# MANAGE South Asia

APRIL 202





Empowering you with the tools to navigate change

#### In this Issue



#### PMI South Asia Communications

Priya Awasare

**Project Editor**Panchalee Thakur



### PMI Organization Centre Pvt. Ltd.,

#105, WeWork, 1st Floor, Oberoi Commerz II International Business Park.

Oberoi Garden City, Off Western Express Highway, Goregaon East, Mumbai - 400063 E-mail pmi.india@pmi.org www.pmi.org.in



Design, Spenta Multimedia Pvt Ltd Peninsula Spenta, Mathuradas Mill Compound, Senapati Bapat Marg, Lower Parel, Mumbai - 400 013. Tel: (022) 2481 1010 Fax: (022) 2481 1021.

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#### **PMI POLL BOOTH**

#### **VOICE YOUR OPINION-APRIL POLL**

Q. If I were to be part of an organizational transformation program, I wouldn't know how to create value.

<u>Click here</u> to fill entry

#### **RESULT OF LAST POLL**

Q. It is difficult to find people with the right skillset for a DS/AI project. Yes 100% No 0%

Voice your opinion . Last poll results

Cast your vote today. Learn if your fellow practitioners feel the same way as you when the results come out in the next issue of Manage South Asia.



Dear Practitioner,

Organizations are undergoing transformation to stay relevant to new market demands, keep pace with changes in the technology landscape, and attract young talent. The disruptions we saw last year, and to date – and how businesses pivoted to the new reality – have quashed any doubts about the need for transformation.

PMI is launching the Organizational Transformation Series, a set of micro-credentials, to help project and program managers don the hat of business/digital transformation leaders. Take a look at the recently launched <u>foundational course</u> that is the first step in this transformation journey.

In this edition of *Manage South Asia*, we are giving you a glimpse of the exciting organizational transformation story of Robert Bosch Engineering and Business Solutions, a company with a rich 135-year-old history.

Learning never stops at PMI, and we are constantly refurbishing our educational resources for the project community. If you consider yourself a change-maker or are an aspiring change-maker, head to the PMI blog for new perspectives on today's ways of working and new product launches to update your skills.

We recently published the *PMI Pulse of the Profession*® 2021 report that brought to light some interesting statistics. A key takeaway was that in spite of projects getting shelved because of the pandemic, organizations made good progress on the project implementation front. Take a 'pulse' on the status of projects worldwide in our report in this edition of *Manage South Asia*.

This year, we will be publishing our *Guide to the Project Management Body of Knowledge (PMBOK® Guide)* – Seventh Edition. For a sneak peek at what to expect in this edition, visit here.

I'm happy to announce that registrations have opened for the Project Management Regional Conference on 29 and 30 May. The virtual conference brings together experts who will expound on *Digital Project Management: New Horizons. New Strategies*, the conference theme. Book your place at the conference today and learn from the visionaries on how to be future-ready. Stay safe and well.



## Organizational Transformation: Being Fit for the Future

Gayatri Appaya



The Robert Bosch Engineering and Business Solutions Pvt. Ltd. office in Bengaluru that is a leading global provider of technology and services, offering end-to-end engineering, IT, and business solutions.

n increasingly competitive landscape, business expansions, and evolving customer preferences are prompting organizations to look inward and change business models, operations, and team structures. Unforeseeable events like the COVID-19 pandemic have made the case for organizational transformation even stronger. Companies now realize that they need to take a strategic approach toward building business resilience and agility, and thus prepare themselves for disruptions in future.

#### Be Future Ready: PMI's Organizational Transformation Series

With an unpredictable business environment looming ahead, a large number of organizations will want to transform themselves and become more adaptive to change. However, research from McKinsey indicates that 70 percent of complex, large-scale change transformation programs do not reach their stated goals because the approach is top-down, thus creating hurdles and resulting in failure.

As project managers, this is the time to prepare for these future shifts where work models will be flexible and responsive, and not just remain in the hands of senior leaders. Recognizing that organizational transformation is the way forward, PMI has introduced the Organizational Transformation Series, where project professionals will be taught the process of knowing, doing, and designing transformational change.

Through nine interactive modules that take under 10 hours to complete, project managers will learn what it takes to cultivate and implement significant operational and cultural change within an organization, allowing them to support a company-wide transformation in any industry, from any level. The first in the series – Organizational Transformation:

Foundation – is powered by PMI's Brightline®, an initiative aimed at providing project leaders with the building blocks and fundamental knowledge needed to understand how organizations transform efficiently and effectively.

In this edition of *Manage South Asia*, we share insights from the leadership at Robert Bosch Engineering and Business Solutions Pvt. Ltd (RBEI) on their recent organizational transformation, highlighting the project management frameworks, methodologies, and practices that the company adopted.

#### #FitForFuture: 135-Year-Old Brand All Set For a Rejig

RBEI is a 100 percent owned subsidiary of Robert Bosch GmbH, which offers engineering solutions to its partners worldwide. It is Bosch's largest business unit outside Germany, with 20,000 associates working from India, Vietnam, and Mexico.

In 2020, the company decided to position itself as a 'best-in-class software company' that is a great place to work. It wanted to showcase 'Brand Bosch' as an innovation-focused company that offers an empowered and enjoyable work culture to its employees.

Though RBEI was set up in 1990, it belongs to a company with a 135-year-old legacy, which makes change complicated.

"Given the demands of a constantly evolving market, technology, customer expectation, and society, we decided on implementing organizational transformation," says Subbaramu G, general manager at RBEI, and the program manager for the organizational transformation initiative.

Branded #FitForFuture, the program has four strategic levers focused on competitiveness, excellence, global delivery network, and cool software company.



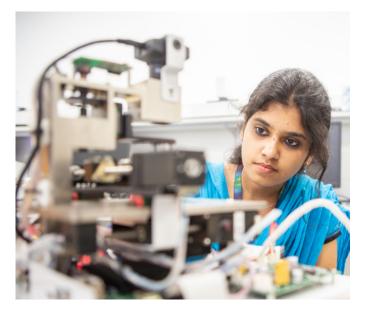
#### COVER STORY

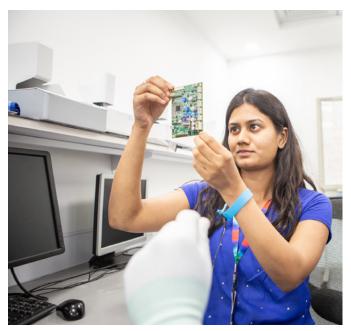
"While excellence and competitiveness are the backbone for the business to stay relevant, the cool software company culture is an identity that we want to promote. The global delivery network is an engine for us to deliver seamlessly by leveraging our wider presence," explains Mr. Subbaramu.

The transformation is being conducted in a project-oriented way, with each strategic imperative being considered a project, which means that it is time-bound, has a fixed budget, and a defined change result. The transformational change at the end of each of these projects would be integrated with standard organizational functions.

The company has identified 20 such strategic imperatives from an organizational transformation perspective, all under the umbrella of the #FitForFuture program. "All these projects are interconnected in some way. Thus, we have adopted an agile methodology for executing them," says Mr. Subbaramu.

For instance, RBEI wanted to enhance organizational competency to deliver future business through artificial intelligence and the internet of things. For that, the company needed to upskill its associates, hire new talent, integrate with industry associations, and pilot use cases. Given





that enhancing organizational competency was linked to areas such as hiring, talent management, and innovation, RBEI executed this in an agile manner by organizing program increment workshops at a defined frequency between all interconnected departments. This has helped to ensure holistic planning and execution.

As the project manager, Mr. Subbaramu liaises with team members from different departments to ensure smooth execution. It ensures accountability and results in a time-bound manner. In addition, the company has involved younger employees to make the initiatives relevant to the young, and has engaged with external agencies to get an outside-in perspective.

RBEI has fostered change agents, especially younger talent, to give them a sense of purpose and identity within the organization. That has helped the organization win their support to drive the transformation passionately.

The transformation program that started in 2020 has been split into 20 strategic projects with a goal to realize their benefits in 20 months.





### PMI Pulse of the Profession® 2021 Report:

Benefits of Organizational Agility During

**Times of Great Change** 

The premier global survey of project professionals takes a deep dive into how successful organizations have been able to nimbly shift during exponential disruption

n the past year, though organizations went through major disruption, the world of projects fared better than you would have anticipated. Our annual *Pulse of the Profession*® report shows that in spite of many projects being put on hold, organizations rose to the challenge and delivered on the promises they had made.

Of the projects that forged ahead, as many as 73 percent met their original goals and business intent, compared to 69 percent the previous year. A good number of them – 62 percent – were completed within budget, and 55 percent on time, compared to 59 percent and 53 percent, respectively, in our last year's report. As a result, wasted investment due to poor project performance declined to 9.4 percent versus 11.4 percent in last year's survey.

Respondents were asked to characterize their organization's approach to ways of working, and nearly a third (32 percent) said that any and all possible methods were primarily or exclusively used to solve problems. This is a characteristic of a "gymnastic enterprise." As outlined in the research, gymnastic enterprises are leading organizations that are able to thrive because they focus on outcomes rather than process, with a clear sense of how to balance structure and governance, while embracing change. They empower their people to make change happen by enabling them to master different ways of working, to become well-rounded professionals, and to elevate their power skills.

Conversely, 30 percent of respondents shared that their organizations primarily or exclusively consider using methods that have proven effective for them in the past. This is a characteristic of a traditional enterprise. The enduring problem that these traditional enterprises face today is that their structures and ways of working remain very rigid in midst of change.

"Our 2021 *Pulse of the Profession* research shows how gymnastic enterprises are thriving in The Project Economy by tailoring their ways of working and empowering their people to lead as changemakers," said Mike DePrisco, chief operating officer of PMI. "By enabling employees to work smarter, elevating power skills, and building business acumen, gymnastic organizations are delivering financial and societal value regardless of the challenges placed before them."

The report demonstrates how gymnastic enterprises reaped success and nimbly shifted when compared to traditional enterprises. For example, gymnastic enterprises were more likely to have high levels of organizational agility (48 percent versus 27 percent) combined with



frequent use standardized risk management practices (68 percent versus 64 percent). They adapted faster to the pandemic, being far more likely to have undergone business change in 2020. And, they were much more likely to have seen increased productivity (71 percent versus 53 percent) and better project outcomes in 2020—in turn resulting in less wasted investment (9 percent versus 10.5 percent).

Gymnastic enterprises are also using technology to augment human skills and help their people continuously improve, prioritizing the enterprise-wide adoption of complex problem-solving techniques (47 percent versus 35 percent); Al-driven tools (39 percent versus 30 percent); on-demand, microlearning apps (39 percent versus 30 percent); and career assessment tools (37 percent versus 30 percent). With their focus on augmenting human skills, and on creative collaboration, it's no surprise that gymnastic enterprises put the highest priority on power skills—especially collaborative leadership (54 percent versus 42 percent of traditional enterprises).

By enabling their people to become changemakers, gymnastic enterprises are better able to sense and respond to shocks, drive change, and face the future, knowing that they have the mindset, skills, and tools that it takes to win. These findings attest to just how important it is for organizations to adopt these approaches.

A total of 3,950 project professionals representing a range of industries and regions, including North America, Europe, Asia Pacific, Sub-Saharan Africa, Latin America, South Asia, Middle East/North Africa, and China were surveyed for the report. The survey was also supplemented by indepth interviews spanning a wide range of industries and regions.

To read more about how gymnastic enterprises are turning ideas into reality, view the full report at <a href="https://www.PMI.org/Pulse.">www.PMI.org/Pulse</a>.





### **EARLY BIRD REGISTRATIONS NOW OPEN**



**REGISTER NOW** 



### **PMI South Asia Common Ground**

We have begun Season 3 of our highly popular Common Ground series of webinars. These events are now being held once a month. In this issue, we are capturing the highlights of the two episodes we have concluded so far.

**Episode 1 Citizen Development: Join the Citizen Revolution** 



**SHUBHRO PAL**Senior Vice President and Global Head,
Lean Digital Transformation, Genpact

Citizen development (CD) has created a buzz in the industry, with increased interest among practitioners to understand how they can leverage the concept for their organization or learn how to become a part of the movement themselves.

Shubhro Pal, who is an avid propagator of the low code and no code approach, explained why the demand for CD is slated to grow, and debunked some of the common myths surrounding it. Quoting IDC, he said that half a billion new applications are going to be built in the next few years. It shows that the demand

for software developers and app developers is going to grow exponentially, thus creating a space for citizen developers.

He highlighted some of the big issues that organizations must address to make the most of CD. He rated data security and IT governance as the most critical challenges. He believes that PMI and the National Association of Software and Services Companies (NASSCOM) have a big role to play in helping organizations develop a safe and effective environment to promote CD.



#### **KEY TAKEAWAYS**

- CD is not new; think of it as shadow IT but with standard guidelines, and on an industrial scale.
- CD will not kill the software engineering industry, but enrich it.
- Data security and IT governance are critical challenges that need to be addressed before adopting CD.
- Key skills needed: logical thinking, domain knowledge, and methodology focus.
- PMI can help in not just publishing best practices guides and case studies but also war stories that bring out the dark side.



#### Citizen Developer

Learn how to unlock the potential of citizen development in your organization.

For details or to enrol for the program, visit www.pmi.org/citizen-developer



# **Episode 2 Future Trends in Project Management**



**SUSWETA MUKHERJEE**Delivery Head (BFS sector),
Tata Consultancy Services



**UMESH METAR**Faculty, L&T Institute of Project Management



**VINEET KUMAR CHANDRA**Senior Project Quality
Manager, Nokia

The panellists shared their views on the way forward for the project management profession. They discussed the relevance of project professionals in the face of technological disruptions, how to adapt to change, reasons to upskill, and the need to build resilience.

Ms. Mukherjee feels that the role of project managers is becoming more demanding, with increased responsibilities, a changing environment, and evolving customer expectations. She urged project managers to focus on continuous learning. Additional certifications help, since day-to-day activities require project professionals to move into program and portfolio management. She emphasized the need to develop long-term coping capabilities, build a network of support, and anticipate setbacks to build resilience.

"Projects such as the construction of the pyramids in Egypt have been going on since ancient times," said Mr. Metar. Every

generation has solved challenges and going forward, project managers will embrace technology disruptions and continue to remain relevant. Real-time problem-solving is an important skill to learn, in order to adapt. His advice to project managers is to look out for opportunities to improve - attend webinars, connect with people, and utilize online avenues.

Mr. Chandra reiterated that bots will not take over the role of project managers as it is all about the human touch. However, the learning curve will change as skills and competencies evolve. Project managers must monitor their organizational objectives and upskill for career progression. They need to increase the speed of delivery and evolve from being good to great. He said that PMI's Program Management (PgMP)® certification is a good option to consider for career progression. He said that change is possible only when the employee as well as the organization are willing to adapt.

#### **KEY TAKEAWAYS**

- The role of project managers will not become redundant, as the human touch will always be needed.
- Analytical people will have to become creative, and the other way around.
- Project management professionals have to build resilience by accepting that every role will have challenges.
- They have to anticipate setbacks and prepare for them.

#### PMI BANGLADESH CHAPTER



#### NEW MEMBER ORIENTATION

An orientation session for new members was organized on 16 January. The new joinees attended the event with enthusiasm, and are all set to make our project management community stronger and more vibrant.

# IN-PERSON EXECUTIVE COMMITTEE MEETING

The Bangladesh Chapter's first in-person executive committee meeting of this year was held on 6 February. The board members took all the required precautions in view of the COVID-19 pandemic, and took off their masks only for a few seconds for the photograph.

#### **POHELA FALGUN CELEBRATION**

The chapter celebrated the first day of spring, called Pohela Falgun, on 14 February. The onset of Falgun – the 11th month of the Bangla calendar – is marked by festivities, and people dress up in their colorful best to bring renewed vigor to life.

#### INTERNATIONAL MOTHER LANGUAGE DAY

The chapter celebrated the International Mother Language Day on 21 February. The occasion marks the day in 1952, when several people sacrificed their lives for the Bangla language. It is also known as Shaheed Day, 'Ekushe' (21st), Language Movement Day, Martyrs' Day, or 'Shohid Dibos'. To commemorate the occasion, Bangladeshis visit Shaheed Minar, a monument built in the memory of those who lost their lives during the protests in 1952. After the movement, Bangla got the status of state language in the region, which was then known as East Pakistan.

#### ANNUAL PLANNING WITH R11

PMI Bangladesh Chapter discussed and finalized plans for 2021 with Region 11 mentors on 6 March. The discussion was fruitful, and gave guidelines and motivation to the attendees to work toward achieving the big targets set as per the PMI global guidelines.



#### WEBINAR SERIES





Koushik Srinivasan, PMI India volunteer, an IT cloud advisor, storyteller and author spoke to PMI Bangladesh chapter members on 'Storytelling for Project Success.' The webinar was held on 23 January.

An experience-sharing webinar on the topic, 'Mega Project Management: A case study of Payra 1320 MW Thermal Power Plant Project' was organized by Muhammad Saifuddin Ahsan, superintending engineer, North-West Power Generation Company, on 30 January.

Fahad Ahmed, PMP, head of program management office, Agha Khan University Hospital, discussed the various ingredients needed for success and the power of persistence on 13 February.

On 5 March, Fahad Ifaz, CEO and co-founder of iFarmer delved on the significance of complex systems and why

they matter. He discussed the meaning of polarity and the frameworks that can be used to enhance adaptive management.

A webinar was arranged on 13 March to discuss the important aspects of building a winning team in a complex collaboration project. In most projects, the team includes people with different cultural backgrounds, experience levels, and work locations. In the times of the COVID-19 pandemic, teams are increasingly engaging with each other, and also the customer, digitally. If a project involves collaboration between many departments, network of suppliers, and an external customer, then it comes under the complex collaboration territory. The webinar was held to shed light on these issues.

#### **MEMBERS GET TOGETHER IN VIRTUAL MEETING**



The chapter organized a mega virtual event on 9 April that was aimed at imparting information about PMI and PMI Bangladesh Chapter. It included networking events, speeches, awards, and felicitations.

Srini Srinivasan, regional managing director, PMI South Asia; Girish R Kadam, PMI Region 11 mentor; and SoHyun Kang, regional engagement head, Asia Pacific and chapter development manager, PMI, spent time with the chapter members. Ghulam Sumdany Don, chief inspirational officer, Don Sumdany Facilitation and Consultancy, and managing director, Ikigai HR Services, conducted an interactive session with the members to give them tips on how to achieve goals.

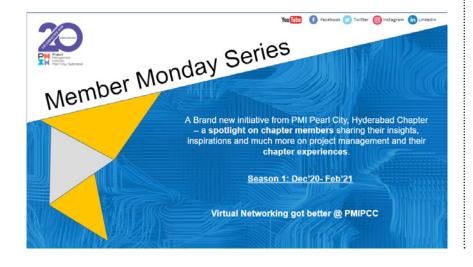
Fourteen trees were planted as a token of gratitude for the four speakers and the three oldest chapter members, who have completed over 4,000 days.

#### PMI PEARL CITY CHAPTER

#### **MEMBER MONDAY SERIES**

Virtual networking got better at PMIPCC with the Member Monday initiative. Chapter members shared their journey, experiences, and their reasons for being a part of PMI and PMIPCC.

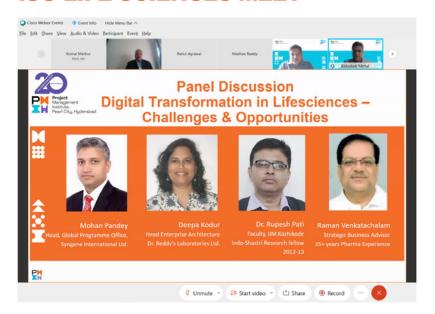
It gave the audience an opportunity to hear from active members about the diversified opportunities PMIPCC including volunteering activities.



# INDUSTRY SPECIFIC GROUP INITIATION

PMI Pearl City Chapter (PMIPCC) initiated a new community called Industry Specific Groups (ISG) on 21 March to enable members to have focused discussions in their domain. and to give a platform to seniors to share their rich industry experience with others. Six groups have been created for various sectors - healthcare and pharmaceuticals; banking, finance and insurance; energy, oil and natural gas; aerospace and defense; manufacturing and automotive; and infrastructure and construction. The key functions of the ISGs include helping members become subject matter experts in the specific domain, holding discussions on current challenges and best practices. providing support for job opportunities, and mentoring newcomers.

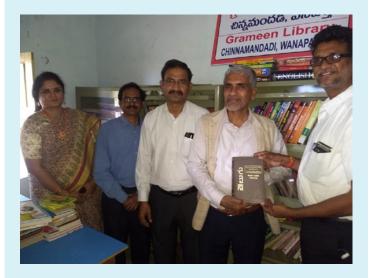
#### **ISG LIFE SCIENCES MEET**



PMIPCC held its first meeting of ISG Life Sciences on 21 March. It featured a panel discussion on 'Digital Transformation in the Life Sciences industry - Challenges and Opportunities' by senior industry professionals such as Mohan Pandey, Deepa Kodur, Rupesh Kumar Pati, and Raman Venkatachalam.

The event was attended by over 80 participants from various parts of India, Bangladesh, and Sri Lanka.

# PMIPCC-NIRD/SERA INITIATIVE



National Institute of Rural Development and Panchayati Raj (NIRD), SERA Trust, and PMIPCC volunteers organized a program on 7 February to strengthen panchayats in areas such as governance, preventive health care, and education. The event was attended by W R Reddy from NIRD, Synthia Padala from SERA, PMIPCC board members, and volunteers. The team also visited Alwal, Chinnamandadi, and Cheekaruchettu villages, and interacted with the villagers.

# MEMBERS' NETWORK MEETING







The first chapter network meeting of the year took place on 23 January. Members caught up on chapter updates, listened to insightful sessions, and networked with one another.

PMI 50 honoree Kamil Mroz shared insights on #NextGen PM, with a focus on navigating change, activating leadership, and orchestrating the ecosystem. The second speaker was Roshan Singh who spoke on "How to move together into the future?"

#### PMIPCC GRAMEEN LIBRARY INITIATIVE

PMIPCC took an initiative on 7 February to establish 100 libraries with books on a wide range of topics, from Indian mythology to preparation material for competitive examinations. The first such library has been set up at Chinnamandadi village in Penddamandadi mandal in Wanaparthy district of Telangana. It has 500 books for people of various age groups.



#### PMI KERALA CHAPTER

#### NEW BOARD OF DIRECTORS



PMI Kerala Chapter completed the election process for the board of directors in February, and all the open positions were filled, with the candidates taking the posts unopposed. They officially took charge on 1 April, and their tenure will end in March 2022. For the first time, this board has four female directors.

#### PROJECT MANAGEMENT FOR SCHOOL STUDENTS

'Sarvam Organic', the home gardening project of PMI Kerala Chapter for the school forum members, has been a huge success. Close on the heels of this initiative, the chapter arranged a session on 'Project Management as a Life Skill' for the school forum members from Sarvodaya Central Vidyalaya, Thiruvananthapuram. Liji Elizabeth Thomas, PMI Kerala Chapter volunteer and PMI Kerala-Whiz Talk speaker, conducted the online session on 27 March. It was attended by students from 8th, 9th and 11th grades.

Ms Thomas introduced the fundamental concepts of project management with suitable examples as well as specific project references to the schoolchildren. The students actively participated in the interactions. This session was a part of Kerala Chapter's social outreach program for the 5-to-75 target group.

(Chapter news contributors are Nowshaba Durrani, PMP; Suma Murthy, PMP, DASSM; Naga Saujanya Yelisetty, PMP, DASSM; Monika Muddamshetty, PMP, PMI-ACP, DASSM; and Akhila Gowri Shankar, 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 little bit about these remarkable men and women from our practitioner community.



#### **RASHED BAREE, PMP**

Enterprise Solutions & Services Senior Manager

Volunteer, PMI Bangladesh Chapter

Been a PMI member since: April 2019

What attracted me to PMI: It offers an opportunity to enhance professional credibility, knowledge and earning potential.

My dream project as a project manager: An on-going Oracle Fusion Cloud (ERP) global implementation project for the telecom industry.

My proudest PMI volunteer moment: Successfully conducted PMI Bangladesh Mentorship Program 2020 as a mentee coordinator.

A life lesson I learned as a volunteer: You can learn at least one thing from everyone you meet.

I am looking forward to: Seeing PMI Bangladesh Chapter develop a strong footprint on the global PMI platform.



#### **SOHAIL AHAMAD, PMP**

Assistant Analyst, Tata Consultancy Services

Volunteer, PMI Pearl City Chapter

Been a PMI member since: June 2020

What attracted me to PMI: To learn how to manage a project efficiently and PMI's A Guide to Project Management Body of Knowledge (PMBOK® Guide).

**My dream project as a project manager:** Working on a project to promote education and knowledge among individuals across all age groups.

**My proudest PMI volunteer moment:** Connecting with members as a member the outreach team.

A life lesson I learned as a volunteer: Listen and value every individual in both professional and personal life.

I am looking forward to: Actively engaging in PMI initiatives.



### CHAITANYA LEKHARAJU, PMP

Student, National Institute of Technology (NIT), Rourkela

Volunteer, PMI Pearl City Chapter

Been a PMI member since: December 2017

What attracted me to PMI: The project management framework has completely altered my view toward a project.

My dream project as a project manager: Leading a team for economic policy-making for India and its implementation using project management frameworks.

My proudest PMI volunteer moment: Launch of the Member Monday Series and the Project Management Student Forum -- a student club at NIT Rourkela.

A life lesson I learned as a volunteer: How to use my full potential to deliver outcomes while expecting nothing in return.

I am looking forward to: Reaching new avenues by networking and advocating project management principles.



#### **RAHUL JAIN, PMP**

Engineer II, Johnson Controls

Manager, Corporate Outreach, PMI Pune-Deccan India Chapter

Been a PMI member since: August 2020

What attracted me to PMI: PMI's enriched community and knowledge base, and its learning courses.

**My dream project as a project manager:** Any project in which I can share my learning.

My proudest PMI volunteer moment: Successful collaboration with ITC, JCI and Eduplusnow.

A life lesson I learned as a volunteer: How to enhance business development skills, adapt to different situations, and learn new perspectives.

I am looking forward to: Having more collaborations with corporates and project management professionals.

### **Leading by Learning**



SANDIP KARIA
SENIOR CHAMPION
DIRECTOR, CIMCON INFOTECH PVT. LTD.

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

I have been volunteering with the PMI Champion program for more than four years. It has been a great learning experience for me. It has allowed me to grow my network not only in my company but also in my city. As a PMI Champion, I got a new identity as I started helping many aspirants for PMI's Project Management Professional (PMP)® certification in my city. It has also allowed me to work with various engineering and management colleges to help students learn management concepts. This, in turn, diffused my stage fear and helped me improve my teaching and presentation skills. It also

inspired me to continue learning new techniques and skills, and to effectively utilize my time during the lockdown after the onset of the COVID-19 pandemic.

The Champion program has also enhanced my leadership skills at my workplace. After my firm was acquired by an investor, I became the company director during my tenure as PMI Champion.

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

The PMI Champion program provides a platform and processes to people to develop their network and reach the next level in terms of learning and advocacy. It offers lessons on the latest management trends and also allows you to grow in volunteering, while unlocking your untapped potential. Watching the fellow Champions learn new things also fills you with enthusiasm to achieve bigger milestones.

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

I have been associated with PMI for over 10 years. During this time, I have learned new things and kept myself updated with the latest trends in the market. It has also helped me in earning professional development units (PDUs), which are required to maintain certifications. The PMI certification has also helped me to effectively manage projects and teams in my organization. When the customer gets to know that they are working with a certified professional, their trust in you and your company increases.

### **Closer Connections, Wider Reach**



BHASKAR NAGARAJA SENIOR CHAMPION SENIOR PROGRAM MANAGER, INTEL TECHNOLOGY INDIA PVT. LTD.

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

As a Senior Champion, I have connected with fellow Champions from different companies across domains. It provides a great learning and sharing opportunity, and has honed my mentoring and leadership

skills. The networking opportunities and new learnings have helped me drive many projects and programs in my organization. Many learnings from this forum have been shared in the Project Management Work Group in Intel, and the leadership skills have been demonstrated through projects in my organization like driving the PMP exam training and Project Management Day.

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

The Champion program provides an avenue for networking, learning, and sharing. We also have have during our regular meetings, whether they are held virtually or offline.

It provides a lot of knowledge-sharing opportunities, and even the possibility to an individual to represent PMI in events.

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

PMI memberships and certifications help project management professionals to get connected with the external world. Project managers remain in touch with the latest happenings in the profession, and the number of certifications shows how well they manage projects, which is reflected in the organization's results.



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