Baseline Newsletter
March 2025

From the President's Desk

Dear Valued Members,

It's March and Spring is on its way! I want to call your attention to our next three (3) upcoming in-person events:

- March 19th – Happy Hour and Volunteer Appreciation at The HUB Stadium in Novi
- April 11th – Annual Spring Symposium at Suburban Collections Showplace in Novi
- April 26th – Community Day of Service held at Central Michigan University in Troy

Come meet & greet with your fellow members at one of these in-person events. The success of our Chapter is because of our members and our wonderful Volunteers. Come to these events and meet them and maybe join the team and share your skills and enhance others.

Also, we celebrate _Women's Month_, and I want to THANK all our ladies that check in, contribute and go above & beyond to help execute our virtual and in-person events. They create our wonderful email communications, and that attend, put in time and are present at all our member events, working behind the scenes and up front to make our Chapter so great!

THANK YOU!
Synthia S. Adams
president@pmiglc.net

Project Management Institute. Great Lakes

Presents

HAPPY HOUR AND VOLUNTEER RECOGNITION EVENT

WEDNESDAY
19 MAR
6:00 PM – 8:00 PM

LIGHT FARE & CASH BAR
INCLUDED

ENTRY
$20
FOR MEMBERS AND NON MEMBERS . FREE FOR VOLUNTEERS

AT THE HUB STADIUM
44325 12 Mile Rd, H 160, NOVI MI 48377

REGISTER AT
https://pmiglc.org/calendar?
eventId=40754sit

PMI Announces 2025 Mentorship Program

Are you aware that PMI Great Lakes has a mentorship program available to you as a part of your membership? The mentorship program for 2025 is kicking off now. Here are some details about the program for your information:

Program Overview:
The Mentorship Program is designed to connect Project Managers to Mentors who are experienced Project/Program Managers. These mentors will guide their mentees through their career development as well as guide them on how to navigate through difficult situations.

2025 Program Details:
A mentor is someone who provides guidance to another person. A Mentee is someone looking for someone to offer guidance / advice based on prior experience. The Mentorship program is a 10-month commitment, meeting at least monthly, beginning in March of this year. After all forms are received, the Mentorship team matches up Mentees to Mentors according to the details from the forms and interviews that take place during February as forms are submitted. In order for this process to work, the deadline for filling out forms is 2/28/25.

Key Dates:
2/28/25 - All Forms to be submitted
3/15/25 - All Mentor / Mentee matches take place and notification sent via email
3/20/25 - Virtual 2025 Mentorship Program Kickoff

If you want to become a part of the program after the 2/28/25 deadline, look for details with dates for the 2026 Mentorship program next year. Please contact us further if you have any questions.

Julia Lupinacci
Director of Mentorship, PMI Great Lakes
director.mentorship@pmiglc.net

Project Managers, Assemble!

2025 Theme: "**Sustainable Project Management: Driving Change for a Greener Future**"

Sustainability in project management often refers to the Triple Bottom Line (TBL). This framework, often summarized as the "three Ps" - *People, Planet, and Profit* ensures projects drive social impact, environmental responsibility, and long-term financial success. **Join us** at the 2025 Spring Symposium to explore how sustainable project management leads to stronger teams, resilient businesses, and lasting success.
Sustainability isn't just a buzzword—it's the future of project management!

Join us at the 2025 Spring Symposium and learn how to keep your projects on track while keeping the people, planet, and profit in mind. Shaping a sustainable future, one project at a time! Register Now.

Hope to see you there,
Kiesha Williams, MBA, PMP

PROJECT MANAGEMENT COMMUNITY DAY OF SERVICE – CALL FOR VOLUNTEERS!
On April 26, 2025, PMI Great Lakes will host our Third Annual Project Management Community Day of Service, modeled after PM4Change in the Washington, DC area.

For more information on our chapter's PMDoS, click <u>HERE</u>.

You can help local nonprofits address their most critical projects and initiatives by donating your time and project management expertise while earning PDUs! Scan the QR code below to volunteer.

Project Management for Change is a 501(c)(3) nonprofit organization whose mission is to unleash the boundless potential of the Project Management discipline to empower and transform communities around the world. Join us in changing the world, one project at a time!
Visit <u>www.pm4change.org</u> today for more information.
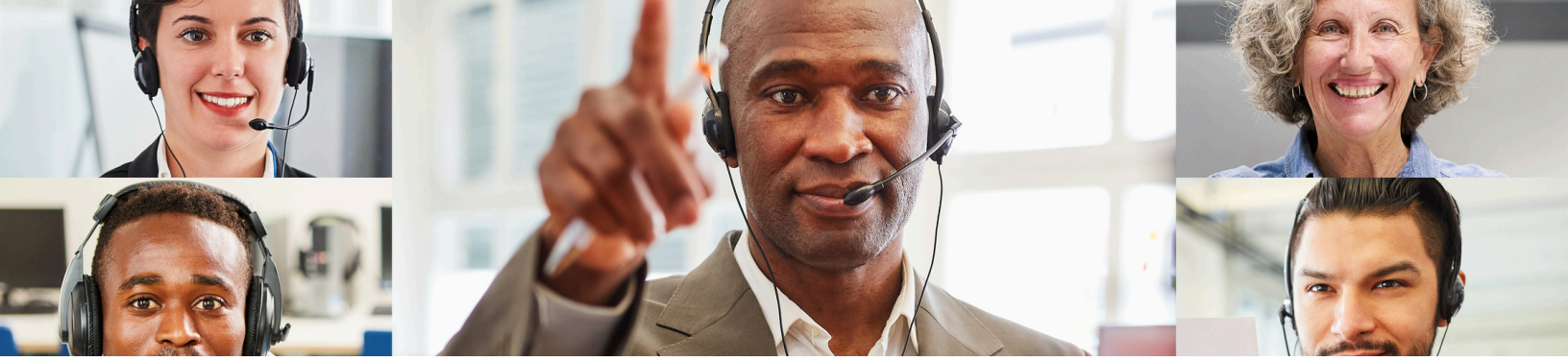
PM Musings by Dr. William A Moylan, PhD, PMP, FESD, DTM

Leading Virtual Teams with NO LIMITS

There is little difference in outcomes when comparing virtual project teams to co-located. Both follow a similar project lifecycle to create a product or service to successfully satisfy the needs of the customer. Additionally, the role of the project manager remains the same - leader, manager, facilitator and mentor/coach. In both, much of the project success relies on the leadership abilities of the project manager.

However, there are special challenges in executing a project through a virtual team. Differences include organizing the project plan, team communications using Information and Communication Technologies, and, leading a team that is spread around the globe.

This article addresses these challenges in leading the virtual team and suggests ways to be successful on virtual projects. Leading projects virtually requires the NO LIMITS approach to effectively manage the virtual project and properly lead the team.

The *NO LIMITS* Approach

Nurturing the project team to bring the members up to speed and encouraging excellence. The difference between virtual teamversus the traditional teamis is mainly in the interaction of the project manager with their team members. The lack of face-to-face contact makes interpersonal relationships, building trust and team cohesiveness more problematic. Since a virtual team is spread across time and space, the project manager will spend more time in building relational capital to harness the knowledge diversity of their virtual teams. This may involve going beyond the immediate project and affect the culture of the whole organization. The upper management of the organization will need to understand the challenges and opportunities of a virtual environment and support it accordingly.

__Out of Sight, Out of Mind__ syndrome requires keeping team members well engaged. Motivating any team requires developing a positive environment, properly recognizing and rewarding teammates, fostering trust and teamwork, and open communications. However, virtual teams contend with the phenomenon of an "ON-OFF Switch"; one deft click of a mouse button and the virtual world can be ignored. In order to address this syndrome, the project manager and team need to jointly build a team code of conduct addressing goal setting, task structures, and reward systems. Regular and structured project status meetings and team member performance reviews help solidify team engagement and morale.

Leadership appropriate to share responsibility while keeping control. The project manager, to lead effectively in a virtual project team environment, needs to build in early "wins" into the project plan, be self-aware, and empower team members. Effective leadership overrides the constraints of no face-to-face communication and virtual information processing. A project manager who is ethical, charismatic and demonstrates effective leadership will yield solid goal setting, task interdependence and ultimately higher quality project deliverables.

Empowering virtual team members may be a substitute for having face-to-face meetings. Delegating leadership helps with covering work while the project manager is absent, recognizes the abilities of team members, helps to avoid ego-bruising of team members, and may help team members mentor others. Such member empowerment leads to improvement in team flexibility and satisfaction. Building a history of trust between members of virtual teams is a sure way of ensuring virtual project success.

Interests of team members need to be understood by the project manager to properly align their expertise with the project. Building community and understanding team member's interests assists in project success. Running a virtual project adds new dimensions to a project manager's skill set. The project manager needs to expand her/his use of communication technologies as well as be able to work with team members from different cultures (both the professional as well as the regional culture) and languages.

Mind Reading, which requires laying out everything ahead of time. The project manager needs to put themselves into their team member's shoes to understand their virtual work environment. Understanding what information needs to be supplied up front for the virtual project to move forward is critical. This requires the project manager to ensure that all documents and artifacts are ready and available at the start of the project. Access to virtual software to assist in sharing and versioning project documents is essential. Checklists specific to virtual teams are helpful to make sure startup procedures are covered.

The project manager and team must be able to adapt to changing conditions during the project's execution. Virtual teams must be as agile as the project market conditions that they face are dynamic. Learning while doing by integrating new knowledge in real time.

Individualized Attention and Recognition of team members, paying close attention to team members on a timely basis. The project manager who hones their communication skills, can build trust and team member satisfaction within a virtual environment. Team member recognition is normally transmitted via email in virtual settings. The project manager must use appropriate email etiquette when electronically communicating.

Tools including Internet and Intranet sites, enterprise and commercial tools on a free/low cost basis. There are many ICT tools available in the marketplace to support a virtual team project, such as, a dedicated team website, instant messaging, asynchronous discussion areas, video conferencing, and knowledge repository. The success of a virtual project depends on the communication channels established between the project team and the client; best to set up and implement early and then use continuously throughout.

Subject Matter Experts (SME) requires understanding their role and their value. Using subject matter experts (SME) can help fill gaps in the project manager's and team's knowledge and skill sets. SMEs can be accessible through a 'yellow pages' on the groupware web site, and/or open discussion forums.

Conclusion

Leading the virtual team is daunting yet doable. There is a considerable amount of change and adaptation to make the virtual project work. The critical success factors to virtual teams are information/knowledge sharing, participatory culture, acceptance of change, and training. The savvy project manager will use the NO LIMITS approach to empower their virtual team as they lead, surfing on the edge of chaos, into an unknown, exciting new future.

If you wish to discuss this topic in more detail, please feel free to contact me at Wmoylan@emich.edu

Best regards,

Dr. Bill

William A. Moylan, PhD, PMP, FESD, DTM

Reprint of Moylan's Mulligans article from May 2020

Click to register for 2025 Spring Symposium.

Check out some of our speakers below

SPRING SYMPOSIUM 2025
APRIL 11, 2025 7AM-5PM
SUBURBAN COLLECTION SHOWPLACE, 36100 GRAND RIVER AVENUE NOVI, MI 48374

BREAKOUT SPEAKERS

MATT MCCARTY — PRESIDENT, MD MCCARTY & ASSOCIATES — MANAGING PUSHBACK – TIPS FOR DEALING WITH RESISTANCE TO CHANGE

DR PITCHIAH BALASUBRAMANIAN — DIRECTOR – INDUSTRY CONSULTING: BFSI NTT DATA NORTH AMERICA — IMPLANTING SUSTAINABILITY INTO EVERY PHASE OF YOUR PROJECT: FROM PLANNING TO DELIVERY

DO NOT MISS THIS OPPORTUNITY TO LEARN, GROW AND NETWORK!

CLICK HERE

FOR MORE INFORMATION — WWW.PMIGLC.ORG

SPRING SYMPOSIUM 2025
APRIL 11, 2025 7AM-5PM
SUBURBAN COLLECTION SHOWPLACE, 36100 GRAND RIVER AVENUE NOVI, MI 48374

BREAKOUT SPEAKERS

DAVID SMYTH — GPM GLOBAL, EXECUTIVE VICE PRESIDENT — REGENERATION: THE NEXT FRONTIER FOR SUSTAINABILITY

SHOSHANNAH LENSKI — ASSOCIATE DIRECTOR U-M CENTER FOR SUSTAINABLE SYSTEMS — RESEARCH FOR THE REAL WORLD: SUSTAINABILITY KNOWLEDGE YOU CAN ACT ON

DWAYNE NATWICK, PMP — CEO/OWNER/TRAINER – CAPTAIN HYPERSCALER, LLC — USING AI AUTOMATION AND AGENTS FOR SUSTAINABLE PROJECT MANAGEMENT

FOR MORE INFORMATION — WWW.PMIGLC.ORG

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BREAKOUT SPEAKERS

DEBORAH HARVEL-JENKINS — PRIVACY MANAGER GENERAL MOTORS — STAKEHOLDER ENGAGEMENT IN GREEN PROJECTS

JONATHAN WILLIAMS — DIRECTOR, PROGRAM MANAGEMENT – VEHICLE & PLATFORMS GENERAL MOTORS — IMPORTANCE OF PROGRAM MANAGEMENT IN THE EXECUTION OF ELECTRIC VEHICLES

DR. WILLIAM "BILL" A MOYLAN, PHD, PMP, FESD, DTM — PROFESSOR EMERITUS, EASTERN MICHIGAN UNIVERSITY — THE BUSINESS CASE FOR GOING GREEN

FOR MORE INFORMATION — WWW.PMIGLC.ORG

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KEYNOTE SPEAKERS

DR JOEL CARBONI — PRESIDENT GREEN PROJECT MANAGEMENT — OPENING

NIEL MAGSOMBOL — TRANSFORMATION ARCHITECT — CLOSING

- **THEME OVERVIEW:** *"SUSTAINABLE PROJECT MANAGEMENT: DRIVING CHANGE FOR A GREENER FUTURE"* IS THE GUIDING PRINCIPLE FOR THIS YEAR'S SPRING SYMPOSIUM. EMPHASIS WILL BE ON BALANCING ENVIRONMENTAL, SOCIAL, AND ECONOMIC IMPACTS OF ACTIONS AND DECISIONS TAKEN TODAY (3 PILLARS OF SUSTAINABILITY).

- **EVENT VISION AND OBJECTIVES:** FOSTERING KNOWLEDGE EXCHANGE, SHOWCASING BEST PRACTICES, AND INSPIRING ACTIONABLE SOLUTIONS FOR INTEGRATING SUSTAINABILITY INTO PROJECT MANAGEMENT.

- **KEY SUCCESS FACTORS:** ENGAGING HIGH-IMPACT SPEAKERS, INTERACTIVE WORKSHOPS, AND NETWORKING OPPORTUNITIES TO PROVIDE VALUE FOR OUR PMI COMMUNITY.

- **VALUE:** EARN 17PDU'S.

FOR MORE INFORMATION — WWW.PMIGLC.ORG

"Stakeholder Engagement in Green Projects"

Applying an approach that strike a balance between all factors – socio, environmental, economic as well as organizational without (or has limited) adverse impacts.

- Building consensus among stakeholders for sustainable goals in projects.
- Managing conflicts between traditional project objectives (e.g., cost and time) and sustainability objectives.

Deborah Harvel-Jenkins

Privacy Manager, General Motors

Project Management Institute. Great Lakes

"Productive Fun for Sustainable Teams"

People have the idea that "fun" is the opposite of "work". They're wrong. (No offense...) Fun is an undervalued resource for productivity, talent retention, and team culture. (And that makes teams more innovative and more sustainable.)

In Joel's unconventional presentation (he's a juggler), you'll learn;

- 3 Trends that are reshaping the world of work
- The key to effective recognition, and 3 easy ideas to do it better
- 3 Practical tactics for team leaders to make boring meetings way less painful

Plus, we'll have a lot of fun. Because that's how it works.

Joel Hilchey

CEO & Executive Director, Beanstalk Creative

Project Management Institute. Great Lakes

"Research for the Real World:
Sustainability Knowledge You Can Act On"

The Center for Sustainable Systems (CSS) at the University of Michigan conducts research, education, and outreach with a focus on having real-world impact on sustainability. Our research seeks solutions that can accelerate transitions across systems – energy, mobility, the built environment, and more – by harnessing the levers of technology, policy, enterprise, and behavior. In this presentation, we will share why and how we use a "systems thinking" approach and present the outcomes of several recent research studies on electric vehicles, packaging, and more, that can inform real-world action in participants' work and personal lives. Lastly, we will make the connection between systems thinking approaches and effective project management.

Shoshannah Lenski

Associate Director, U-M Center for Sustainable Systems

Project Management Institute.
Great Lakes

"Using AI Automation and Agents for Sustainable Project Management"

This presentation focuses on ways to provide a comprehensive understanding of AI automation and its role in sustainable Project Management. Participants will learn the fundamental concepts, recognize the significance of sustainability, and identify the practical benefits and applications of AI in their projects. Additionally, this presentation discusses how AI agents can enhance sustainable practices, offers insights for implementing AI solutions, and examines future trends and innovations at the intersection of AI and sustainability.
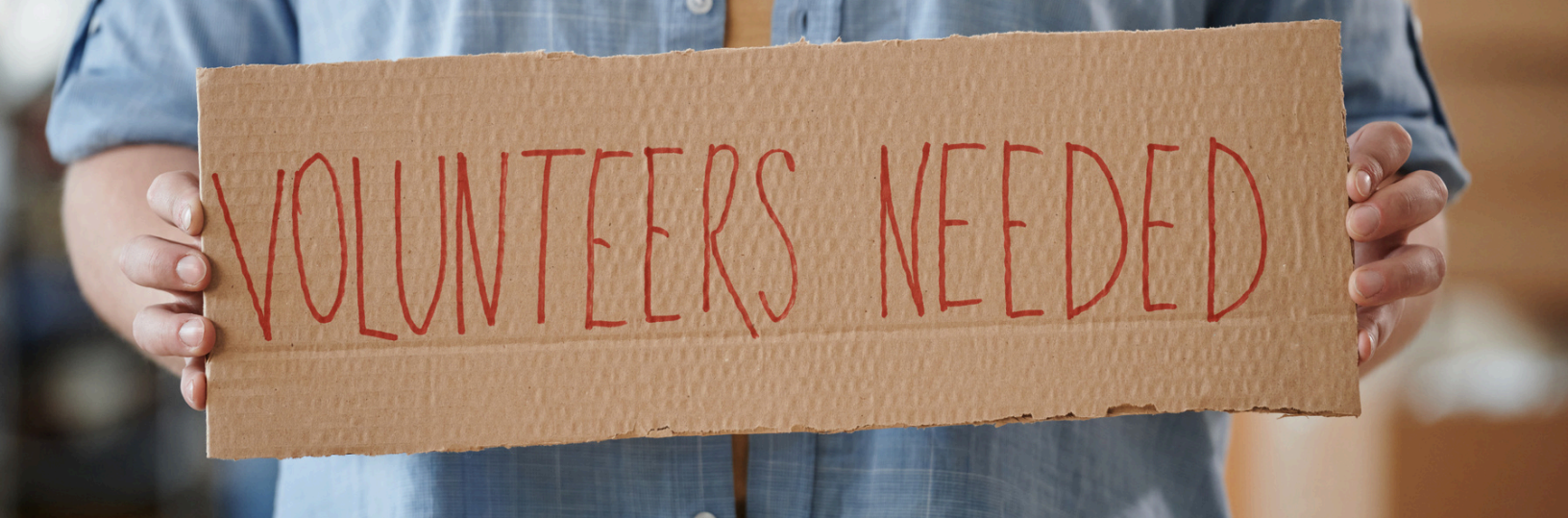
Dwayne Natwick, PMP

CEO/Owner/Trainer – Captain Hyperscaler, LLC

Project Management Institute.
Great Lakes

The PMI Great Lakes Chapter Volunteer Call

The PMI Great Lakes Chapter is on the lookout for passionate members eager to dive deeper into chapter activities! This is your chance to make a significant impact, support the chapter's growth, and earn valuable PDUs for your re-certification. We have exciting volunteer opportunities available across various committee projects, and we need your unique skills and enthusiasm to make them a success.

If you're ready to contribute and be part of something amazing, please complete the online Volunteer Form and send it our way. Let's work together to achieve great things!

Thank you for your interest in our PMIGL Chapter

2025 Open Volunteer Roles

- Outreach Team
  - Director Corporate Outreach
  - Director Military Outreach
  - Manager of Military
  - Manager of Affiliates
  - Manager of Automotive Outreach
  - Manager of Healthcare
  - Manager of Construction

- Communications
  - Communications Manager

- Administrative Team
  - Director of Contracts

- Marketing Team
  - Manager of Publicity
  - Manager of Marketing Volunteers

- Professional Development
  - Seminars Manager
  - PDD Manager

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.
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GOLD LEVEL

SILVER LEVEL