

Baseline Newsletter

April 2025



PMI GREAT LAKES

From the President's Desk

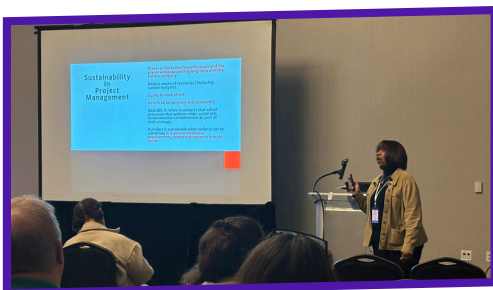
Were you part of our 2025 Spring Symposium – did we catch you learning?

We had so much FUN and learned so much – and we have other events coming up that I hope you are able to attend:

More happening in April – our CDOS (Community Day of Service) – on April 26th – are you planning to be a part of that community giveback event?



In May, we have two events planned with our learning partner IIL – our virtual monthly meeting on May 12, 2025, and our virtual Lunch & Learn on May 21, 2025. I hope you plan to attend these meetings, learn something new and earn valuable PDU's!



I'm here for any questions, suggestions, and conversation that will help us be a better Chapter for you.



Please let me know if you have any feedback at president@pmiglc.net
THANK YOU!
Synthia S. Adams





SUCCESS

What they said about Spring Symposium 2025!

From one of our keynote speakers ...

“Thank you Anand. The event was fantastic and the chapter did a great job putting it on. I have had the privilege of attending chapter events all over the world and this took the cake!”

from another of our keynote speakers ...

“Really appreciate PMI Great Lakes Chapter for allowing me to be their keynote speaker, and allowing me to help them IN-VISION Their Future! Thank you to Synthia Adams PMP, Sean McConnell, and Suja Joseph for everything.”

and from one of our attendees ...

“I recently attended the #PMIGL25 Spring Symposium, which focused on sustainable project management, and it was a truly enriching experience. The event was well-organized under the leadership of Synthia S. Adams, PMP

The lineup of speakers was excellent. Dr. Joel Carboni keynote on integrating sustainability into project management was insightful. Niel Magsombol, SPCT, SPCT, was equally inspiring, as he shared power of small actions.

The symposium also provided great networking opportunities and interactive breakout sessions, led by experts like Branden Clements and Dr Pitchiah "Pitch" Balasubramanian PhD, MBA, MS, PMP, PgMP, PMOCP "Pitch" Balasubramanian, PhD, MBA, MS, PMP, PgMP, PMOCP. This made it a wonderful learning experience. Kudos to PMIGL for organizing such a meaningful event! I am looking forward to applying these learnings in my projects.”

We hope everyone enjoyed Symposium 2025 and if you couldn't attend this year, make plans to attend in 2026!



Be a Volunteer – **Give** of your Time and Talent – **Make** a Difference

- ✓ **Build Professional Networks and serve your community**
- ✓ **Grow in Professional Development and earn PDUs**
- ✓ **Gain Experiences and develop as a Leader**
- ✓ Volunteering can make a difference in your profession, community and life!

See the link below

[Find an Opportunity | PMI Volunteering](#)

or via the QRcode below



Volunteer Opportunities Available



Communications Team

§ Manager of Communications

Marketing Team

§ Manager of Marketing Volunteers (qty 2)

§ Manager of Publicity (qty 2)

§

Professional Development Team

§ Manager of Seminars

Outreach Team

§
§
§
§
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Director of Corporate Outreach

Manager of Affiliates

Manager of Automotive Outreach

Manager of Healthcare Outreach

Manager of Construction Outreach



We'd Love for You to Volunteer!
MAKE AN IMPACT, GAIN VALUABLE EXPERIENCE,
EARN PDUS AND HAVE FUN!!



Think You've Got PM Game? Step Into the
Arena – Project Feud Is On!
PMIGL's Project Feud: The PM SHOWDOWN!
Date: June 7, 2025 / 🕒 Time: Saturday, 1 PM

Registration goes live May 1st !
pmiglc.org/event-registration?eventId=42170

Presented By Director of Volunteer
Promotions, Kandra Chinnshaw, PMP
Open Volunteer Roles Will Be Showcased

Not up for playing the game? You can still join the fun! Be
part of our
"And the Survey Says" segment—your real-life expertise will
determine who wins!
Survey incoming! Just respond when you see it in your inbox.

Upcoming Events

Watch soon for an email to register

Monthly Meeting

Monday, May 12th at 6-7pm ET

Topic: The Experience Culture - Pathway to Project Management Evolution

Al Zeitoun

ILL - International Institute for Learning

Senior Executive for Enterprise Solutions



Some cultures focus on command and control of the hierarchy. The result is that only the executives can initiate certain activities and make critical decisions. The frontline workers have little or no authority and / or power to solve customers' problems in a novel way. Executives that are rewarded for meeting budgets and deadlines may be afraid of disruptions from new ideas. Executives may not know how to overcome resistance to changes resulting from an innovation or new idea. Experience cultures focus on ensuring international and effective collaboration is at the center of ways of working.

All companies sooner or later may come up with a few brilliant ideas that lead to success. But the companies that are highly successful have a continuous stream of brilliant ideas largely due to their culture which supports innovation and creative problem-solving. This webinar will explore the critical changes that organizations are facing as they shape their future experience culture. The pathway to project management evolution is built on the achieved strategic value project management is taking and this is leading to rethinking operational models, ways of working, and the next mindsets.

Lunch & Learn Meeting

Monday, May 21st at 12-1pm ET

Topic: Emotional Intelligence in a Digital World

Guy Grindborg

ILL - International Institute for Learning

Vice President and Senior Consultant



As our lives become increasingly digital, we're getting more adept at skimming and sampling huge volumes of information... while doing something else at the same time. We live in a state of continuous partial attention, with unlimited amounts of data always at our fingertips. But as we train our brains to switch tasks and scan, we're rapidly losing our ability to concentrate, contemplate, and truly connect with others.

Research shows that trust, empathy, and attunement are critical components of high-performing teams. So how do we build these values and skills (which are central to Emotional Intelligence) when so many of our relationships are mediated by screens and devices.



Sponsors Welcome

Sponsorships Wanted and Welcome!

PMIGL communicates its message to members and other stakeholders through its website, monthly newsletters, dinner meetings, email blasts, and various events throughout the year. Advertising and sponsoring events with PMIGL provides a cost-effective solution to reaching potential customers in the project management profession. Our members and stakeholders fit into one of these three groups – consumers, influencers, or buyers of the services and products related to project management.

PMIGL offers the following means of advertising:

- Events sponsorship (i.e., Annual Spring Symposium, PDD, Golf Outing, workshops, monthly dinner, quarterly breakfast, and happy hour events)
- Monthly Baseline News (12 issues) and weekly emails and reminders
- Dinner meeting sponsorship with slide deck advertising
- Web Advertising
- Chapter Sustained Sponsorship
 - Chapter Sustained Sponsorship is designed to allow companies to build a presence within the project management community and experience maximum exposure through various PMIGL opportunities. Sponsorship at the chapter sustained level features multiple event sponsorships and combined advertising packages. Benefits included in the Chapter Sustained Sponsorship are at a discounted rate when compared to individual sponsorship offerings.
- Virtual Events
 - We have sponsorship events, which will be available in physical and virtual formats in 2025. Details of virtual and in-person events are available in the Planning Calendar.

If you work for, work with, or know someone who would be a potential sponsor, you can download the Sponsor Packet [here](#) or have them email Director.Marketing@pmiglc.org. Help our chapter provide more benefits to you, our members!



PM Musings by April Callis Birchmeier CSP, PMP, CCMP™

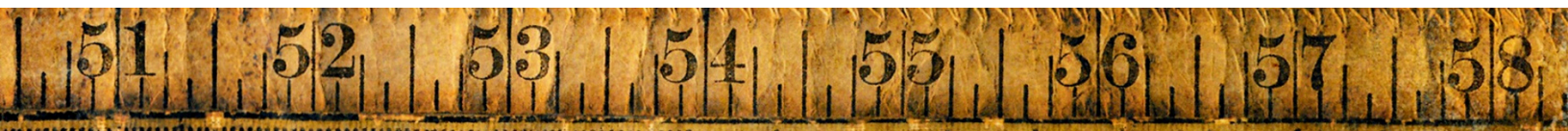
Measuring Expectations: Building Change Resilience One Inch at a Time

When I was seven years old, I discovered an advertisement for a cash register bank in a children's magazine. With \$5 from my birthday burning a hole in my pocket, my imagination soared. Instantly, I envisioned myself confidently running a bustling business—maybe selling handmade crafts or offering ballet lessons—and eagerly collecting payments in my very own cash register. My mother, sensing the vividness of my imagination, gently guided me toward reality. She grabbed a measuring tape from her sewing table and showed me exactly how tall five inches was. It dawned on me then that my "business tool" was merely a small toy, not the professional cash register I had imagined. However, by carefully setting my expectations, my mother prepared me for reality without diminishing my enthusiasm or imagination.

This childhood memory resonates deeply with me as a Change Management professional. Often, when leading change initiatives, I find that organizations are brimming with initial excitement and visionary ideas. Leaders envision transformative changes with enthusiastic anticipation, much like my childhood excitement over the cash register. However, without careful calibration of expectations and a grounded understanding of practical realities, even the most promising visions can falter and lead to disappointment.

Balancing enthusiasm and practicality is a key skill I've learned to develop through clear and honest communication, just as my mother demonstrated. Change professionals must become adept at nurturing visionary aspirations while gently introducing the practicalities and constraints of real-world implementation. This delicate balancing act is essential for sustaining enthusiasm, maintaining morale, and ensuring buy-in throughout the change process.

One strategy I often employ is the "reality check"—a technique where we collaboratively visualize and communicate the practical implications of upcoming changes. Similar to how my mother used a simple measuring tape, I might use workshops, pilot projects, or interactive sessions to make abstract concepts tangible and relatable. This approach not only sets clear, realistic expectations but also empowers teams by giving them ownership in shaping the journey ahead.



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Building resilience within teams is another crucial aspect of successful change management. Resilience doesn't mean shielding teams from disappointment; instead, it means equipping them to face challenges and adapt positively, even when outcomes don't perfectly match initial expectations. My early lesson from the cash register experience taught me the power of preparedness. By openly discussing potential hurdles and adjustments needed along the way, teams can develop a flexible mindset, ready to respond constructively to unexpected situations.

I have seen this principle in action through many change initiatives. For example, during a large ERP project, we anticipated resistance due to fear of uncertainty. By openly acknowledging these concerns and transparently outlining the challenges we might face, the team became more resilient and adaptable. Instead of reacting negatively when confronted with obstacles, they chose proactive responses, turning challenges into opportunities for growth and innovation.

As Change Management professionals, we must continually foster resilience. We must encourage imagination and visionary thinking while grounding our initiatives in reality. By clearly communicating expectations, recognizing limitations and preparing teams for adaptability, we build a culture capable of positively navigating change.

My five-inch cash register was smaller and less grand than I initially imagined, but my mother's guidance ensured I wasn't disappointed, I knew what to expect. Similarly, our goal in managing change is not to prevent imagination or excitement but to skillfully guide these emotions toward realistic and resilient outcomes. When we do this effectively, we turn potential disappointments into meaningful, successful, and transformative experiences.

April Callis Birchmeier CSP, PMP, CCMP™ is a PMP, Global Guru in Organizational Culture, and internationally known organizational change management expert who implements change for government, health care, and corporate clients. As a Qualified Education Provider, she prepares and trains project professionals to pass the CCMP™ Certified Change Management Professional certification. Join to learn the proven 5-Step R.E.A.D.Y framework for leading change and prepare to earn the global Certified Change Management Professional (CCMP™) accreditation!
www.readysetchangemastery.com





News from Peak Business Management

PM Illustrated with PMP Practice Exam Preview

This PM Illustrated opportunity includes reviewing the [PMP Practice Exam from PM Illustrated](#) and providing your feedback. [Sign up for a free PM Illustrated account](#) and get started! This preview is great for PMP candidates and anyone needing PDUs.

Try it out, give your feedback, and self-report your PDUs

That's right! When you participate in project management activities like the one above, you can self-report your time in the [PMI CCRS System](#) and receive PDUs. Since everyone's PDU dashboard is unique, it's a good idea to view your certifications and your PDU needs across the talent triangle before submitting your PDUs. Need more PSU information? Check out the [CCR handbook](#)!

Become a reviewer for the upcoming PMI Standard for AI

The draft comment period is now open for the PMI Standard for Artificial Intelligence in Portfolio, Program, and Project Management. Did you know that if you review a PMI standard and provide your feedback, you will be acknowledged in the publication, and you can also **claim PDUs for your time**? Not only that, but you'll be among the first to know what's new at PMI. Sounds like a win-win! Bookmark this link to see this and all [Current PMI Standards Projects](#). Don't hesitate! The window for the PMI AI standard closes on April 7th.

PMI Academic Scholarships! Apply by May 1st

PMI offers a variety of academic scholarships from sources such as The PMI Educational Foundation, the Memorial Fellows Scholarship, and many more. The eligibility criteria can vary, but most scholarships can be applied for with one PMI application. [Check it out!](#)

Live Bootcamps as low as \$995!

Earning a PMI certification can not only help you transition into a formal project management role but also equip you with best practices aligned with the global standards set by the Project Management Institute (PMI).

Check out the details and available dates on the [Peak website](#). Use code PMP2025 to save an additional 15% off of the lowest PMP Bootcamp price.



Job Opportunity

The PMI Job Board has enhanced features, making it easier to connect job seekers and employers in the project management industry. You can access PMIGL's Job Board of local postings at <https://pmiglc.org/job-postings>



What is Disciplined Agile Certification?

As a leader in project management education, we are working with Peak Business Management to offer the official PMI Disciplined Agile workshop and DASM certification program for individuals looking to pass the exam and become a Disciplined Agile Scrum Master (DASM). Learn more at <https://pmiglc.org/peakbusinessmanagement>

Earn Free PDUs!

Peak Business Management, is offering chapter members free PDUs! Please [visit their website](#) for more details. Be sure to use the password PeakPDU0922 to access this offer.

PMIGL is thrilled to shine a light on our partnership with IIL.

Members have access to an incredible array of benefits and amazing opportunities such as discounts on courses, free webinars, and so much more. Please visit the IIL/PMIGL website

What is KICKOFF™?

KICKOFF™ is a free, interactive project management course that only takes 45 minutes to complete. Use it to get up to speed on project management basics.

Once you're done, you can share a badge that shows you know the basics of managing projects from start to finish. Please visit <https://www.pmi.org/kickoff/> for more Information.

Stay Up to Date with PMIGL

Help promote PMIGL by following us on [Facebook](#), [X \(Twitter\)](#) and [LinkedIn](#), and share our upcoming events and volunteer opportunities as you see posted. You never know what door may open!



Welcome New Members & Congratulations on Milestone Anniversaries
Congratulations to members on their milestone anniversaries this month. Thank you for your valued membership and continued support!
Also, welcome to our new members who recently joined the chapter.



Sustained Annual Sponsorship Opportunities for 2025

PMIGL once again has sponsorship opportunities available for interested companies. Diamond, Platinum, Gold, Silver, and Copper levels are available. This is an excellent way to promote your company's services and products to our membership.

Event sponsorship is also welcome for Symposium, PD Day, Golf Outing, and Monthly meetings with speaker opportunities if selected.

If you know of companies that would like to reach our membership, please connect interested leads with PMIGL's Sponsor Manager (sponsor.manager@pmiglc.net) for additional details and information.

GOLD LEVEL



SILVER LEVEL

