

MANAGE South Asia

AUGUST 2021



Skills Reset: Industries Invest in Building New Capabilities



In this Issue



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PMI POLL BOOTH

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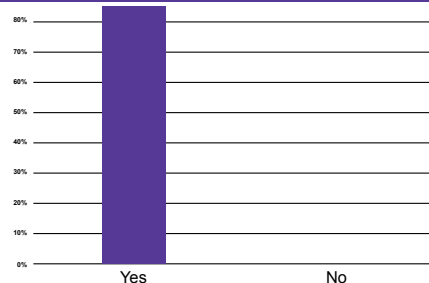
Q. I'm unable to assess if I have any skill gap.

[Click here](#) to fill entry

RESULT OF LAST POLL

Q. My organization looks at risk management
only as fire fighting.
Yes 100% No 0%

Voice your opinion • Last poll results



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Dear Practitioner,

In the past year and a half, we have come face to face with a reality that we can no longer ignore. And that is the need to embrace change. One important area of change is to realign our professional skills to the changing needs of the market. There is a need for more of us to have holistic 'changemaker' skills, in order to be future-ready.

We are partnering with the Confederation of Indian Industry (CII) to create skill enhancement programs for employees of CII member organizations in manufacturing, core engineering, and allied industries. Our cover story this time focuses on the need for a skills reset for professionals in these industries.

We are extending project management skills training to defense personnel through our partnership with the Naval Maritime Academy (NAMAC), a premier maritime training institute in India. NAMAC is now a PMI Authorized

Training Partner that will offer project management training to serving and retired defense personnel. Do read our interview and article on how project management opens up new career paths for defense personnel transitioning to the civilian world.

Have you got your copy of *A Guide to Project Management Body of Knowledge (PMBOK® Guide) - Seventh Edition* yet? If not, you can [download or buy](#) the e-book now.

I'm excited about the newly launched Citizen Developer™ Practitioner course and the Citizen Developer™ Partner Program. Professionals can learn the tools and methodologies needed to create effective and scalable applications using low-code and no-code platforms through these courses.

The annual Project Management South Asia Conference 2021 will be held on 3-4 December. Watch out for more details and announcements in the coming weeks.

Kind regards,

A blue ink handwritten signature, appearing to be 'Srinivasan', with a long horizontal stroke extending to the right.

Dr. Srinivasa Srinivasan
Managing Director,
PMI South Asia



Become a Game Changer While Seeking a Second Career



Naval Maritime Academy (NAMAC), set up in November 1998, is a premier maritime training institute that offers seafaring courses approved by the Directorate General of Shipping (DGS), India. NAMAC is also a pioneer in conducting offshore safety courses. It is now an authorized training partner (ATP) of PMI too offer Project Management Professional (PMP)[®] and Disciplined Agile[™] (DA) certification to naval officers. In an interaction with Manage South Asia, **Commodore NN Rao (Retd.)**, Director at Naval Maritime Academy, talks about NAMAC's association with PMI, benefits expected from the certification course, and how training courses equip retiring naval personnel for their second professional innings.

How does NAMAC help retired defense personnel?

The primary mandate of NAMAC is to provide a second career option to retiring Indian naval personnel. We have been offering seafaring courses as they align well with the core competency of these professionals. However, their priorities have undergone a change in the past two decades. They have been picking up their second career in corporate houses and industries. NAMAC had undertaken a survey and found that project management is one of the fields in which naval personnel have found employment post retirement.

Why did you decide to join hands with PMI?

Naval personnel undertake projects of various kinds, and in various capacities, during their tenure. This factor came out strongly during our search for potential additional courses that NAMAC could offer retiring naval personnel. Since PMI is the most reputed organization offering project management certifications, we decided to become a PMI ATP. We are keen to offer training and certification courses on project management and Disciplined Agile[™] (DA), and upskill the retiring personnel to make them future-ready.

Project management is considered a strategic capability for future leaders. How can defense personnel, including retired officers, benefit from it?

After getting the approval, NAMAC commenced Project Management Professional (PMP)[®] and Disciplined Agile Scrum Master (DASM)[™] certification training, which was noticed by the higher echelons in the defense services. They saw the feasibility of also training serving personnel and help them bring value to the establishments they serve. A proposal was initiated to include qualified serving personnel to take up these courses which could benefit the organization as a whole.

When it comes to retiring personnel, PMI courses will arm them with additional qualifications, which will enhance their skills and job opportunities. Besides, these courses will give them fresh insights into project management methodologies.

Which PMI certifications are apt for them, and why?

The PMP certification is the most suitable one for most of the retiring defense personnel. NAMAC also recommends that the personnel, especially those with a background in IT, pursue DA certifications. The Certified Associate in Project Management (CAPM)[®] program is recommended for young officers and artificers. These courses will reduce any skill gaps and increase their readiness for new professions.

What is your advice to retiring personnel?

I would recommend retiring personnel to first conduct a self-assessment and identify their strengths, and then work toward their goal. It will enable them to chalk out a career plan, be it entrepreneurship or a new job, more prudently. A PMI certification can be a game changer for someone seeking a second career. A retiree will also benefit from the networking that comes with being a PMI member.

How do you visualize the role of NAMAC in the coming years?

NAMAC has taken a step toward becoming a training institute by offering courses that will benefit retiring personnel. With PMI courses, it will expand the horizon of job opportunities for ex-personnel and help serving personnel improve project outcomes. NAMAC intends to continue to offer these courses to professionals as a part of its nation-building measures.

In his career spanning more than three decades, Commodore NN Rao (Retd.) has served in many frontline warships, and held numerous operational as well as staff appointments across the entire spectrum of naval operations. For his distinguished services, he was awarded the Vishisht Seva Medal (VSM) by the President of India in 2012.

Creating a Career Path for Defense Personnel in the Business World

Military veterans seeking a meaningful and lucrative career often struggle to get a clear answer to this fundamental question after they leave their service – what career will best suit them? Project management is one profession that offers a natural transition for defense professionals.

With their military experience in handling complex projects, the ability to think strategically, training to adapt to new technologies, and their leadership skills, veterans can effortlessly adapt their military skills to manage projects successfully in a business environment. Besides, with the demand for project management professionals growing, the chances are high that someone who has retired from the defense forces will land

a new opportunity in this profession. Besides traditional project-oriented industries such as IT and construction, sectors such as finance, healthcare, real estate, and pharma and life sciences are reporting more project management roles. Organizations now seek certified professionals for these roles. According to PMI's *Project Management Salary Survey 2020*, Project Management Professional (PMP)[®] certified professionals earn 22 percent higher on average than those without the PMP certification.

Many former defense officers have become successful project managers. Some have honed their project management skills by taking up project management certifications. In this special feature, we have spoken to veterans who have made this transition to understand their perspectives.

Leadership, Conflict Resolution, Communication are Transferable Skills



COMMANDER NAVEEN KATARIA (RETD.)

Associate Director, Digital Transition & Transformation, IBM India Ltd.

Veterans are equipped with high standards of skills as a result of the disciplined work environment and training they have been a part of. Thousands of trained veterans join the civil world with a 'can do' attitude. They are committed and reliable individuals, and capable of thinking out-of-box solutions in the toughest situation.

Earlier, security and facility management were mainly considered as the two streams suitable for veterans. This is no longer the case as veterans, with their immense experience and positive attitude, have proven to be exemplary in fields ranging from consulting and management to leadership positions in almost every sector.

During my stint with the Indian Navy, I was involved in managing large and complex programs. When I decided to leave the Navy, the question

that arose in my mind spontaneously was 'what next'. Every veteran faces a similar situation as the civil world is an unknown territory. However, our strong background in the armed forces comes to our rescue when we have to steer the uncharted waters.

While I was exploring various options, I came across a career in project management. I was not very enthusiastic about it initially as I had been involved in managing various projects earlier. Leadership, negotiation, excellent communication, and conflict resolution are some key skills that are required to be a successful project manager. These traits are well ingrained in every veteran.

I was prodded with a big question - how do I utilize the skills that I have acquired during my service and align to the industry practice? To make my skills more relevant, I completed PMP certification. This certification has opened many doors, and scaled up my management skills as per the industry requirements. Based on my experience, I can say that certifications like the PMP and Program Management Professional (PgMP)[®] certifications can be good career options that veterans can easily and quickly adapt to and grow to meet their professional aspirations.

Naveen Kataria retired in 2009 after serving in the Indian Navy for 21 years. He has held several key leadership positions in IBM India Ltd. in areas like project management and IT-digital transition and transformation strategy.

Leadership Skills Prove Beneficial



COL. AMIT KASODEKAR (RETD.),
PMP, Vice President, CIB Operations,
JP Morgan Chase & Co

Military service and corporate life are like two opposite banks of a river, and to transition from one side to the other has always been a challenge. However, PMP certification acts as a four-lane highway bridge to facilitate this transition. PMP helps a veteran to identify and study the similarities between the two professions to overcome the perceived differences. In fact, it stirs a soldier to understand his various military assignments from a different perspective - giving it a new flavour in the form of project management. These multi-dimensional project management skills can easily be integrated into the corporate parlance.

PMP is widely recognized by the business as well as the government sector for its credibility and value in contributing to an organization's mission success. It always keeps itself abreast with the changing technology, and business trends and practices, which makes it relevant all the time.

The PMI framework has effectively tuned itself with the changing requirements from the waterfall to the agile model. A military leader comes with a vast experience of leadership skills. PMI has very well emphasized on the importance of leadership towards project success through its "leadership triangle." It is formed by leadership, project management, and domain knowledge. PMP thereby helps to transfer the leadership and project management skills of a veteran into the all-round corporate requirements, compensating the lack of domain expertise at the transitioning stage. It also gives an assurance of the sharp learning curve of a veteran to the corporate world.

As a success story, I would like to put on record that I obtained the PMP certification just before my retirement, which gave me the confidence to start afresh in the new domain. It landed me with a role as a project manager in the most coveted investment banking segment.

Col. Amit Kasodekar (Retd.), PMP is the vice president, CIB Operations, JP Morgan Chase & Co. He has served in the Indian Army for 22 years.

Decision-making in Stressful Environments a Key Asset



COMMANDER MUKESH SHARMA (RETD.),
Head of Program Management

The basic ethos of defense training inculcates the importance of planning for effective execution of time management, team management, and resource management in young cadets. A defense officer in various appointments is continuously entrusted with the responsibilities of leading and completing tasks as simple as organizing a tournament to executing major projects. The versatile environment offers an 'on hands' experience in tackling situations that require decision-making in a stressful environment with zero error. Such situations make defense personnel savvy to deliver even in hostile conditions, and underline their ability to adapt to myriad environments seamlessly.

I have served in the project domain for half of my career, wherein I handled multimillion dollar projects. What differentiates military from the corporate

sector is mainly in the jargons used, and monitoring and accounting process of resources (largely manpower). Other parameters of planning, execution, monitoring, and control are similar.

The project management course and PMI certification facilitate bridging of skill gaps, and understanding the jargons and methodologies used in the corporate domain. Defense personnel with the strategic advantage of the project management experience can thus easily leverage the skills with requisite PMP certification when stepping into the corporate world. It is equally important that defense personnel upgrade their skills to meet the requirements of the corporate world prior to making the transition. The learning curve for any defense personnel would be very small, and they are able to prove themselves in a short time.

The PMI certification has been of immense help when I decided to step from maintenance and operational domain to project management. The fundamentals of project management taught in the PMI program amalgamate well with the experience and skill imbibed from the service, and it gives me an extra edge in proving my credentials in the corporate environment. These specialized skill sets also explain my career advancement in the corporate world in a short time.

Mukesh Sharma is a naval veteran who took premature retirement in March 2017. He held various positions in the marine and aviation domains. After retirement, he stepped into the corporate world and has experience working with major MNCs in project management roles.

Skills Reset: Industries Invest in Building New Capabilities

Professionals across industries need to upgrade their skills to match market demand. PMI South Asia is partnering with the Confederation of Indian Industry to bridge the skills divide in the workforce in traditional industries and improve the competitiveness of organizations.

By Potshangbam July



The COVID-19 pandemic has helped break down some of the toughest barriers to change, accelerating the adoption of new technologies, skillsets, and ways of working across industries. Sectors like automotive, construction, manufacturing, and heavy industry are witnessing a rapid shift from traditional operating models to tech-enabled operations to improve business agility and productivity. According to the PMI's Pulse of the Profession™ report, 82% of project professionals in India see digital transformation as a key driver of change in their organizations in the past year. However, digital transformation is not easy for any organization – they need to not just upgrade processes but also upskill their people to adopt a digital mindset.

Leading industry association, the Confederation of Indian Industry (CII), recently tied up with PMI South Asia to offer skilling opportunities

to employees of CII member organizations. PMI will custom create a range of offerings for these organizations to raise the competitiveness of the manufacturing and allied core industries. These will be delivered in the form of knowledge sessions, self-paced learning courses, and certifications. PMI will offer guidance and empower project professionals and changemakers with new skills, capabilities, and knowledge to help them deliver greater value to their organizations.

Organizations need such enterprise-wide skilling strategies to make transformation a success. In today's Project Economy, fast and flexible is the name of the game for teams in response to unprecedented change and complexity caused by the COVID-19 pandemic. Organizations will need to upgrade not just their employees' technical skills but also project management skills and strategic business management skills.

Companies need new policies and practices that encourage employees to take ownership of their own development, and maneuver quickly to the new work environment.

Project managers need to continuously access the skills gaps in their teams and proactively introduce new learning initiatives. For instance, a project team in a construction company that needs to collaborate across all project phases now needs to get used to remote collaboration. Or supply chain managers need to develop critical thinking to analyze the vast amount of data at their disposal and improve decision-making, and a strategic mindset to drive business results. Project managers

hence need to assess the team's familiarity with digital tools, business understanding, and communication skills.

Besides digital fluency, teams need power skills such as collaborative leadership, emotional intelligence, problem-solving, resilience, and an innovative mindset to thrive in the changing business environment.

Manage South Asia reached out to senior practitioners in traditional, project-oriented industries to understand how they are equipping their employees with new capabilities to deliver business results.

Unlearn to Relearn and Embrace Change



KRISHNA MOHAN K, PgMP, PMP
Head of Quality & Tools, Nexteer Automotive India Pvt. Ltd.

The automotive sector is one of the core sectors of the Indian economy, which, to a great extent, serves as a bellwether for the current state of the economy. The COVID-19 pandemic has hit the automotive industry with many unforeseen challenges, ranging from a shortage of semiconductors and dip in the sale of commercial vehicles to shattered supply chains and disruption of all electrical fleets and batteries. These have resulted in an economic slowdown.

In these uncertain times, the role of project managers is key in how they conduct the day-to-day planning and execution of projects. 'Unlearn to relearn' needs to become the mantra for success. Embracing change and upgrading skills to suit the business needs is paramount. The critical skills include stakeholder management and engagement, and integration

skills with the ability to present a strategic vision of the project and plan holistically in the ever-changing environment.

Besides managing the changing operational priorities, project managers should acknowledge and understand the personal challenges faced by co-workers. It is vital that they demonstrate empathy and support them in these hard times.

Since concerns over COVID-19 continue, we are conducting interviews, onboarding, trainings, assessments, and audits online. Everybody must embrace these changes. We need to follow international standards and methodologies along with guidelines to stay in touch with the emerging trends to run the business.

Empower your teams to learn new skills, with constant coaching from the organizational and project leaders. Teams need the ability to develop critical thinking and cognitive skills to deal with the crisis. Project managers must also change their leadership style from coercive leadership to coaching to boost team morale.

Not survival of the fittest, but survival of the agilest is now the new phenomenon for project managers, with a focus on profit, people, and process (PPP) to deliver the optimal results for projects.

Krishna Mohan is a business transformation leader with 19 years of experience in product engineering, program management, and business excellence.

Adopt a Collaborative Approach in Construction Projects



RAVISHANKAR CHANDRASEKARAN
Vice President and SBU head (Urban Built Form), Tata Projects

Organizations witnessed new challenges as the COVID-19 crisis unfolded. Infrastructure projects faced difficulties related to productivity, worker health, supply chain, and output quality. The crisis created a necessity to continuously upskill and reskill the workforce to manage risks, and deliver results.

While conventional skills such as planning, coordinating, organizing, engaging with stakeholders, proactive risk mitigation, effective communication, document control, estimation, financial management, and contracts and claims management continue to impact performance, some of the behavioral dimensions also require attention. Special

focus is required in areas relating to information management, interface management, digitalization, hybrid project management, and emotional intelligence while working in an environment that has faced disruption.

Gone are the days of the conventional waterfall approach. We need to build skills that help project personnel to appreciate the requirement of agile and hybrid approaches while dealing with the changes. Every construction manager should understand the schedule model and explore accelerated construction and leverage floats when hit by uncertainties.

Project directors and key team members need to develop a good understanding of working capital management and project cashflow. It is also important that construction and project managers effectively mobilize and demobilize the workforce quickly when there is a need, and minimize potential losses to a project. They should develop a holistic approach toward prime and sub-contract management. They should anticipate disruptions that could be of a similar proportion as COVID-19 or any smaller local disruptions, and proactively manage risks.

Digitalization is gaining more significance, and is an integral part of the project implementation approach. The modern age workforce should be familiar with business digitalization such as the use of business analytics and engineering digitalization such as the use of building information modelling (BIM). The adoption of BIM should become wider and deeper, which will help in project design, construction processes, logistics, schedule management, cost management, procurement, progress tracking, operational assessment, clash detection, and ease of maintenance. Beyond BIM, there are many other areas, including the use of drones, predictive analysis, virtual and augmented reality, Internet of Things, and autonomous equipment management. We need to adopt a collaborative approach supported by a digitally trained workforce to take project implementation to the next level.

Ravishankar Chandrasekaran has more than 30 years of experience in the construction industry in India and abroad. His specialities include construction planning, construction technology, proposals, contracts, and business acquisition.

Must-Have Skills to Return to the Pre-COVID-19 World



JAGADEESH KUMAR R
Additional General Manager & Head,
BEL Academy for Excellence

The COVID-19 pandemic has shaken organizations, including Bharat Electronics Limited (BEL), to the core, resulting in unprecedented business disruption and setbacks.

One of the biggest challenges we have faced in this crisis is the restriction on physical presence, as it is not feasible to carry out certain tasks remotely. Besides the operational challenges, organizations have to deal with frequently changing COVID-19 safety guidelines that compel them to adapt to new business processes quickly. Moreover, lockdowns have paralyzed logistics operations and disrupted the entire supply and delivery chain. This has led to failure to meet customer demands, thereby posing a threat to a company's brand and reputation.

To emerge stronger from these challenges, adaptive project management skills are the key. Flexible and adaptive approaches and practices are needed to handle these uncertain times. Project leaders must empower employees with multiple skillsets to ensure business continuity as the situation may demand that employees slip into a new role. Some of the must-have requirements in the new ecosystem are technology adoption and adaptation, agile practices, SWOT (strengths, weaknesses, opportunities, and threats) analysis, critical resource optimization, strategizing, communication, and supply chain resilience. Additionally, reskilling the workforce instils team confidence and enables quick issue redressal and risk management. Employees need to develop skills in managing relationships with stakeholders, including vendors, driving innovation, and conducting stock management efficiently.

Going forward, BEL is focusing on vaccinating employees, crafting new partnerships and collaborative approaches, contract reviews, and quick end-to-end strategy re-alignment. Our focus will be on these key elements to quickly return to the pre-crisis level and ensure further growth.

Jagadeesh Kumar R, PMP, has vast project management experience and expertise in transformers- Electronic Warfare and Avionics (EWA), radar, military communications (MILCOM), naval systems (NS), Project Manager- Stators and Magnetics, and aero-export products.



PMI and CII

Future proofing India Inc- New skills
for the project economy



FULL PG AD
SIZE: 210 mm (W) x 273 mm (H)

A Tribute to Syed Nazir Razik

A passionate volunteer, social media champion, leader, avid learner, friend, and a kind and helpful soul. Volunteers, chapter leaders, and PMI South Asia staff will remember Syed Nazir Razik, president, PMI Chennai Chapter, for all these qualities and more. PMI Manage South Asia pays homage to the departed leader.



SRINI SRINIVASAN, Regional Managing Director, PMI South Asia

One of the first official duties I had the pleasure to perform when I joined PMI in late 2019 was PMI Chennai Chapter's "Sangamam" event. Throughout the event Syed the most patient and gracious guide, helping a newcomer like me understand the intricacies of PMI. It was a mini-certification program for me. I didn't realize until later how much I had learned since Syed was an unobtrusive coach.

He was a "rock" in the regional chapter leadership meetings. He was not unduly vocal. Leaders listened to him with rapt attention when he spoke. They looked up to him for his advice and suggestions. Recently, I had the opportunity to interact with him regarding the Chennai Chapter Board and the release of a primer on project management in Tamil language. I saw a true "servant leader" in action – focused on the mission but extremely humble in putting colleagues and students first.

He had illness-related setbacks but never once did I hear him complain. His laser-sharp focus was always on the chapter and the community. I have become a better version of myself after my association with Syed.

GIRISH KADAM, Mentor - Region 11 (PMI South Asia)

I met Syed about 10 years back as a PMI Chennai Chapter volunteer. He was a soft-spoken person, always smiling and eager to do more for PMI. His contributed immensely to our social media task force. He helped extensively with the social media coverage of Region-11 chapter events, not only at the regional but also at the global level. He was the driving force behind many successful events of PMI South Asia.

He led all of us on the right path of volunteering. He was a shining example of effective leadership who gave back to the society and the profession. Words elude me to express my gratitude about his contribution to our lives. We are still struggling to recover from this shock. The entire chapter is with Syed's family in this difficult time.

PRASANNA SAMPATHKUMAR, Immediate Past President, PMI Chennai Chapter

Though we have got used to receiving unexpected news during the pandemic, Syed's demise shattered me. In the past 11 years that I worked with him, I never saw him losing his temper. He always handled everything with a smile and a calm demeanor. He was the backbone of many initiatives at PMI Chennai Chapter. He was a dedicated volunteer and visionary with many innovative and path-breaking ideas, a great learner and always the

first person to learn about the latest technologies and trends, and get certified. He was instrumental in publishing the chapter's first book on project management in Tamil. Not just learning, he was also passionate about sharing his knowledge with everyone through blog posts, podcasts, and vlogs.

He was a great friend with a very kind soul. Syed, you will always live on in my memories.

KOUSHIK SRINIVASAN, Volunteer, PMI Chennai Chapter

On 27 July, I drove 175km from Chennai to Cuddalore with a few friends to see Syed for one last time. It's been a while since he left us, and I am yet to come to grips with it. Both of us began our PMI volunteering journey nearly 12 years ago, and have been fellow travelers on this path. He and I had a lot in common—our passion for crazy ideas, working together beyond midnight, and combining fun with volunteering.

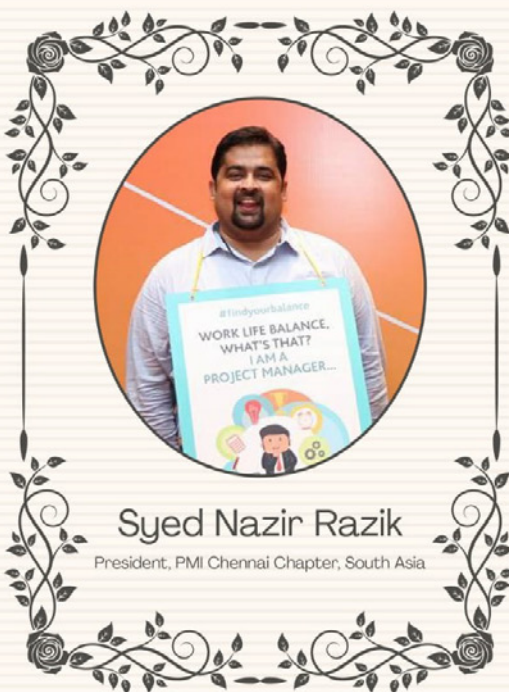
From co-presenting at the Leadership Institute Meeting (LIM) and jointly running the Tamil Nadu conference to going on trips together, all these warm memories came flooding back while I was on my way to see him. He was a man who loved his family and took immense pride in his niece's achievements. I will miss his ever-smiling face and a cheerful "Senchuduvom ('can do it' in Tamil)" attitude.

M PARVEZ ALAM, VP Outreach, PMI Chennai Chapter

It was a shock for me to hear about my friend Syed's sudden demise. He was the captain of his life and led a humble life that increased my admiration for him. He was a dedicated person with a passion for his profession. He is a true example of a servant leader. He was very supportive of his team members. We will miss his physical presence but his memories will stay with us forever.

VIJU GEORGE, Secretary, PMI Chennai Chapter

Nothing is more painful in this world than losing someone you love so dearly. My journey with Syed started in 2011 when I had the opportunity to work with him on various events organized by PMI. I traveled with him to attend conferences and got to know him better. He was open to suggestions, helpful, and always demonstrated a never-give-up attitude. He encouraged me to take up certification programs, and I did manage to do a couple of them with him. He will be dearly missed as I was with him from the start of my volunteering journey. His memories will always stay with me no matter where I go and what I do.





A wonderful soul, an innovative mind and a passionate doer, PMI lost a valuable mentor of the PMI South Asia community. Syed Nazir Razik effortlessly led the digital frontier for the project management community in the South Asia region creating important milestones every step of the way. PMI South Asia offers its heartfelt condolences to his family, friends and colleagues. Syed will always be remembered as the ever smiling, creative go-getter, and a remarkable leader within the PMI community.

PMI BANGLADESH CHAPTER

WEBINAR ON BUILDING A NEXT-GEN PMO

PMI Bangladesh Chapter organized a webinar on 'PMO 2030: How to create next-generation PMOs,' on 5 June. America Pinto, PMP, founder and chair of PMO Global Alliance, was the speaker at the event. He delved into the innovative practices and approaches required to create and redesign project management offices (PMOs) for practical and recognized value. This was followed by an engaging question-and-answer session at the end of the event.

PMO 2030: How to create a next generation PMO

Register Now

Virtual Event via Zoom
5th June, 2021
Saturday
BST 7:30PM - 9:00PM

Speaker:
Americo Pinto
PMP, PMO-CP, PMO-CC
Founder and Chair of PMO Global Alliance

Moderator:
K.M. Refaul Ehsan
Director, Professional Development

What will be discussed (Learning Objectives):

- ✓ Understand the critical success factors among the most outstanding PMOs in the world, competitors of the PMO Global Awards (currently, the world's largest and most prestigious award for PMOs).
- ✓ What is necessary for a PMO to have its value recognized by the organization.
- ✓ Discover how the concept of perceived value can change the future of a PMO.
- ✓ Learn how to identify the PMO's stakeholders and their needs.
- ✓ Understand why pre-established PMO models can lead a PMO to failure.
- ✓ PDU – 1.5



PACT WITH UPMC

PMI Bangladesh Chapter and Umbrella PMC (UPMC) signed a memorandum of understanding to conduct a joint research on project management practices in Bangladesh. Representatives from both the organizations discussed the planning and execution processes of the collaboration to derive maximum insights on project management practices. The research will initially focus on construction, engineering, and IT industries. Chapter president Annesha Ahmed and Iqbal Chowdhury, CEO of UPMC, signed the agreement on behalf of their organizations.

BUSTING COVID-19 MYTHS AND FOCUSING ON WELL-BEING

PMI Bangladesh organized a virtual well-being session for its members with two physicians and a dietician to discuss the myths and facts about COVID-19. The panel, led by Md. Nazmul Masum, Farhana Huq and Muhammad Shafiur Rahman, addressed many misconceptions on black fungus, vaccination, balanced diet, medicine, disinfectants, and preventive measures.

Managing unmanageable: Myths and Facts during pandemic

Virtual Event via ZOOM
June 18, 2021
BST 4:00PM - 5:30PM

Moderator:
Farhana Islam
Director, Membership & Certification

Dr. Md. Nazmul Hoque Masum
General & Colo-rectal Surgeon
Associate Professor of Surgery
Dhaka Medical College & Hospital

Dr. Farhana Huq
Regional program Manager
Pathfinder International
Public Health Expert

Nutritionist Dr. M. Shafiur Rahman
Ph.D., Post-doc., Food Science (South Korea)
Associate Professor
Food Engineering and Technology
State University of Bangladesh

WEBINAR ON PROJECT MANAGEMENT

Projects as Profit Centers

Register Now

Virtual Event via Zoom
3rd July, 2021
Saturday
BST 7:30PM - 9:00PM

Speaker:
Oliver F. Lehmann
MSc, ACE PMP
Project Business Foundation

Moderator:
K.M. Refaul Ehsan
Director, Professional Development

What will be discussed (Learning Objectives):

- ✓ Understanding how to achieve customer happiness while ensuring profitability and liquidity of a customer project.
- ✓ PDU – 1.5

Who can be benefitted:

- ✓ Project managers in customer-(facing) projects.
- ✓ Managers and sponsors of these project managers.
- ✓ PMP employees in companies that are performing customer facing projects.
- ✓ Trainers, consultants, coaches, and their managers.

A webinar on 'Projects as Profit Centers' was organized by veteran project management professional Oliver F. Lehmann, PMP, from the Project Business Foundation. He shared his 38 years of experience and knowledge of project management with the audience.

MENTORING PROGRAM 2021



PMI Bangladesh Chapter launched its second edition of 'Mentoring Program 2021' on 5 June. Jessy Ben-Dov, PMP, from PMI Sydney Chapter, was the special guest and keynote speaker. The program sponsor was chapter president Annesha Ahmed, PMP, while Sk. Naureen Laila was the chief coordinator.

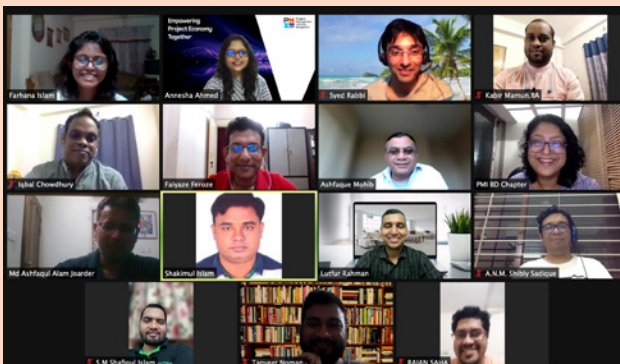
As part of the program, the chapter also organized a mentee orientation on 11 June. Chief guest Humera Shazin, PMP, from PMI Sydney Chapter, delivered the keynote address. The main goal of the program is to get global project leaders to coach chapter members on professional skills.

A total of 29 active members of PMI Bangladesh Chapter participated as mentees, while another 27 members will take part in the upcoming meets. This is a four-month-long program where mentors and mentees meet periodically to exchange their views and knowledge.

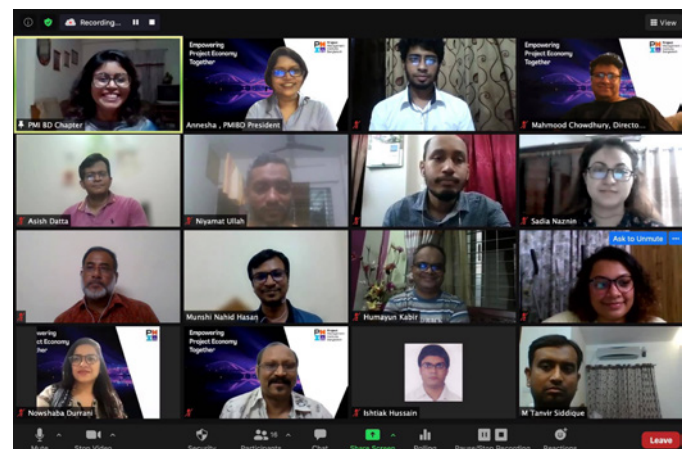
The kickoff session of the second PMI Bangladesh Mentoring Program was held on 26 June. This year, 28 mentees and 25 mentors are expected to get benefit from this journey of mentorship. Shamima Begum, PMP, Six Sigma Master Black Belt, Certified-KPI Professional (CKPIP) and the chapter's immediate past president graced the event as a special guest.

PROJECT MANAGEMENT RESEARCH INITIATIVE

A kick-off meeting for the initiative 'Research on Project Management Practices in Bangladesh' was held on 4 July. At the meeting, members were appreciated for volunteering and providing their expertise for the endeavor. The initiative is expected to gain more momentum with valuable insights from upcoming research programs.



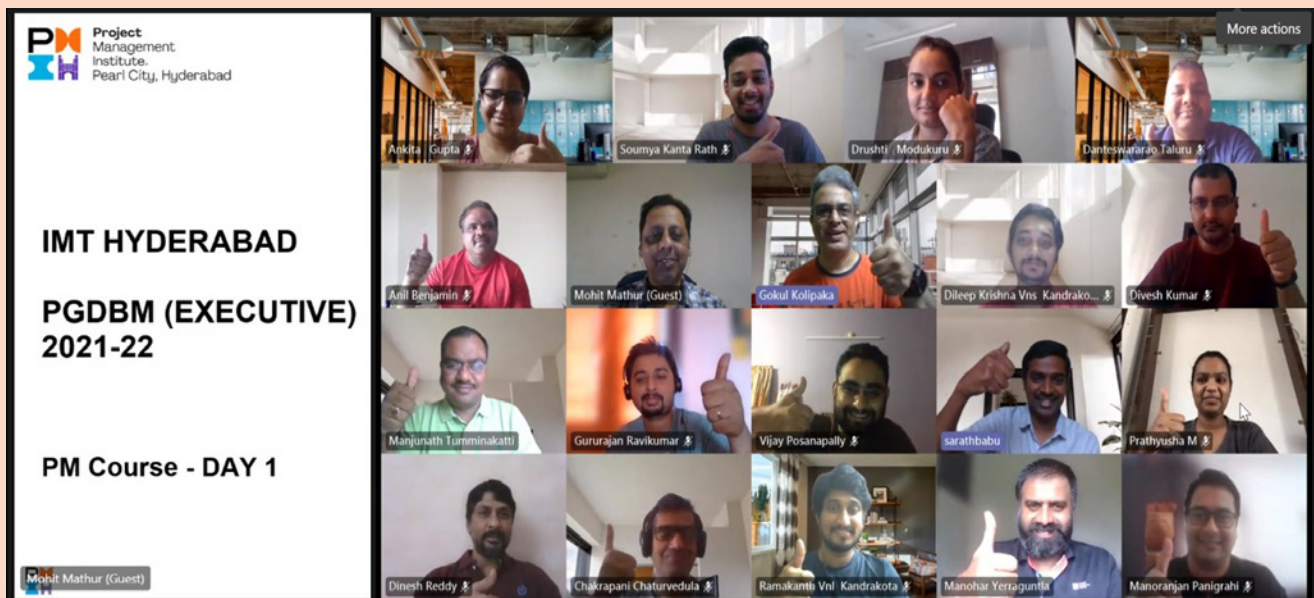
QUARTERLY NEW MEMBER ORIENTATION



Forty new members took part in the chapter's quarterly orientation program on 17 July. Chapter leaders spoke about the support and guidance that they can expect as a part of the PMI community. The new members got an opportunity to interact with chapter leaders at the end of the session.

COLLABORATION WITH IMT HYDERABAD

The chapter has collaborated with the Institute of Management Technology (IMT), Hyderabad, to design, deliver, and evaluate project management and advanced project management courses to students pursuing post graduate diploma in business management (executive). The first class took place on 20 June for a batch of 15 students. The course is scheduled to end by the end of October.



SESSION ON PROJECT MANAGEMENT BASICS



As a part of a strategic partnership with T-Hub, a business incubator in Hyderabad, to amplify the impact of project management, PMI Pearl City Chapter conducted a half-day session on 'Introduction to Project Management.' More than 40 T-Hub employees attended the session, that covered basic project management concepts, and PMI certifications and micro-credentials.

In another engagement, the chapter delivered an integrated project management module to cross-functional heads of Marwadi Education Foundation at Rajkot in Gujarat. This five-week module covers an introduction to project management, project management lifecycle, foundational elements of Disciplined Agile™ (DA), and project management as a life skill.

PMI KERALA CHAPTER

UDAAN: EDUCATION SUPPORT TO UNDERPRIVILEGED STUDENTS

As part of its UDAAN 2021 initiative, PMI Kerala Chapter has distributed smartphones to support the education of underprivileged school students who are currently learning from home.

The chapter distributed seven smartphones to needy students. Some of these children have family members under palliative care, while others are part of an orphanage, Anandanilayam, or a school in Krishnapuram. This program is funded by chapter members. The distribution of education kits is also underway.

This year too, the Kerala Chapter held an online student engagement program, Kuttikootam, that was conducted along with Pallium India, for the children of terminally ill patients. As part of the program, students displayed their skills in various art forms and took part in interactive



sessions. The program was conducted by the students who have been mentored under the PMIK-DISHA program.

UDAAN is a novel initiative started by PMI Kerala Chapter in 2019. It contributes to the United Nations Sustainable Development Goal (UNSDG) 10: Reduced Inequalities. It started with providing education kits to 237 children of terminally ill patients who are under palliative care and are supported by Pallium India.

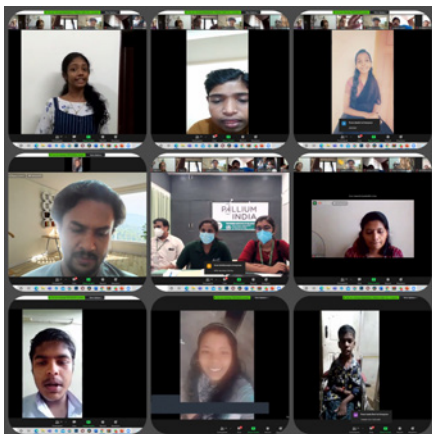
COLLABORATION DEALS

Loyola College of Social Sciences, Thiruvananthapuram, and Christ College of Engineering, Irinjalakuda, have come together to start academic forums for their students. Similar forums exist in Rajadhani Business School, Saintgits College of Engineering, TKM Institute of Management, and Muthoot Institute of Technology and Science.

Academic forums have become highly popular among colleges. The success of various initiatives, such as one-to-one mentoring, project management sessions for students and faculty, and internships and placement drives for students has got wide attention. The annual academic

conclave, WINGS, and the business quiz that is conducted as part of the conclave have also created interest in the chapter's Academic Forum program.

The chapter is hosting the 2021 edition of WINGS on 29 August. It is an online event that will benefit students who are part of Academic Forums. This year, as an added advantage, the chapter plans to include student beneficiaries of DISHA and also those students who were supported through PMIK-Naandi MPC collaboration for employability skills training and placement.



UPSKILLING STUDENTS THROUGH PMIK-DISHA PROGRAM

Chapter leaders had a discussion with Pallium India representatives on 25 July for onboarding the next batch of their students following the growing success of the PMIK-DISHA program.

In 2019, the chapter had selected 30 students for English communication skills training. The chapter dedicated 15 volunteers to mentor the students, along with four Pallium India volunteers as co-mentors. As part of the DISHA program in 2020, students were given simple assignments on basic project management skills and various professional communication sessions to enhance their employability.

PMI MUMBAI CHAPTER

MONTHLY WEBINARS



The chapter has been conducting webinars on a variety of topics.

In April, the chapter hosted a webinar titled, 'Continents, Countries, Cultures and Project Management' to mark its anniversary. The event saw 357 attendees from 38 countries. Michael Deprisco, COO, PMI, delivered a keynote address in which he said that cultural diversity and inclusion are a part of the PMI thought leadership.

The theme for the May webinar was 'Women in Project Management' that saw 419 participants from 40 countries. The event was launched by Ricardo Tiran, managing director, Region 13.

In June, it focused on 'Artificial Intelligence and Project Management' and saw 557 participants from 41 countries. Michael Liddy, global chapter platform owner, kicked off the event.

COLLABORATIVE PROGRAM AMONG CHAPTERS

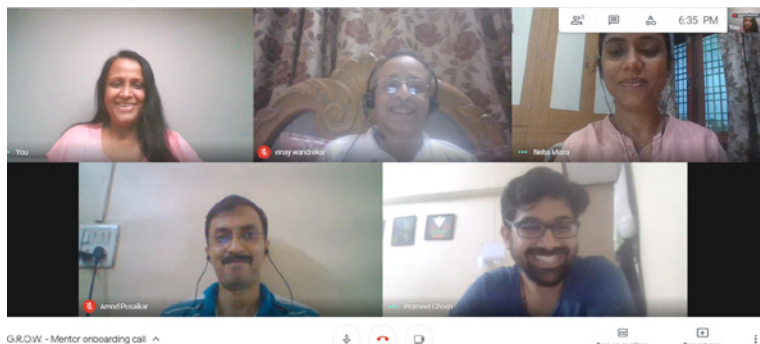
PMI ChapterXchange, a chapter outreach initiative, hosts monthly events to improve collaboration among chapters and encourage cultural diversity. The events feature panel discussions on trending topics with thought leaders from across continents, thereby enabling diversity of thoughts.

The events have facilitated collaboration among 19 PMI chapters, including Mumbai and Gujarat in India, the Czech Republic, the Netherlands, South Africa, South Florida and Phoenix in the US, United Kingdom, Sri Lanka, New Zealand, Zimbabwe, Indonesia, Lima (Peru), Southern Alberta (Canada), São Paulo (Brazil), Kenya, Ghana, Greece, and Poland.

SKILL DEVELOPMENT PROGRAM

The chapter's outreach team has launched a two-month mentorship program — G.R.O.W (Guide, Raise, Provide Options, for Way Forward) — that is focused on Gen-Z.

Its main goal is to provide a support system to the youth and transform their educational skills into skills for the workplace. They are guided and mentored by industry experts and thought leaders.



(Chapter news contributors are Mirza Tanvir, Nowshaba Durrani, PMP; Naga Saujanya Yelisetty, PMP; Praveen Kumar Devisetty, PMP; Manohar Yerraguntla, PMP; Komal Mathur, PMP; Hariprasad P S, PMP, DASSM; Akhila Gowri Shankar, PMP; and Priya Patra, PMP)

STAR VOLUNTEERS

In this column, we shine the spotlight on our star volunteers from PMI South Asia chapters who have made immense contributions through their dedication and passion. This is your opportunity to know a bit about these remarkable men and women from our practitioner community.



NASEEF ZAKI

Consultant, PwC
Volunteer, PMI Bangladesh Chapter

Been a PMI member since: 2020

What attracted me to PMI: It is a one-of-a-kind platform to interact and share experiences with project managers from different verticals

My dream project as a project manager: The two big projects that I'm currently handling as a project manager

My proudest PMI volunteer moment: Initiating and planning a webinar series in 2020

A life lesson I learned as a volunteer: Volunteering gives a sense of fulfillment

I am looking forward to: Contributing more to the chapter, and growing individually as well



MUHAMMAD NIYAMAT ULLAH, PMP

Project Manager, IBCS Primax Software Bangladesh

Volunteer, PMI Bangladesh Chapter

Been a PMI member since: 2020

What attracted me to PMI: Professionalism, quality work, and continuous learning

My dream project as a project manager: To educate my children well

My proudest PMI volunteer moment: I feel proud whenever I participate in any PMI work and introduce myself as a PMI volunteer

A life lesson I learned as a volunteer: I learn something new every day, and grow my network

I am looking forward to: Becoming the best volunteer



PHANEENDRA VINAKOTA, PMP

Consultant
Volunteer, PMI Pearl City Chapter

Been a PMI member since: 2005

What attracted me to PMI: Professional growth and an amazing peer group for networking

My dream project as a project manager: The passport Seva project of the Government of India for which I was a key member of the consulting team

My proudest PMI volunteer moment: Being able to put thoughts on paper and publish them on the editorial page of Spandana for three successive editions. Composing and publishing crisp crosswords, and debating about the magazine design and production issues to ensure high quality outcome.

A life lesson I learned as a volunteer: No matter what you do, always listen to other members. Collaborate, learn, and innovate

I am looking forward to: Enriching the newsletter content with industry leaders' insights and expand my volunteering footprint



**SESHU GANTI, PMP,
DASSM**

ITIL Consultant, First Advantage
Volunteer, PMI Pearl City Chapter

Been a PMI member since: 2017

What attracted me to PMI: I always dreamed of becoming an entrepreneur. PMI helped me improve my leadership and strategic skills. It is a good platform for networking and fostering social connections

My dream project as a project manager: On-board TECHM client

My proudest PMI volunteer moment: Hosting the chapter's networking meeting for the first time

A life lesson I learned as a volunteer: Patience is key

I am looking forward to: Connecting with more people



ANURADHA JAIN, PMP

Founder and Chairperson,
Bean eArchitect Integrated
Services Private Limited

Volunteer, PMI Pune-Deccan
India Chapter

Been a PMI member since: January 2016

What attracted me to PMI: Organized and systematic learning and implementation methodologies that help in successful project management and execution process

My dream project as a project manager: Implementing solutions using a hybrid approach as per the Disciplined Agile framework

My proudest PMI volunteer moment: Being able to implement a project for a village with a focus on holistic development in terms of infrastructure, education, and employment opportunity

A life lesson I learned as a volunteer: The biggest pleasure is to see people you trained, mentored, guided, and upskilled become volunteers for a similar purpose

I am looking forward to: Contributing more projects selflessly to bring change with a strong value system



Inviting article submissions



Calling all PMI/Chapter Members and credential holders to submit their original writings on the topic of project management. Earn PDUs for your published article!

Submission deadline for the next issue - **Sept 30, 2021**

Email your article along with your recent photograph to
editor.manageindia@pmi-india.org

A stage to showcase your grit and determination



VIDHI RAJ, PMP
CUSTOMER SUCCESS MANAGER, GEP WORLDWIDE
PMI SOUTH ASIA CHAMPION

HOW HAS THE CHAMPION PROGRAM HELPED YOU AS AN INDIVIDUAL? PLEASE ELABORATE ON HOW YOU HAVE BENEFITED AS A PROJECT MANAGER AND A LEADER.

Many companies today have an open-door policy, but how many times do we reach out to senior leadership without hesitation? The Champion Program has given me this confidence. It unites the veterans, experts, and mentors, who are adept in their industries, by one theme and passion for project management. And each one of them is just a call or click away.

The Champion Program is synonymous with networking, knowledge sharing, mentoring, and volunteering. It has helped me gain an insight into project management trends and certifications. PMI offerings make me more receptive and aware of a world above and beyond my cocoon. My professional growth after joining the program was contagious and the cascading effects were visible in my team's improved performance.

Joining the program as one of the youngest volunteers was humbling and empowering. The classic saying, 'With great power comes great responsibility,' rings true for me. Carrying the PMI Champion badge made me more accountable toward mentoring other PMP aspirants. I felt that my mentees trusted my knowledge of the concepts of project management and

the Project Management Professional (PMP)[®] certification since I was a PMI Champion. I have supported over 500 PMP[®] aspirants within and beyond my organization through a WhatsApp group for over three years now.

WHY WOULD YOU RECOMMEND THE CHAMPION PROGRAM TO A NEW VOLUNTEER? WHAT SHOULD SOMEONE EXPECT TO GAIN BY JOINING IT?

The Champion Program gives everyone a wide range of opportunities. It encourages participants to propose new advocacy initiatives, explore new avenues of learning, garner support from like-minded people, and initiate a healthy debate to create the best solutions to issues related to project management. There is a structured onboarding process followed by senior champions who can help aspirants identify their areas of interest and guide them to achieve their career goals.

The program is a launchpad for any individual who wishes to contribute their passion and energy to the project management fraternity. For those who have often asked themselves, 'What is the real purpose of my life?', if the answer is project management, the Champion Program is your stage to showcase your grit and determination to serve the community.

HOW HAVE PMI MEMBERSHIP AND CERTIFICATIONS HELPED YOU AND YOUR ORGANIZATION OR TEAM?

The energy and infrastructure industry looks at project management as a skill gained with time and experience. In the last few years, the industry has acknowledged our skill, learning, and experience appended with a 'PMP' in our name, and invited us to serve the project management role much earlier in our career.

The PMP certification being the gold standard of project management, certified practitioners are recognized as change makers that organizations and clients can bank on. Clients consider it as a reflection of an individual's commitment to learn and improve their and their team's performance. PMI membership and certification have helped me open avenues of communication and enhance the project management practices within my organization.

Create a Sense of Purpose



SIVASAILAM RANGAKRISHNAN, PMP
HEAD OF COPPER PRODUCT DU, NOKIA
PMI SOUTH ASIA – MEMBER OF CHAMPION
ADVISORY COMMITTEE

HOW HAS THE CHAMPION PROGRAM HELPED YOU AS AN INDIVIDUAL? PLEASE ELABORATE ON HOW YOU HAVE BENEFITED AS A PROJECT MANAGER AND A LEADER.

The PMI South Asia Champion program has helped me gain access to a network of fellow project management practitioners from the industry. It is enriching to get to know and learn from such a diverse and experienced group of professionals. As a leader, the Champion Program helped me in learning to work with a diverse team and achieve a common goal. I benefited enormously and learned how to motivate myself even in a volunteering program. I am amazed at the passion and commitment of my fellow volunteer champions. It never ceases to motivate me to grow every day.

WHY WOULD YOU RECOMMEND THE CHAMPION PROGRAM TO A NEW VOLUNTEER? WHAT SHOULD SOMEONE EXPECT TO GAIN BY JOINING IT?

The program offers limitless learning opportunities to grow personally as well as professionally. It is a structured volunteering program that forms a bridge between PMI, the project management profession, and the organization one is working for. The Champion Program is an excellent platform to cross-pollinate learnings across industry segments. A champion joining the program will enjoy a sense of purpose and satisfaction of giving back to the profession.

HOW HAVE PMI MEMBERSHIP AND CERTIFICATIONS HELPED YOU AND YOUR ORGANIZATION OR TEAM?

The PMI membership gives you access to the knowledge base of the whole project management profession. You can always learn the latest and greatest practices from practicing professionals. Learning real-life experiences from practicing professionals is better than just following a manifesto or a dogma being driven down an organization.

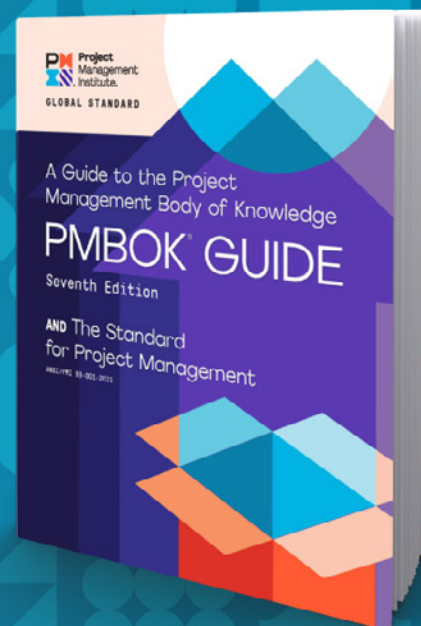
Project management is one of the key skills required in Nokia. PMI has helped many project managers to sharpen their skills with PMP® certification course. The process of certification has enhanced the working knowledge of our project managers. This also gave us an opportunity to strengthen some of the key project management practices and help in on-time delivery of the products to our customers.

The new PMI's *A Guide to Project Management Body of Knowledge (PMBOK)®* versions have helped me to understand the role of a project manager in the new agile and DevOps world.



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