

Hard News From the ROC



A publication of the Rochester Chapter of the Project Management Institute

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April 23, 2014 Chapter Meeting & Volunteer Recognition Event

April 23, 2014, 5:00 PM to 8:30 PM

The Strong National Museum of Play - Activity Rooms C/D

The main presentation features Chris Adams delivering a light-hearted look at what we can learn about project management from those masters of comedy, the Marx Brothers. This may just be the most ridiculous thing you've ever heard.

Chris Adams has 34 years' experience in project management, process improvement, change management, leadership, and product development for Kodak. His passion is working with teams to bring new products to market. One project, Advantix, earned the International Project of the Year Award from PMI in 1997.

Chris is a past president of the Rochester PMI chapter and a certified Project Management Professional (PMP®) since 1988. He co-developed and has regularly taught a course in PM basics. Chris is on the



staff of Journey Training Institute, LLC. He holds a B.S. in Operations Research and Industrial Engineering from Cornell University where he graduated with honors in 1979.

This meeting will be held in the Activity Rooms C/D at the The Strong National Museum of Play. Please park in their main parking lot and enter through the Business/Security Entrance (under the white awning). Then proceed to the Activity Rooms C/D.

Dinner will be buffet style and offer a pasta station, meatballs, a chicken dish, salad

and dessert.

After Chris' presentation, attendees will have access to the eGames Revolution Exhibit and be provided with limited tokens courtesy of PMI Rochester.

Register online at:

<http://pmirochester.org/meetinginfo.php?id=186>

Online self-registration for this meeting will be closed on April 20th at 11:45 PM, after which point any further registration requests will be contingent on availability and subject to a \$10 late fee.



Message from the President – Looking Forward

by Brian Gregory, PMP



Throughout their careers Project Managers will fill their toolboxes with tools that make them successful in mastering the art of project management. And while each toolbox is filled with different tools the one tool that we all wish we had is a crystal ball. Wouldn't it be so much easier to plan for the future if we knew what the future held?

In 2010 the PMI Rochester board gathered around their "crystal ball" to prepare and execute a Strategic Plan for the chapter. The intent of the Strategic Plan was to set a 3-year vision for the chapter and to define strategies to achieve this vision. The benefits reaped by the hard work and insight of the Chapter's board have been instrumental to the growth of the chapter.

As we begin to look into the 2014-2015 fiscal year, which begins in June, the board will again look into our "crystal ball" and set the vision for the next 3 years. This time we will be using a chapter maturity assessment to define the vision and strategies. The Chapter Maturity Assessment model will be based on a model developed by Tony Appleby, former President of the PMI San Francisco Chapter and current Region 7 Mentor. This model will allow us to assess our chapter's maturity against a set of criteria in areas that are important to the growth of our chapter. While this criteria is not endorsed by PMI, PMI has recognized the criteria as it has been used by many chapters globally. The output of this assessment will take what we have learned and create strategies to achieve the chapter's vision and drive membership value.

Once the Strategic Plan is updated, the assessment and initiatives will be communicated to the membership and be updated on an ongoing basis. In addition, the expectation will be that after we complete the baseline assessment we will revisit the assessment annually to track our progress year-over-year.

As we look forward to brushing off our crystal ball I'd like to thank each and every one of you for your service to the project management community and I look forward to sharing our plans for growth soon.

News From Ithaca

by Dina Maxwell, PMP



Hello from the Ithaca Branch! If you didn't know, we are part of your chapter. We recently celebrated our 50 member milestone and will be celebrating 3 years with Rochester this fall (September 2014). The Ithaca branch meetings are posted under events on pmirochester.org, and we welcome all members to join one of our meetings when your travels take you to the area! Our next meeting will be 5:30-7pm on Thursday, April 24 at Tompkins County Public Library, with a discussion on "using Agile techniques to gather customer requirements".



Chapter Meeting Highlights

by Matt Corridoni, PMP

On February 24th, PMI Rochester held its chapter meeting at the Genesee Brew House where Jeff Manhardt facilitated a very interactive discussion regarding how troubled projects can be rescued. Input was provided by those in attendance, and Jeff weaved that feedback into his presentation. You can download Jeff's presentation at <http://pmirochester.org/downloads.php>.

In addition to a great meal and a very informative presentation, attendees also enjoyed some of Genesee Brewery's finest ales, both during dinner at the main bar and afterwards in their tasting room. Some even ventured to take a guided tour of the Genesee Pilot Brewery which contains a Newlands steam-fired 20-barrel brewing system. This small batch system allows Genny brewers to create new recipes and experiment, many of which can only be tasted directly at the Brew House.



News You Can Use

by France MacDonald, MS, PMP

When one signs up to take the PMP exam or renew one's yearly PMI membership, there is a Code of Ethics that must be electronically signed. If we think something may be unethical, we as PMI professionals need to step forward and take action. So how do we determine if something is potentially unethical? PMI Global Operations Center (GOC) has created the 5 Steps in PMI Ethical Decision-Making for guidance.

5 Steps in PMI Ethical Decision-Making

Step 1 Assessment: Make sure you have all the facts about the ethical issue

Guiding questions....

- Does it abide by the law?
- Does it align with the PMI Code of Ethics and Professional Conduct?
- Does it agree with your employer's and client's code of ethics and conduct?
- Does it align with your ethical values and those of the surrounding culture?

Tools & Techniques

- View PMI's Code of Ethics and Professional Conduct.
- Access ethics resources.
- View Ethics Case Procedures.
- Identify your personal values and hold them against the surrounding culture.

Decision Diamond: Are there substantial facts to make a case?

No: Gather more facts or discard the case

Yes: Go to the next step (Step 2)

Step 2 Alternatives: Consider your choices

Guiding questions....

- Have you listed all the possible alternative choices?
- Have you considered pros and cons for each possible choice?

Tools & Techniques

- Identify your different options from a legal, juridical, professional and cultural point of view.
- Use Decision making techniques (e.g., 5 Why's, ...).
- Use pros/cons list.
- Compare and prioritize your options.

Decision Diamond: Are there viable options?

No: Gather more facts, explore more alternatives or discard the case

Yes: Go to the next step (Step 3)

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***"The only obligation which I
have a right to assume is to do
at any time what I think is
right."***

-Henry David Thoreau

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Step 3 Analysis: Identify your candidate decision and test its validity

Guiding questions....

- Will your candidate decision have a positive impact or prevent harm to PMs, PMI staff or volunteers, clients, your employer's organization, other stakeholders, the environment, or future generations?
- Does your candidate decision take cultural differences into account?
- Looking back, will this decision seem like a good idea a year from now?
- Are you free from external influence to make this decision?
- Are you in a calm and unstressed state of mind?

Tools & Techniques

- Identify where and whom your possible decision could impact.
- Analyze the degree of harm your possible decision could cause.
- Balance the possible harm and/or benefit that decision may provoke, now or in the future.
- Put your decision in some time perspective (How will you feel about it in 1 month, 1 year, 5 years from now?)
- Consider to allow yourself a cool-down period (Are you not over-reacting?)

Decision Diamond: Are the possible impacts acceptable?

No: Review the facts and your options or discard the case

Yes: Go to the next step (Step 4)

Step 4 Application: Apply ethical principles to your candidate decision

Guiding questions....

- Would your choice result in the greatest good?
- Would your choice treat others as you would like to be treated?
- Would your choice be fair and beneficial to all concerned?

Tools & Techniques

- Hold your candidate decision against the Code of Ethics.
- Apply ethical principles to your candidate decision.
- Review the situation with one or more trusted persons.

Decision Diamond: Is your decision consistent?

No: Review the facts, the options and the implications or discard the case

Yes: Go to the next step (Step 5)

Step 5 Action: Make your decision

Guiding questions....

- Are you willing to accept responsibility for your decision?
- Could you make your decision public and feel good about it?
- Are you ready to act?

Tools & Techniques

- Analyze the consequences your decision may have on emotional state, your social life and your professional career.
- Prepare a plan of action for the "day after" (the decision).
- Consider your position and your reaction on most of the critiques that you might receive in the course of the actions.

Decision Diamond: Are you comfortable with the decision?

No: Review the facts, the options, the implications or your decision, or discard the case

Yes: Act on your decision

Hopefully this is news you can use!

Membership Report

by Joyce Ellis, PMP

Welcome new members! PMI Rochester would like to send a warm welcome to our Chapter's newest members:



January
LuAnn Bondi Argenta
Ramona Ayres
Gordon Barron, Sr.
Seth Burgess
Vanessa Flahn
Andrew Gilbert, PMP
Manisha Mande
Zachary Mykins, PMP
Peter Nice
Miriam ODonnell
Rochelle Richardson
Jessica Yelsky

February
Wendy K. Apton
Anthony Bomba
Christopher Cain
Benjamin Card
Jennifer Elliott
Carrie Frey, PMP
Paul Hartney
Christine OBrien
Marcia Peatross-Wilson
Isolina Salgado-Toner, PMP
Julie Swatling
Christopher Wong, PMP

All new members will receive a PMI desk clock when joining their first Chapter meeting!

Big Congratulations go out to the following members that have received a new credential in the last 60 days!

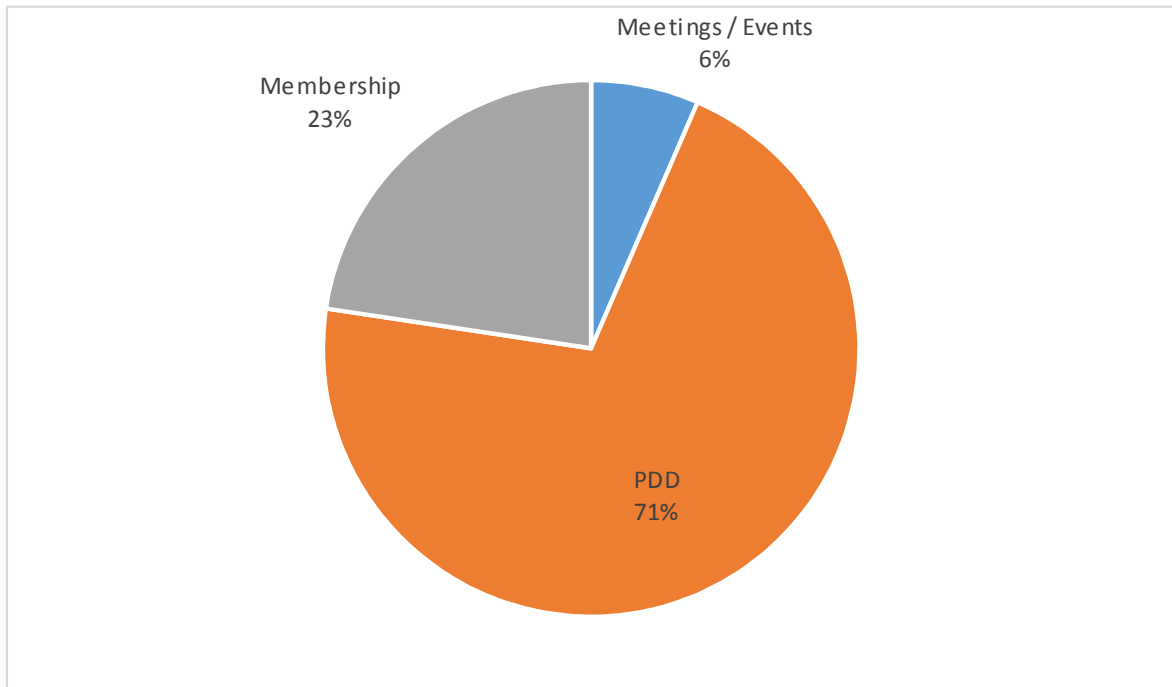
Name	Credential	Date Earned
Sean Buckley	PMP	1/27/2014
John Dietrick	PMP	2/25/2014
Alex Gentile	PMP	1/31/2014
Kevin Moran	PMP	2/10/2014



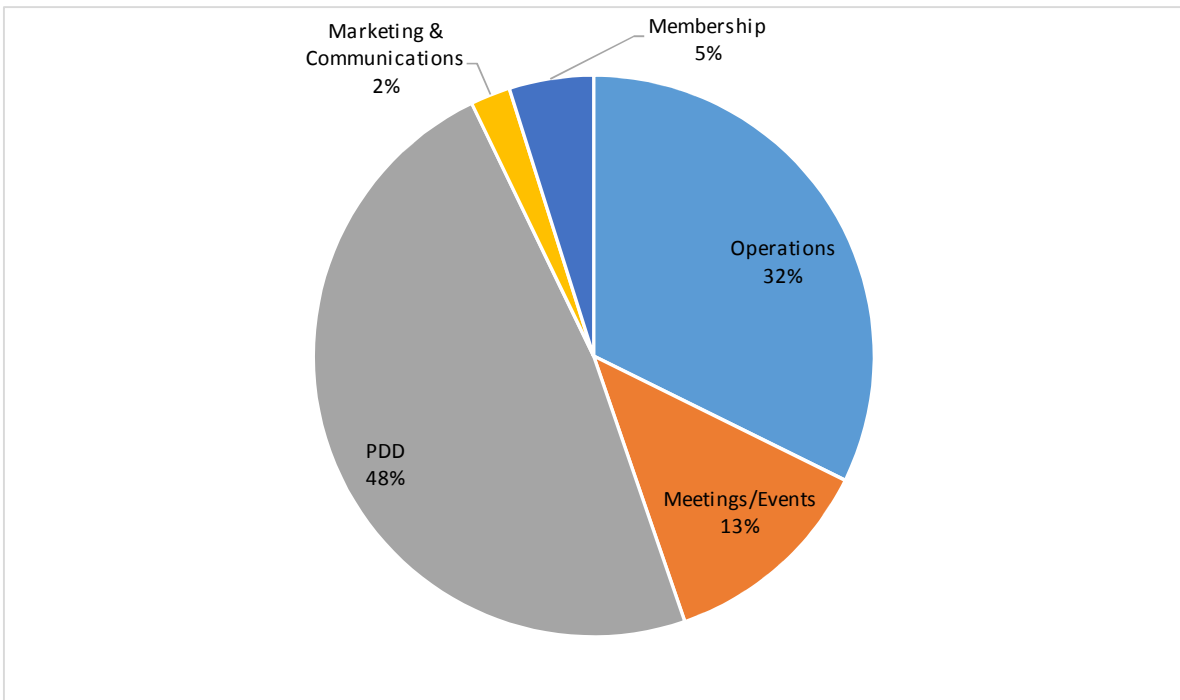
Financial Update – Where Do Your Membership Dollars Go?

by John Scott Parsons, PMP

Chapter Income



Chapter Expense



2014 Professional Development Day



Thursday, May 15

8:00 am - 4:45 pm

RIT Inn & Conference Center

Rochester, NY

Our 2014 PDD is on May 15 at the RIT INN and Conference Center. Our theme for the day is Leading Your Team to Success! Our day is busy with three keynote speakers and three different break-out sessions, with four tracks each. Here are 2 previews of our speaker topics!

Steve Duncanson - Morning Keynote - "Seven (7) Laws of Personal Growth"

Although there are a myriad of things that go into the creating of a successful team, there is ONE THING that will guarantee that team's failure, and that is the leader's own lack of personal development. No matter how good you are at the management dynamic of planning, structuring systems, securing resources and skillful execution, unless you as a leader intentionally and consistently engage in the process of your own personal growth and development, your team is destined to fail. That is an axiomatic truth. Yet oftentimes, the demands of the project, and even simply the "busy-ness" of life, keep us from doing what we "already know", is essential to maintaining our ability to most effectively lead others.

Steve's keynote, "Seven (7) Laws of Personal Growth", will deliver, in bite-size chunks, just a few of the principles that govern this reality, as well as offer some thoughts on how they may be lived out in the day to day rigors of life.

Steve Wilson - Closing Keynote - "Game Day"

If you were arrested today for being a leader, would there be enough evidence to convict you? Leaders do not have the luxury of practice days to prepare us to lead. Every day is our "Game Day." The truth is leadership influence comes down to one thing...YOU.

Have you taken a step back lately to consider your own leadership context? Would people say with confidence you are competent and credible?

Context + Competence + Credibility = Influence: Do you have it?

Sign up today- by visiting our website at: pmirochester.org > Events > PDD

Early bird rate ends April 15th at 11:45 pm: \$200 PMI Rochester Members, \$260 Non-PMI Rochester Members

After April 15th: \$260 PMI Rochester Members, \$320 Non-PMI Rochester Members

Includes: Registration Gift, Continental Breakfast, Lunch, Door Prizes, AND 8 PDU's for attending.

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Feature Article: Where Do We Fit In?

by *Brian Gregory, PMP*

A common question heard from our membership is “where does PMI Rochester fit into the global PMI organization?” Terms such as “GOC,” “Region 4,” “Region Mentors” and “LIM” are used without context. The focus of this article is to shed some light into the world of PMI and where we ... the PMI Rochester Chapter ... fit in.

As you all know the Project Management Institute (PMI) is the world's largest not-for-profit membership association for the project management profession. There are currently more than 700,000 members, credential holders and volunteers across the globe supporting > 240 chapters. The Project Management Professional (PMP) certification is held by 590,000 practitioners worldwide. The Global Operations Center (GOC) is located in Newtown Square, Pennsylvania.

In order to better support this global network of project managers chapters are grouped into a network of regions. The purpose of each region is to provide a localized focus on members of PMI to bring value to their membership. The global regions within PMI are:

Region	Location
1	Northwest North America
2	North Central North America
3	Northeast North America
4	East Central North America
5	Mid-Atlantic North America
6	South Central North America
7	Southwest North America
8	North – West Europe
8	South – West Europe
8	Central Europe
8	Eastern Europe
8	Africa
9	Northeast Asia
10	Australia / New Zealand
11	Western Asia
12	Middle East
13	Brazil
13	Southern Latin America
13	Northern Latin America
14	South North America – Caribbean
15	Southeast Asia

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Each region is assigned a Region Mentor whose role is to provide support and be an interface between the GOC and the chapter leadership. The Region Mentor is a volunteer position selected by the GOC after a formal interview process.

PMI Rochester is a chapter within, and governed by, PMI (e.g., bylaws, charter, etc). PMI Rochester is a member of Region 4 which covers Michigan, New Jersey, New York, Ohio, Pennsylvania and Delaware. Our Region 4 Mentor is Andrew Burns and he resides in Southwest Ohio. He started his role as of January 1, 2014 and has offered to come to Rochester to speak in the future. Andrew's direct interfaces into PMI are the Chapter Administrators who are responsible for the governance of various regions.

The focus of the Region 4 Mentor is twofold. First, he/she brings together the presidents of all chapters in the region on a monthly basis. The topics range from upcoming PMI events to sharing and resolving chapter-related issues. The Region 4 Mentor also serves as an interface to the GOC providing guidance and coaching where needed.

In addition to the work of the Region 4 Mentor and the chapter presidents Region 4 initiated meetings called "Birds Of A Feather (BoF)." A BoF meeting brings together representatives from all chapters in the region to discuss specific topics. For example, there are BoF's for Membership, Technology, Finance, Programs and others. This is a great opportunity for our leadership in different roles to interface with their peers in other chapters and bring new ideas back to our membership.

Each year there are two opportunities for the chapter leaders to meet face-to-face. One meeting is the Region 4 conference and is typically held in the summer. This meeting is open to all chapter leaders and focuses on region-specific topics and issues. It is also a good opportunity to share in the successes of other chapters and to learn from their challenges. Over time each chapter will host a Region 4 conference. PMI Rochester hosted the Region 4 conference in 2010 and this year's Region 4 conference will be hosted by the New York City chapter in New York City.

The second opportunity is the Leadership Institute Meeting (LIM) which takes place 3 days prior to the PMI Global Congress. The LIM is also geared at chapter leaders but on a global scale. Much like the Region 4 conference the LIM offers a chance for chapter leaders from across the globe to interface, share and learn. In addition PMI brings new topics and governance to the LIM to present to chapter leaders. This year's LIM will be held in Phoenix, AZ in the Fall.



PMI Rochester Board of Directors receiving the "PMI Chapter Award for Collaboration & Outreach—Category II" at the October 2013 LIM in New Orleans. Pictured are PMI Rochester board members with Mark Langley, President and CEO of PMI, on the far left and Deanna Landers, PMI Chairperson, on the far right.



Communications Corner

by **Michelle Venezia, PMP**

Hopefully by the time this newsletter hits your desk, spring will be in the air and we'll all be starting to recover from this long, cold winter! The Marketing & Communications team has been busy this winter establishing a plan for ensuring our activities provide the greatest benefit they can to our biggest stakeholders, our members! This first publication of "Hard News From the ROC" is one of the first steps in making sure you have the opportunity to stay engaged with your Chapter!

From talking with members at our meetings, I know that many of us are still coming on board to Social Media. I encourage you to follow PMI Rochester on FaceBook, Twitter, and LinkedIn. We have been posting daily Project Management blogs, articles, and other relevant content on our FaceBook and Twitter feeds, and the Board has started reaching out through discussions on our LinkedIn group page. We encourage you to use these forums to reach out to other PM's in the Rochester area. Struggling with how to handle an issue on one of your projects? Start a discussion topic on LinkedIn or Facebook and network with your project management community!

"Communication leads to community, that is, to understanding, intimacy, and mutual valuing."

~Rollo May

In the market for a new job opportunity? Check out the Career Corner on www.pmirochester.org. We have been averaging at least 5 new postings a month last quarter, and have been receiving increasing interest from recruiters in tapping into our PM community. If you are a recruiter looking for PM talent in your organization contact me, and we'll get your opportunities added to our website.

Watch your email in early May for the announcement of an exciting new mentoring program through PMI Rochester. And stay tuned for the summer Newsletter, where we will have more information about our summer networking event. In the meantime, I'd love to hear your ideas about what you'd like to see from our Communications team going forward. Please reach out to me at communications@pmirochester.org. Can't wait to hear from you!

Social Media Links:

- LinkedIn – <http://www.linkedin.com/groups/PMI-Rochester-NY-Chapter-113742>
- Facebook- <https://www.facebook.com/pmirochesterchapter>
- Twitter - https://twitter.com/%21PMI_Rochester



It's Election Time!!!

It's that time of the year that several positions are up for election on the PMI Rochester Board. Voting is currently open and the elections will be ongoing until May 8. The new board members will be announced at the PDD on May 15. All active Rochester PMI members are eligible to vote.

The following positions are up for election:

- VP of Governance
- VP of Marketing & Communications
- VP of Membership
- VP & Secretary

Please make your voice heard and vote today at www.pmirochester.org! Sign into the member area and select surveys or follow the link sent to all members on April 4.

PMI Rochester is developing a Volunteer of the Quarter and Volunteer of the Year Awards. Criteria will be announced in the coming months, stay tuned!

Board of Directors

Position	Name	Email Address
President	Brian Gregory, PMP	president@pmirochester.org
Executive VP	Matt Corridoni, PMP	executivevp@pmirochester.org
VP of Finance	John Scott Parsons, PMP	finance@pmirochester.org
VP of Membership	Joyce Ellis, PMP	membership@pmirochester.org
VP of Governance	France MacDonald, MS, PMP	governance@pmirochester.org
VP of Marketing & Communications	Michelle Venezia, PMP	communications@pmirochester.org
VP of Professional Development Day	Marilyn Bohrer, PMP	pddvp@pmirochester.org
VP & Secretary	Porchia Stewart, PMP	
VP of the Ithaca Branch	Dina Maxwell, PMP	ithaca@pmirochester.org



PMI Rochester

Current Office:
349 West Commercial St.
Suite 2287
East Rochester, NY 14445

We are moving! New office location by May 1:
PMI Rochester
510 Clinton Square
Rochester, NY 14604
Phone: 585-337-0764

www.pmirochester.org

For Newsletter information, suggestions or to submit articles, please contact the Communications team at communications@pmirochester.org.

Interested in purchasing advertising space in the next edition of "Hard News From the ROC"? We are working on advertising spaces to be introduced in the next issue. Contact us at the above email address for more information.

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