



DIVERSITY in project
management



Striving to promote the participation and advancement of individuals of diverse backgrounds, in the field of project management

A publication of the Diversity Specific Interest Group of the Project Management Institute

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The Diversity Special Interest Group has a website! Check it out! Go to <http://www.pmidsig.org> for a preview.

Earn PDUs! Submit an article for the next publication of the DSIG newsletter by **June 15, 2005**.

President's Message

Join Us!

Stewart White, 2005 Diversity SIG President

I personally welcome the incoming 2005 Diversity SIG Board of Directors. With an ever-changing world, this group of leaders is equipped to bring about effective understanding and rich knowledge of Best Practices. These practices encompass diversity in its many forms and manifestations and create positive environments for appreciation of diversity.

Our challenge is to further expand our momentum in 2005. We have the opportunity to continue growing the DSIG component membership by bringing diverse project management to the forefront; and collaborate with businesses and industries by educating cultural norms to the mainstream.

With your involvement, we can offer top quality programs and increase membership dramatically. Together, we can do all of this and more. Join us! Develop your career! I look forward to working with you over the coming year. Together we can make 2005 the best year ever!

Join us by emailing the Diversity SIG President at presidentpmidiversity@yahoo.com or calling 901-375-6075.

Looking for relevant, reliable and timely information about the global profession of project management? [PMI® James R. Snyder Center for Project Management Knowledge & Wisdom](http://www.pmi.org/info/PIR_KWCOverview.asp)

@http://www.pmi.org/info/PIR_KWCOverview.asp



DSIG ANNOUNCES TWO NEW OFFICERS

DSIG welcomes two new officers to The Board of Directors team during 1st quarter 2005. Faye Smith, PMP and Mark Lurch, PMP will fill PMI Diversity SIG officer positions.

Faye has assumed the VP of Publications position and shall be responsible for promoting the Diversity SIG through publications, newsletters, and other documentation designed to enhance and expand DSIG and PMI.

Faye is a certified project management professional with over 18 years IT project and program management experience in human resources payroll, benefits, and time management systems, as well as mortgage origination, publishing, and global knowledge management systems. She has worked in the corporate environment for a major publishing company, Deloitte, Regions Financial Corporation, and has done consulting for companies such as IBM, Citibank, Chase Manhattan, etc. Faye has a master's associate in Project Management with ESI George Washington University, and is a graduate of the PMI Leadership Institute class of 2004. She has served in component leadership roles with the Nashville PMI Chapter for the past 6 years, and was 2003 chapter president. Faye launched the Academic Outreach Program for High Schools students in Nashville, TN, and is currently serving on the PMI Education Foundation Program committee, leading the efforts to develop the national high school program.

Mark has assumed the VP of Finance position and shall be responsible for the development of financial goals and objectives of DSIG and execution of DSIG financial operating plan.

Mark is a certified project management professional with extensive program management expertise as he has utilized program management and operational skills to improve business performance for Lucent Technologies in multiple countries. Mark has applied research and development of communication systems to develop a host of technology driven applications for AT&T Bell Labs. In addition, Mark has managed multi million dollar projects for producing advanced computing products used to drive displays on various military airborne platforms for General Dynamics.

Both Faye and Mark are open to sharing knowledge and ideas on project management.

Did You Know...

The Diversity SIG is a PMI Registered Educational Provider (REP). PMPs can earn PDUs for each structured DSIG activity they attend, including webinars!



Programs

Programs in Review

February and March Webinars!

PMI Diversity SIG VP of Education, Sheilina Somani, PMP delivered 2 outstanding presentations of **"Different? Alike? Project Management = People Management"** in February and March. Sheilina addresses cultural uniqueness and similarities, methods to communicate more effectively, and appreciating individual qualities while creating and sustaining a team. Both webinar sessions were very well attended and with excellent feedback. Look for another presentation in May!

Up Coming Programs

May, 2005 Webinars (Dates to be Announced)

"Different? Alike? Project Management = People Management." Sheilina Somani, PMP

"Global Project Management – Cultural Competence" – Billy E. Vaughn, PhD

Future Events

PMI EMEA Leadership Conference Presentation

Sheilina Somani, PMP, DSIG Officer

May 21 - 22, 2005,
Edinburgh, Scotland

PMI EMEA Leadership Conference

May 21 – 22, 2005

Have you registered yet for the May PMI Leadership Meeting? Plan now to join your peers by registering today for the May 2005 PMI Leadership Meeting being held 21-22 May, in Edinburgh, Scotland. PMI Leadership Meetings are invaluable learning and networking events.

PMI Global Congress EMEA 2005

May 23-25, 2005

Edinburgh International Conference Centre
Edinburgh, Scotland

Register for the event at: <http://congresses.pmi.org/EMEA2005/Registration/>

PMI Region 14 2005 Symposium - Success through Project Management

June 26 – 28, 2005

International Convention Center
Atlanta, Georgia, USA



(Future Events continued from page 3)

Join your colleagues from around the Southeast at the PMI Region 14 Symposium sponsored by the Atlanta PMI Chapter. Enhance your Project Management knowledge, network with colleagues, and celebrate the 35th Anniversary of PMI and 10 years of leadership by the PMI Alabama Chapter.

Dr. Francis Hartman, Rita Mulcahy and Neal Whitten, prominent leaders in the Project Management field, will share their vision in keynote sessions. Vendors will share their expertise, and educational presentations will be delivered during the 2 full days of educational sessions. Attendees may earn 12 PDUs.

Early registration for the Symposium begins April 1, 2005 and runs through May 14th at <http://www.pmiregion14symposium.org>.

PMI Global Congress North America 2005

September 10 – 13, 2005

Metro Toronto Convention Center

Toronto, Canada

Registration will open June 1, 2005. Register for event at:

<http://congresses.pmi.org/NorthAmerica2004/NextYearsCongress.cfm>

PMI Global Congress North America 2005 Call for Presentations

April 15, 2005

Mark your calendars now! The Call for Presentations is open until Friday, 15 April 2005. The areas of focus for this congress, being held in Toronto, Canada, on 10-13 September, are Education and Certification; New Trends; Problems with Projects: How to Avoid or Fix Them; Project Management in Specific Industries; Project Management Maturity; Project Management Tools and Approaches; Team, Leadership and Marketing Skills; and Advanced Topics for the PMP®. For more information and to submit your proposal, please visit the North American congress [submission site](#) or contact jacqueline.kardon@pmi.org.

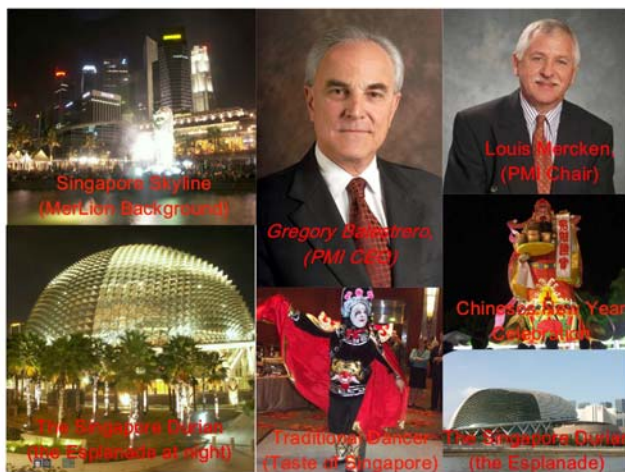
PMI Global Congress North America 2005 Call for Proposal for September 2005 PMI Leadership Meeting

April 29, 2005

The Leadership Development Advisory Group is now accepting presentation proposals for the September meeting. The deadline to submit a presentation proposal is Friday, 29 April 2005. The meeting, held prior to PMI Global Congress 2005-North America, is scheduled for 8-10 September in Toronto, Canada, and will include content for all PMI Component leaders, regardless of their experience levels. The Call for Presentation Proposals is available under the News section of the [Component Leadership Online Community](#). (judy.brennan@pmi.org)

A Taste of Durian - Experiencing the Inaugural PMI ASIA PAC Leadership Meeting & Global Congress

By DSIG Member Saji Madapat, PMP



Have you ever tried Durian - The King of Fruit? You can't leave from South East Asia without trying durians. Durians are a luscious, delectable fruit that many from the West have never tried. I had the wonderful privilege to attend PMI's inaugural ASIA PACIFIC Conference, and like the fruit, it was a unique, and enjoyable experience.

Wouldn't you like to see the first venture itself be a success? Well, the first-ever PMI Leadership Meeting and Global Congress 2005-Asia Pacific was held on 20-23 February, at the Swissotel (The Stamford) in Singapore. It was a grand success! Contrary to the initial expectation of about 30 PMI Component leaders from ASIA PAC region, over 70 PMI Component leaders who turned up for the Leadership Meeting.

Since 2003, I have attended all the Global PMI Leadership meetings as a representative of the PMI Leadership Institute and PMI Memphis Chapter. The ASIA PAC Leadership meeting, however, was a totally novel experience. Typical leadership meetings are filled with information capsules from PMI Headquarters. This experience was unique in that the PMI organization was gleaning from the experience of component leaders in this region, learning about the complexities and opportunities of managing a non-profit organization outside the developed and standardized western world.

The Asia Pacific region is experiencing an unprecedented need for project management professionals in to manage its rising economies, and exuberant professional and knowledge-driven work force. Believe it or not, China and India alone have the potential of exploding by ten-fold the current global pool of one hundred thousand PMP's. Surprisingly, though the ASIA PAC region has over twenty thousand PMP's (about 20% of Global pool), it has less than twenty thousand members as of year 2004. Another contrasting observation is that when India experienced a 247% growth of its PMI membership pool, China lost 55% in 2004. While business (profit) organizations are welcomed in China with the red carpet, non-profit organizations are not encouraged. Ironically in the past couple of years, all the Chinese PMI charters were cancelled due to lack of interest from volunteers. PMI recently opened a representative office in China to tap this huge potential from a different standpoint by working with government and other organizations along with fighting IPR issues.

The ASIA PAC Global Congress attracted about 400 attendees (less than 200 were expected) from



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countries throughout the Asia Pacific Region. It offered project management practitioners unparalleled educational, professional development and networking opportunities. The congress opened with inaugural speeches from PMI CEO Gregory Balestrero and PMI Board Chair Louis J. Mercken, MBA, PMP, who provided delegates with an overview of the state of the project management profession and the unique role PMI is performing as the profession's chief advocate. An inspiring keynote address by David Lim focused on the integral role that leadership plays in team building and group dynamics.

The keynote speakers related how PMI and its component network provided short-term relief assistance to the victims of the recent tsunami in Southeast Asia. They shared their vision of developing a project management methodology for use by international relief agencies when natural disaster strikes. This topic was also a special feature of the General Session panel discussion, which focused on how project management knowledge and skills can be applied during disasters such as in the rebuilding phase. The panel concluded by endorsing PMI's plan to begin work on a reconstruction.

ASIA PAC components in countries like China, India, Japan, Thailand, Australia, New Zealand, Hong Kong, Pakistan, Indonesia, Taiwan, South Korea, Sri Lanka, Malaysia, and Singapore, bring the complexities along with enormous potential. Like the unique Durian fruit, which is not well known in the west, this rich region with its complexities will strongly influence the future, including PMI.

I am truly blessed to have had this opportunity to taste this fruit of PMI.

Saji Madapat, PMP – 2004 Graduate of PMI Leadership Institute. Currently serving third term as Vice President, Finance in PMI Memphis Chapter Board. In addition to about a dozen published or presented papers, recently presented the workshop "**Envisioning Tomorrow's PMI Leaders - Today**" in PMI's Global Leadership Conference in Anaheim (Oct. 2004) and author of "**Envisioning Excellence**" in December 2004 issue of PMI Today

Did You Know...

Member involvement makes a difference! PMI seeks a team of volunteers for a Post-Disaster Methodology and Training Project. After the tsunami struck this past December in Southeast Asia, the PMI Board of Directors considered how the PMI community of volunteers, staff and other stakeholders might provide something of lasting benefit to the victims of future disasters. It was determined that by harnessing the expertise and knowledge of the project management community, PMI could develop a methodology to standardize the terminology and approach used by relief agencies focused on rebuilding communities after disasters, and to train a select number of international aid agencies on its usage. Interested candidates may apply online via PMI's [Volunteer Opportunities Web site](#). If you wish to nominate another PMI member, please send your name and the name of your nominee to PMI's Manager, Member & Volunteer Relations at brantlee.jacobs@pmi.org.

The Value and Benefit of Membership!

By DSIG Member Nathaniel Quitana, PMP

In the three years that I have been a member of the Project Management Institute (PMI), I have gained a tremendous amount of project management knowledge, with much of that knowledge coming from the many contacts I have made within the organization. With a continually expanding, worldwide presence, PMI offers its members networking opportunities that span the globe. The diversity that is inherent in a multinational organization such as PMI makes that networking invaluable.

I recently moved from Las Vegas, NV to Denver, CO. Prior to my move, I reached out to my fellow PMI community members. After a few calls, I was introduced to some great people who are members of PMI and live in the Denver area. These introductions occurred quickly and provided me with a great sense of belonging, as I made my move from one state to the next. In today's ever changing economy, it comforts me to know I can call on my professional network to help me make new contacts. No other professional organization that I have been involved with has had this sense of community and willingness to reach out and help a fellow professional. I have established some great mentoring relationships that help me improve as a project manager and a leader.

Not only have I learned from other community members of PMI, I have also found resources available exclusively to members. There is literally a world of knowledge out there. Just look at what Members' Only access has to offer on the PMI web site. The Knowledge & Wisdom Center gives members access to past PMI publications like *Project Management Journal*[®] or *PM Network*[®], with articles pertaining to working with diverse stakeholders, team members, and a variety of other topics that effect us as professionals. In addition, a member can browse through the Hot Topics area and find information about subjects such as "Articulating the Value of Project Management," and "Selling Project Management in your Organization." As members, we have access to an Annual Salary Survey that we can query day or night. This resource is a good way to assess your current salary and let you know what to look forward to as you progress in your career. One of the best members only items is eReads & Reference, which provides members with easy access to web-based books 24/7. Members have access to unabridged books ranging in topics such as cross-cultural business, leadership, project management, communication skills, and more. Having this type of access to books on-line allows members to broaden their knowledge base and work well in the growing global economy.

You can gain more knowledge about our profession by reading all the great articles in *PM Network*[®]. You can find out the latest PMI happenings by looking through *PMI Today*[®] and find out what other Chapters and Specific Interest Groups are doing to spread the word of project management and the value it brings to our organizations and communities, locally, nationally and globally.

One of the most valuable services available to members is access to free downloads of PMI Standards. These standards are one of the greatest benefits we can have as professionals. We work in very unique times when all types of community lines and country boundaries are becoming blurred. Our teams are becoming more and more diverse. PMI standards allow us to be diverse teams and still meet our projects goals. Project management is a profession just like any other professions; doctors, dentists,



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lawyers, accountants (CPA), etc. PMI and all our peers have created and established standards that work on an international basis and are continually evolving and improving. It is hard to find another professional organization that is providing standards that allow individual team members to keep their identity and still meet team objectives. As a PMI member, you can access these standards to improve your skills as a project manager. If you have not had the opportunity to access these standards please find time to log onto PMI's Members' Only website and click on the 'PMI Standards' link to download them. Here is just a short list of some of the standards available: OPM3 Knowledge Foundation, PMBOK Guide – Third Addition, Practice Standard for Work Breakdown Structure and PMI Combined Standards Glossary.

Membership in the Diversity SIG (DSIG) has additional advantages. What is great about the DSIG is that it is a virtual community. Since members are located in different areas of the world, the DSIG gives us the opportunity to learn about one another's cultures. Each one of us has something unique to contribute. Some of the other benefits members receive from the DSIG are Quarterly newsletters and free Webinars on topics that improve our skill set and build up needed PDUs.

As project managers, we are leaders and the DSIG provides opportunities to cultivate our leadership skills by serving as a volunteer. Any member can serve in a number of ways; for example, writing an article for the newsletter serving as a mentor, or becoming a board member, just to name a few.

PMI and the Diversity SIG offer great value for members by providing a community of professionalism, the opportunity to cultivate leadership skills and a forum to create an international network, as well as the many opportunities to gain knowledge.

If you're not a member already, Join Today! If you are already a member, why not share these benefits with a friend or colleague and ask them to Join Today!

To learn more about PMI Members Only Services & Discounts, visit PMI at <http://www.pmi.org> or http://www.pmi.org/Info/GMC_MembershipOverview.asp

Nathaniel J. Quintana, PMP – Has been a member of PMI since 2001. Served on the Board of Directors for the Southern Nevada Chapter as Executive VP, President and VP of Public Relations. Is a current member of the PMI Leadership Institute Class of 2005, and is the current Manager of New membership for the PMI Mile Hi Chapter, and member of the PMI Diversity SIG.

Did You Know...

You can earn Professional Development Units (PDUs) by submitting an article covering a project management topic to be published in the newsletter! We'd like to hear success stories, best practices, and experiences from our members who are managing projects in different parts of the world. Please submit an article. The deadline for the next DSIG newsletter is **June 15, 2005**. Send your articles to: pmifaye@yahoo.com



PMI DSIG Membership Statistics

*"Building professionalism in project
management"*

Welcome to 1st Quarter New Members / Renewals / New PMPs

New Members

Nelson Diaz, USA
Jason Edleman, USA
Jeffrey Elliott, USA
Tamika Hebert, USA
Wayne Hunter, USA
Deborah Lee, USA
Kingsley Luey, USA
Lori Polca, USA
Gloria Robinson, USA
Margarita Torres, USA

Laura Durden, USA
Alison Gerlach, USA
Cassandra Jackson, USA
Meda Kotwal, USA
Mark Lurch, PMP, USA
Marie Richards, USA
Faye Smith, PMP, USA
Linda Villarreal-Zehr, USA

Mary Spencer-Bailey, USA
Roseann Castagnaro, USA
Alex Taylor-Engelsman, PMP,
Germany
Ray Ju, USA
Michelle C. McClinton, USA
Justine F. McKenzie, USA
Rhonda L Pekelo, USA
Melissa L. Perry, USA
Darrell L. Reid Sr., USA
Nicole C. Rembert, USA
Karin L. Scholdberg, USA

Renewals

January

Byrne, Sandra
Fisher, Joyce
Herman, Marc
Lester, Angela
Molock, Fredricka
Morison, Kathleen
Samson, Sherilyn
Toogood, Robert
Vaughn, Billy
Weeks, Deborah

February

Gerhard Ackermann
Gaetan Boivin
Patti Goich-DeCroo
John Kaveski
Mary Kustrzyk
Oscar Munoz
Maite Salinas

March

Sylvia Y. Swann, USA
Angela Karen Toomer, USA
Julie A. Wiebell, PMP, USA
Michael C. Wilson, Canada
Hsiao-Bai Wu, PMP, USA

March Renewals

Jennifer Davis, USA
Erica Frazier, USA
Mary Giordani, USA
Joyce Lucas, USA
Joseph Porter, USA
David Sanders, USA

New PMPs

Dr. Ernest L. Owens, Jr., PMP,
Woodbury, MN, USA
John P Mayberry, PMP,
Pittsburgh, PA, USA

Indrani Ghosh, PMP, Kolkata
WB, India

2005 Board of Directors

President

Stewart White
Presidentpmidiversity@yahoo.com

VP, Finance

Mark A. Lurch, PMP
Mark.Lurch@gd-ais.com]

VP, Education

Sheilina Somani, PMP
SheilinaSomani@aol.com

VP, eTechnology

Open

VP, Membership

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Gpasioka@mb.sympatico.ca

VP, Programs

Open

VP, Marketing

Open

VP, Publications

Faye A. Smith, PMP
pmifaye@yahoo.com

DSIG is currently composed of over 175 members from more than 14 countries.

- | | |
|-----------|---------------|
| Australia | India |
| Barbados | Ireland |
| Belgium | Korea |
| Brazil | Malaysia |
| Canada | Netherlands |
| England | Singapore |
| Germany | United States |



DSIG NEWSLETTER
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- Cost effective tools and technology

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