Impact: Larger percentage of day-to-day expenses are required to cover costs of energy for transportation, day-to-day living and business operation, significantly reducing profits, competitive position, and long-term financial security.

Risk mitigation strategy: Research and review alternative energy options that might make the most sense for your area. Do a financial analysis of investment versus savings over time for best options. Choose the best option, and put it to work for you.

Track: Your successes and key lessons learned.

Communicate: Share what you've learned with your company and with others. Is there a non-profit or community organization that could really benefit from what you've learned?

For me, when I look at my choices from a risk-management perspective, it makes them seem a lot less intimi-



Source: NASA's Langley Research Center

dating, and instead, quite the opposite – Empowering!

I used energy as an example because I think it is one of those issues on everyone's mind. That's why we developed the Project Energy Professional Certification. This 70-hour program is divided into two levels:

Project Energy Professional Level 1 - At this level, you have passed the 35-hour online Project Energy Independence course and hold a Certified Project Management credential from the Project Management Institute (PMI®) – either the Project Management Professional (PMP®) or have earned the Certified Associate in Project Management (CAPM®) by taking the Cheetah PM Fundamentals Online Certificate program.

Project Energy Professional Level 2 - At this level you have successfully completed an energy project for another operation, and they have given you a passing score on the Project Management Scorecard for your project.

The Project Energy Professional certification proves you have the knowl-

edge AND skills to lead projects that help both companies and individuals become more energy independent and self-sufficient.

If this is a choice you'd like to make, download our complimentary Solar Energy SmartStart™ Guide at www.cheetahpower.net. No risk management strategy needed. Just download and think about the energy choices you want to make for your future.

Chief Cheetah Podcast Is Yours for the Downloading

Download our podcast at <http://podcast.cheetahlearning.com/podcastgen/> and hear the words straight from the Cheetah's mouth.

About the Author

Michelle LaBrosse, PMP®, is an entrepreneurial powerhouse with a penchant for making success easy, fun and fast. She is the founder of Cheetah Learning, the author of the Cheetah Success Series, and a prolific blogger whose mission is to bring Project Management to the masses. ▲

PMINJ 2010-2011 Scholarship Award

(IMPORTANT SUBMISSION DATES)

The nomination forms for both new applicants (currently high school seniors) and renewal candidates (previous year recipients) will be posted on the PMI NJ website in the late December 2009 or early January 2010 timeframe. The application form for new applicants is expected to borrow heavily from the Common Application for Undergraduate College Admission. We will also include a description of the process as well as list important milestone dates associated with the selection process on the website.

Note that applications for high school seniors will be due March 1, 2010 and the renewal applications for previous year recipients who are in college presently will likely be due on or around May 15, 2010.

For more information or to volunteer to assist with application review, contact Patrick Gibbons at d-scholarships@pminj.org or pgibbons@telcordia.com. ▲

Keep your address updated at PMI.org

Holiday Giving

As a part of your chapter's community outreach program, the following charities received donations from PMINJ.

Trenton Area Soup Kitchen, Trenton NJ.

TASK has a three-fold mission. The first is meal service. The second is to help our patrons achieve lives of self-sufficiency and the third is to make the greater community aware of our mission and our needs.

Make-A-Wish Foundation of New Jersey, Union NJ

Make-A-Wish offers children with life-threatening illnesses the opportunity to be swept away by what that one magical experience will hold for them and the memories that they will always cherish.

The Greater Newark Holiday Fund, Inc. In association with The Star-Ledger, Newark NJ.

Given the present economic times, the help the fund provides to the people of the Greater Newark area is needed all the more. Your donation will make this a happier Holiday for many people who, otherwise, might have lost hope. ▲



New for 2010!

CPPA™ Certification (Program & Project Assessment)

Distinguish yourself from the crowd!

Requirements:

- ✓ PMP® or PRINCE2® certification
- ✓ Complete 3 day P&PA training
- ✓ Pass the P&PA Exam
- ✓ Submit Assessment Management Plan

New Jersey classes are now forming

Sign up at: www.projectrx.com/contact.php

PMP is a registered trademark of the Project Management Institute, Inc. PRINCE2 is a registered trademark of the Office of Government Commerce (UK).

CPPA™ Certification is not affiliated with PMI or OGC.

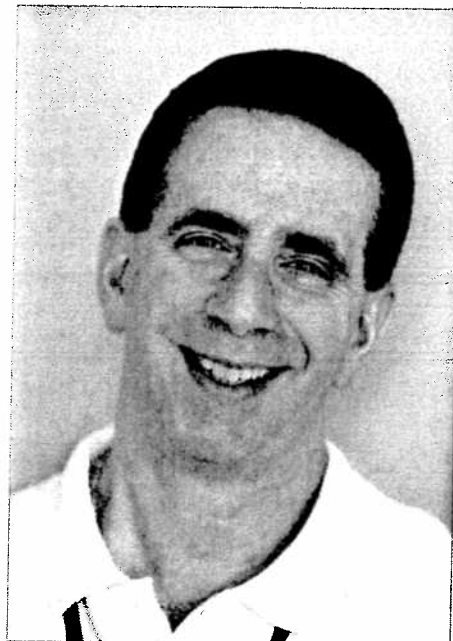
ProjectRx is an Instructor Alliance Partner with ESI International

www.projectrx.com

(908) 520-2283

Dave Case: Volunteer of the Quarter

Dave has been a member of the New Jersey Chapter since 1999 and received his PMP certification in 2002. From 2000 through 2006, Dave was the chapter's newsletter editor. He continued to generate the newsletter even while he was working at the Kennedy Space Center in Florida. Once he returned to NJ to work at Telcordia Technologies as a Senior Project Manager, he became the chapter's lead photographer.



For the past three years, all the pictures taken at the monthly meetings and at the May/November Symposi-ums have been the responsibility of Dave Case. During this time, he has taken over 1,800 pictures for the monthly meetings while he and his photo team have shot over 3,500 pictures for both the May and November events. A portion of these pictures appear on the chap-ter's website. All of the pictures can be previewed at www.damaca.smugmug.com/pmi/.

Please join us in congratulating Dave Case as the PMI NJ Volunteer of the 4th quarter of 2009.

**Volunteer for the PMINJ!
Network with fellow PMs and earn PDUs!**

M a s t h e a d

Newsletter Advertising Rates & Sizes

Full Page	9.25" x 7.5"	\$400
Half Page	9.25" x 3.75" vertical OR 4.75" x 7.5" horizontal	\$200
Quarter Page	4.5" x 3.75"	\$100
1/8 Page	2.25" x 3.75"	\$60

Deadlines for 2010 issues

Spring	March 1, 2010
Summer	June 1, 2010
Fall	Sept. 1, 2010

PMINJ is not responsible for the content or quality of any advertisement included in this newsletter. Also, this is not an endorsement of any product, service or establishment included in the newsletter.

Advertising requests should be submitted to marketing@pminj.org

Please submit articles in MS Word, RTF, Mac Pages or plain ASCII text. Graphic files should be in **high resolution** JPG, GIF or EPS.

All members are invited to submit articles, meeting reviews or other items of interest for publication.

The newsletter editor can be reached at: editor@pminj.org.

Congratulations to our new PMPs

Jessie Adams
 Pooja Ahuja
 James Arcoleo
 Edmund Austin
 Tejashree Bambulkar
 Pari Boopalan
 Ian Boyle
 Steven Bruchey
 Christine Buchta
 Richard Budhu
 Elaine Collyer
 Brad Cutler
 Alfonse Dazio
 Kristin DeVos
 John Dorgan
 Daniel Edelman
 Alan Edmunds
 Ramkumar Elangovan
 Leonette Ferebee
 Paul Finkernagel
 Michael Hollick
 Jacqueline Howell-Marthone
 Raijean Johannsen
 Buddhi Kalakheti
 Ash Khan
 Vijay Khanchandani
 James Klepper

Valentino Koricki
 Anu Kotagiri
 Maureen Kulaga
 Justin Lahullier
 Wendy Lasater
 Dovina Laurence
 Jeanette MacGwyre
 Paul McClelland
 Virginia Leigh Mendillo
 Srinivasan Nageswaran
 Srinivas Naikoti
 Craig Norgard
 Judy Olivo
 Juan Pacheco
 Pragna Patel
 Syed Humair Quadri
 Lorna Reid
 David Rothenberg
 Sathishbabu Sandu
 Alan Schneider
 Rosanne Schwab
 Sambit Singh
 Karen Wadams
 Andrew Yoon
 Glenn Zaleski
 As of Dec 1, 2009

Looking for Inexpensive PDU's? Here are some suggestions.

Volunteer Service

An activity that will cost you time, not money, is volunteering. You could serve a project management organization, or provide a project/program management-related service or volunteer coaching services to a non-profit community or charitable group.

PMI® Publication Quizzes:

These are meant to provide credential holders with an inexpensive (US\$15-65) and convenient way to earn PDUs. When you purchase a quiz bundle from PMI.org, you receive PMI-published articles and white papers with accompanying quizzes that test your learning.

If you obtain a quiz score of 70 percent or higher you will earn between one and two PDUs per quiz in Category 3. PMP and PgMP credential holders can earn a maximum of 20 PDUs per certification cycle and PMI-SP and PMI-RMP holders can earn a maximum of 10 PDUs per cycle using Publication Quizzes.

PMINJ Membership Growth

Membership as of Dec 1, 2009

Total members = 4440

PMPs = 2989 = 66.8%

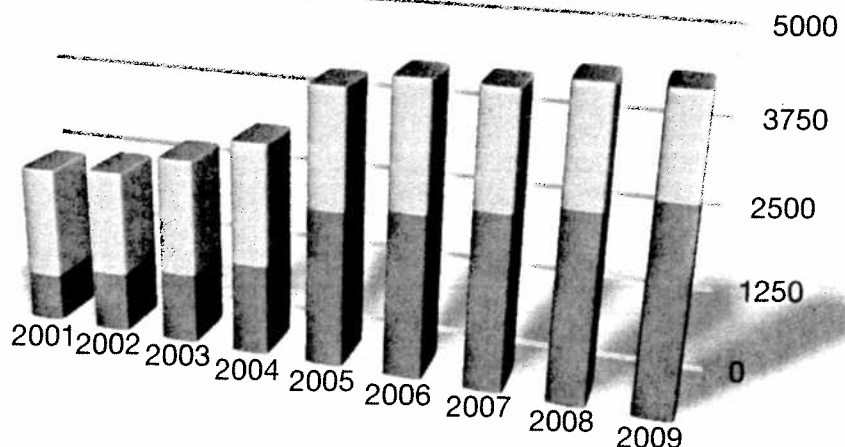
CAPMs = 16

PgMPs = 7

PMI-RMP = 3

PMI-SP = 3

■ PMPs



Winter 2010



c/o Latha Sharma, PMP
2 Elwell Avenue
Budd Lake NJ 07828-2803

Prsrt First Class Mail
U.S. Postage
PAID
New Brunswick, NJ
Permit No 5274

Some call it Project
Management Training.
We call it getting
the job done.



Stronger skills mean better project performance to get the job done. PM College is the REP[®] provider of choice for customized onsite training. Competitive pricing. Unparalleled attention. That's the PM College difference.

pmcollege



Job-Based Tracks and Certificate Programs Component-Based Courseware
PMP[®] Certification Preparation Program Blended Training Delivery Solutions
Assessments and Learning Metrics

© 2008 Professional Development Solutions, Inc. "PMP" and "REP" are registered marks of the Project Management Institute, Inc.

pmcollege.com :: 888.619.2819