Project
Management
Institute.

A New Approach to Risk Management: Strategies for a Post-COVID-19 World

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PMI POLL BOOTH

VOICE YOUR OPINION-JUNE POLL

Q. My organization looks at risk management only as fire fighting.

__Click here__ to fill entry

RESULT OF LAST POLL

Q. If I were to be part of an organizational transformation program, I wouldn't know how to create value.
Yes 67%   No 33%

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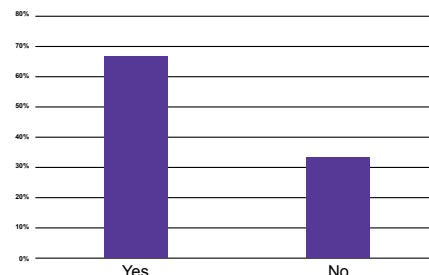
Cast your vote today. Learn if your fellow practitioners feel the same way as you when the results come out in the next issue of Manage South Asia.

Dear Practitioner,

The COVID-19 pandemic has changed many of our perceptions, beliefs, and ways of working. It has exposed gaps in the way we have been managing projects. One area that needs urgent re-focus is risk management. In this issue of *Manage South Asia*, we discuss how an integrated approach toward risk management is critical in today's business environment. As organizations look to fortify and future-proof themselves, we see risk management increasingly becoming a critical skill for project managers. PMI's Risk Management Professional (PMI-RMP)® will help you stay on top of your game and increase your relevance to your organization.

Another article to check out is our *By Invitation* column on program management. Learn how organizations can develop resilient program managers to lead their teams for greater success during these difficult times. If you want to get the extra edge in your career as a program manager, consider our Program Management Professional (PgMP)® certification.

On 29 and 30 May, our Project Management Regional Conference, focusing on the theme 'Digital Project Management: New Horizons. New Strategies,' was held on a virtual platform. Several well-known experts and leading practitioners from across the globe shared their knowledge and insights on the impact of digital technologies on projects, and the importance of developing digital skills to stay relevant. In this context, we invite you to cultivate 'power skills,' that include competencies in digital technologies and soft skills, in order to become future-ready project managers.

Besides the learning, the virtual event provided a great opportunity for our practitioners in Region 11 to connect and network online. We had a big turnout, with more than 800 delegates from 20 countries, and active participation in the interactive segments, including the project management quiz, audience polls, and Q&A sessions. I would like to congratulate the PMI Pune-Deccan India Chapter, as well as volunteers from Region 11 chapters, for their impactful and effective collective endeavor.

PMI recently released the *Talent Gap: Ten-Year Employment Trends, Costs, and Global Implications 2021* report. It unravels the main reasons behind the talent gap in projects. Do read the report and stay up-to-date on how organizations and professionals can meet the high demand for project management skills.

Stay safe and healthy.

Kind regards,

Dr. Srini Srinivasan
Managing Director,
PMI South Asia

Program Management in the Post-COVID-19 World Needs Rethinking

DHARAM SINGH, PgMP, PfMP, PMP, PMI-RMP, PMI-ACP, PMI-PBA, ITIL, PRINCE2
CEO, vCare Project Management LLC

The COVID-19 pandemic has pulled organizations into uncertainty, thereby impacting their customer base and marketshare. Organizations around the world are facing enormous challenges, such as economic downturn fueled by a huge drop in demand, the need to follow new regulatory guidelines, supply-side collapse, and staffing nightmares. Organizations need to work on survival techniques and be prepared for the post-pandemic world.

The pandemic has made long-term thinking difficult but important. While inaction is risky during a crisis, an unsound, knee-jerk action may cause further damage. As the pandemic rages on, portfolio/program offices need to respond to the new reality of work from home. An organization falters mostly because of a lack of adaptability and ineffective strategies for scaling business. Agile ways of working are the need of the hour for both small and large organizations. They need to revisit their ways of working to adapt to the new environment.

Organizations also need to find the best fit between their changing goals and managing teams for success. It is important to revamp the standards followed, tools and techniques used, metrics analyzed, and managers' decision-making processes. Organizations must place more emphasis on the 3Cs – collaboration, communication, and competencies."People agility" should be given more importance than business agility.

A 'RESILIENT MANAGER' IS 'PRODUCTIVE LEADER'

Organizations need to start addressing the competencies of managers with continuous learning, and consistent encouragement and rewards. They must provide managers with a platform to help them grow from being a manager to a portfolio/program leader, and help in transitioning them from the role of a busy manager to a productive leader.

Robert K. Greenleaf defines servant-leadership as: "I serve because I am the leader," and "I am the leader because I serve." The second type of leadership harnesses an unselfish mentality, resilience, and a flexible mindset. Such leaders build on empathy, mindfulness, and self-awareness. They stand on the frontlines with greater psychological resilience for better crisis management. Resilient portfolio/program managers must emulate this concept and perform as servant leaders.

This will assist them in collaborating and empowering all those involved in the portfolio/program to achieve the intended benefits.

Resilient managers are the ones who adapt quickly, irrespective of the trauma surrounding them, to pursue calculated risks and secure wins for their organizations. They make difficult times less traumatic for the organization and scale new heights when the situation improves.

OPPORTUNITIES

Remote Work: As the pandemic has shown, teams do not need to be physically present in one location to produce the desired results. Organizations can hence reevaluate their real estate investments and consider remote work as a long-term strategy. This move will help to reduce the overall cost on account of the workforce. Portfolio/program offices can group the activities based on the requirements, and split the workforce as fully remote, partially remote, and partially remote with some exceptions.

The portfolio/program office can also leverage automation tools to track tasks and thus bring more accuracy in reporting. This move will increase accountability and reduce resource costs.

Remotely educating teams on new tools and activities through mentors will be cost-effective rather than on-premises training.

Continuous Learning Organization: It is important to understand what has worked and what has not worked in COVID-19 times. Discussions with all layers of the organization will enable an understanding of the challenges related to the Business Continuity Plan (BCP) and its impact on the path to business recovery. Validate the timeline of the activities and take a relook at strategies and tactics to redefine the existing BCP policies and procedures.

This post-COVID-19 situation emphasizes the importance of a people-first strategy. Prioritize the risks based on that would be more appropriate in the project, programs, and portfolio. These learnings might need to be carried on for risk management and contingency budgeting for future projects.

COVID-19 has also helped us learn and better understand waste management. By eliminating non-essentials in the projects, programs, and portfolios, an organization can significantly focus on the most important things. Documenting the lessons learned from the risk mitigation actions taken can help in achieving the project goals.

Risk evaluation needs to go beyond the internal organization. Risk assessment strategies must include vendors, partners, and health care providers as stakeholders. Lessons learned from these times must be put into practice for future preparedness in terms of threat modelling. Resilient managers must also take stock of other possibilities such as trade barriers, protectionism or economic sanctions into account.

Decentralizing Governance: The global sourcing model has changed, and new technologies and demand patterns have helped in management of the situation by regionalizing the supply chain wherever feasible. As border closures impacted supply of goods, local vendors often came to the rescue. That could now be looked at as a long-term solution. By leveraging local partners, an organization can not only reduce the overall costs but also strengthen its operational resilience.

Using a local workforce closer to the project site needs to be considered, particularly where there is no remote work possibility. But there needs to be more rigorous practices to keep workers safe at the workplace.

Role of Futuristic Technologies: Project sites that require manual inventory management can be replaced with robots. Automation would help in accurate inventory controls and protect the workforce from potential virus exposures. Computer vision and drones can be used to identify objects and for inventory counting at large sites where there is a need for consistent monitoring.

The use of Internet of Things (IoT) will improve the monitoring of equipment and its utilization. Projects that use hardware components can be remotely operated through IoT devices.

As the volume of data we collect grows day by day, artificial intelligence can be leveraged to take timely decisions. The use of algorithms and machine learning tools can help in prediction of issues, risks, and outcomes. It can also help in modelling new threats.

In addition, leveraging as-a-service tools will help in reduction of portfolio/program budgets. Cloud-based tools will help projects get state-of-the-art tools to focus on project deliverables.

CHALLENGES AND SOLUTIONS
As people work from home, they need to stay motivated. Portfolio/program offices need to regularly update employees on their priorities. There have been many instances of employee burnout due to extended work hours. Encourage frequent breaks for remote teams to avoid such situations. Conduct regular checks on work in progress queues and provide additional support if needed.

Evaluate the possibility of organizing refresher sessions with your teams online. Introduce telemedicine programs for mental health consultations.

If there are team members with chronic diseases or low immunity, restructure their work so that pressure is reduced. Ensure that project sites and facilities promote a healthy work environment, including UV lighting, air conditioning, humidification, air purification, and sanitizing ducts.

Redefine performance evaluation metrics for remote work and communicate them to all levels of the workforce. Portfolio/program offices need to create documents to facilitate remote work as part of new policy, and employment contracts with non-disclosure agreements for those handling data assets.

Global organizations with portfolio/program offices need to rework their human resource policies at a regional level and start restructuring their ways of working for the post-COVID-19 world. It's important to reassess the hiring and onboarding of resources remotely and plan logistics to provide the necessary resources, thereby enabling the new workforce to work effectively. Such actions might call for simplified steps and automatic provisioning of enterprise applications related to projects.

Cyber security is a major challenge. Securing the internet, applications, and enterprise data infrastructure would be a great challenge as we are set to see a dramatic increase in the number of remote workers. This trend creates an increased risk of cyber attacks. Aspects like data loss prevention must be enforced for better endpoint security. Ensure sufficient bandwidth for the management of virtual private networks for secure access to the office network.

Teams need to be consistently informed about the new potential threats due to remote working. As they work on the client's infrastructure, they need to ensure that the credentials are secure even in the home environment. Team members working from home must be educated on how to identify potential frauds, suspicious emails, and phishing attacks.

CONCLUSION
Rather than thinking about the losses incurred during this crisis, leaders must take forward the learnings from their experience.

Opportunities arising amidst a pandemic need to be pursued cautiously, after a detailed assessment of how the opportunities will contribute to long-term organizational goals. By ignoring opportunities that are worth pursuing, organizations risk losing out to competition.

Organizations must prepare an action plan well in advance for any such crisis in the future. The action plan must be led by resilient managers at the program and portfolio levels who have sufficient knowledge and skills to enable their organization's success during these times. The cost of not preparing for such crises would be catastrophic for organizations. With a cohesive approach, we will be able to overcome such challenges in the future.

Dharam Singh is an accomplished management professional with over 27 years of experience in the IT, telecommunication, government, banking, and insurance sectors. He is a winner of Global Training & Development Leadership Award from CHRO Asia.

A New Approach to Risk Management: Strategies for a Post-COVID-19 World

By Potshangbam July

The COVID-19 pandemic is forcing organizations to take a relook at their business strategies, including how they manage projects. It is now apparent that the absence of an effective risk management framework and potential mitigation plans can upend businesses, and result in not just financial loss but also loss in brand equity. In such a scenario, an integrated approach toward risk management is critical to identify potential risks, and tackle the uncertainties associated with projects and the business at all levels.

Earlier, the risks that arose were common and predictable, mostly related to cost, performance, and schedule, or they were external risks such as changing market conditions or political uncertainty. However, the pandemic has brought to the fore an entirely new set of challenges for project managers. It has compelled many organizations to undergo a rigorous reality check, and learn fresh ways to adapt to the new reality and ensure business continuity.

Project managers now need to be more flexible and adaptive, and do away with some of the traditional approaches to risk management. They need to be aware of the latest business developments and equip themselves with new skills. PMI's Risk Management Professional (PMI-RMP)® certification helps project managers develop market-ready risk management capabilities that are high in demand.

Manage South Asia brings to you insights and recommendations from senior risk management practitioners on how to prepare for the new normal.

5 Burning Risk Issues Facing Project Management Practitioners

RAJEEV THYKATT
Head - Risk Management, Infosys BPM Ltd.

Risk management in projects has more or less been straightforward. If project management professionals master the risk management process, there is a high chance of them meeting project needs. The approach has been rather siloed of limiting risk management to project scope without integrating it at the organizational level. But such a practice has so far not materially impacted project outcomes.

With the pandemic, that is however no longer a wise approach. Here are some issues that project professionals must deal with in a post-COVID-19 world:

1) **Integrated and aligned risk management -** Decisions taken at the enterprise level often impact projects. If the project needs and risks are not factored in the enterprise risk decisions, the project may be adversely impacted. Therefore, integration and close alignment with an enterprise risk management framework is critical.

2) **Supply chain support -** External and internal supply chain support issues are rising. Organizations that are part of the external supply chain must adopt robust risk management framework, and only then can they guarantee service predictability. Equally important is the capability of the internal supply chain to extend its support to the top management and leverage the external supply chain to meet the project objectives.

3) **Changing government policies -** Projects have to factor in the dynamic nature of government policies to tackle fast-evolving situations. This dynamic nature is due to the lack of historical data to back decisions, unpredictability over how the situation on the ground could evolve, and the potential impact on human life. This is further aggravated when the risk remains for an extended period of time and uncertainty prevails.

4) **Identification of opportunities -** Project practitioners need to identify opportunities created by these risks, and alter the project meaningfully to ensure thatit adds value to the stakeholders. This may include completely changing the scope, incorporating additional scope, reducing the scope, and improving the capability and/or capacity of the project. The value proposition the project can bring to the client in the current environment needs to be seen through a different lens of opportunities.

5) **Human factors -** Following a sensitive approach to the human needs in a project is a big challenge that project practitioners have been managing as project risk. Appreciating human factors at the project level is necessary. That responsibility does not lie at the enterprise level alone, but it must also be practiced at the project level. The results will then be seen at the organizational level, and will lead to the protection of values that the project delivers to its stakeholders.

It is a norm now to design and adopt an effective and efficient principle-based risk management framework at the organizational level that factors in the needs at the project level. Projects also need to ensure alignment and integration with the enterprise risk management framework to meet the project objectives and the needs of its internal and external stakeholders.

The ISO 31000 standard is a good starting point for organizations. It outlines the principles of risk management and the components of an enterprise risk management framework on the basis of which an organization can design its own framework. It also explains the risk management process to follow. It gives an organization an opportunity to customize risk management activities to its own context. Its implementation can help the project risk management process align and integrate with the enterprise risk management framework as well

as benefit from the principles the organization adopts to guide its risk management activities.

Expectations from project management practitioners have increased in the area of risk management. So it is time to introspect if your project risk management is creating and protecting the value expected of a project.

Rajeev Thykatt is a risk management professional handling risk, standards, contractual, regulatory, compliance, business continuity, resilience, supplier/vendor/partner risk and information security issues. He is the convenor of the Task Group 3 for User Survey of Technical Committee 262 of ISO for Risk Management as well as the convenor of the Working Group 6 for developing a governance maturity model standard in Technical Committee 309 of ISO.

Why Project Managers Need to Become Risk Managers Now

VIVEK SONAR, PMP, PMI-RMP
General Manager (Product Development),
Mahindra Trucks & Bus Division

As the saying goes, *"Human mind works on the rocket principle. It does not go high unless the bottom is put on fire."* There is a sense of urgency and a renewed focus toward risk management following the unprecedented situation arising from COVID-19, especially around the second wave and potential fear of a third wave too.

The organizations which had taken some ad hoc actions hesitatingly during the initial outbreak of the COVID-19 crisis are now focusing on the long-term perspective, and reviewing the policies and processes related to risk management in an effort to streamline them across business functions. Risk management is no longer a niche reserved only for board rooms or a small group of professionals, but a discipline that is becoming an integral part of an organization's project program management, including operations.

Project teams today face new challenges related to running operations and ensuring people's safety, besides managing the regular risks. There are some projects that require people to physically work together,

and handle part sand equipment sourced from within or outside the organization for building and testing prototypes or rolling production vehicles. One of the biggest challenges that project managers are facing nowadays is how to put the pieces together and keep the needle ticking at work without flouting the social distancing and other safety guidelines.

Project managers need to put in place new practices such as daily stand-up meetings, reviews focusing on risk management, and potential mitigation plans, rather than mere status updates, etc. Besides keeping themselves up-to-date about new developments, they are now scanning the external environment and analyzing the information on a daily basis to assess potential impact on work. Interestingly, this means that everyone must become a risk manager for their own work packages and deliveries. This change will go a long way in creating a risk culture across different layers of organizations.

Agility and risk management will take precedence over traditional project management practices, mainly by managing project deliveries through scope, time, and cost. Practices such as continuous scanning of the project environment and being proactively prepared to deal with risks in an agile manner will be the call of the future.

There are a few lessons that we need to draw from this crisis. Embracing a risk mindset will be the next new normal, along with accepting that risks are natural and manageable, good and bad, and that proactivity and ownership are vital. Also, developing requisite risk management skills and competencies will help us prepare for the future.

Vivek Sonar, PMP, PMI-RMP, is an auto industry professional with over three decades of experience. Being an active volunteer of PMI for the past 15+ years, he has contributed to several PMI initiatives both locally and globally. He is the past chair of the PMI India Champion Advisory Committee.

PMI Talent Gap Report:
Disparity Between Demand and Availability of Project Talent Persists

The 10-year outlook of project management-oriented employment projects that South Asia risks losing US$ 28.1 billion in GDP due to lack of sufficient number of project managers

Talent Gap:
Ten–Year Employment Trends,
Costs, and Global Implications

June 2021

The demand for project management skills continues to outstrip supply, thereby causing a ripple effect on the global economy at different levels. Our *Talent Gap: Ten-Year Employment Trends, Costs, and Global Implications* report is a 10-year outlook of project management-oriented employment (PMOE). It discusses in detail the persistence of the talent gap, how it can affect economic growth, and the opportunities for organizations and individuals to strategically fill the gap.

The report reveals that the annual demand for PMOE is highest in China, followed by South Asia. In fact, four-fifths of PMOE growth will occur in China and South Asia alone. These two regions will have the two largest PMOE workforces by 2030, with South Asia moving past Asia Pacific and Europe.

The report highlights that an increase in the number of jobs requiring project management-oriented skills, higher demand due to economic growth, and retirement rates will create a need for 25 million new

project professionals globally by 2030. To close the gap, 2.3 million project managers and changemakers will need to enter these roles every year to keep up with the demand.

Talent shortage is likely to pose a considerable risk to organizations as they rely on project teams to implement strategic initiatives on time and within budget. This gap is likely to impact every region, and result in a potential loss of up to US$ 345.5 billion in global GDP by 2030. In South Asia, there is a potential risk of losing US$ 28.1 billion.

"Projects and the changemakers behind those projects play a vital role in the global economy and society as a whole. And while project managers are the quintessential changemakers, any individual who possesses project management skills can help steer change," said Joe Cahill, chief customer officer at PMI. "Upskilling the workforce and empowering a new generation of talent with project management skills will be critical in narrowing the talent gap and creating positive impact. Organizations can help empower employees by providing learning opportunities, but can also spot qualified candidates by seeking out those who hold project management-related certifications."

PMI's Project Management Professional (PMP)® certification is globally recognized as the "gold standard" of project management certifications. Earning the PMP® certification supercharges a professional's career regardless of the industry, as it shows project leadership experience and expertise in any way of working, as well as helps organizations empower candidates to work in a smarter manner and perform better.

The report highlights that projects, and successful management of them, are essential to industry and economic growth. The total GDP of projectized industries—industries with significant project management requirements—is estimated to increase from $24.7 trillion in 2019 to $34.5 trillion in 2030. The share of GDP increase due to productivity improvement in projectized industries is projected to be highest in China, Europe, and North America.

"Organizations can be proactive in enabling project managers and changemakers by upskilling employees and building a culture that promotes continual learning. Now more than ever, it's vital for employers to champion new learning initiatives and explore partnerships to equip employees with the necessary project management skills," said Cahill. "These capabilities include power skills such as collaborative leadership, business acumen to create well-rounded employees, and mastering new ways of working, such as tech-enhanced problem-solving tools."

To learn more about the talent gap and the statistics, read the full report.

![Projects logo]

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Zoho Projects is an online project management solution that helps you plan projects, track their progress, and collaborate with your team easily. You can access the application from any web browser, or Apple or Android mobile device.

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zoho.com/projects

Project Management Regional Conference 2021:
Digitalization and the Changing Role of Project Managers

To stay relevant in today's disruptive times, project managers must reset their goals and expectations, and adopt newer technologies and skills to propel their careers.

SPEAKERS

TONY APPLEBY
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Chair, PMI Board of Directors and Managing Director, Project Strategy Consulting Group

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Global Head of Data and Artificial Intelligence Solutions, Credit Suisse

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Host Chapter

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The seventh edition of the Project Management Regional Conference brought together experts and practitioners from around the world to explore how digital transformation is unleashing new opportunities for both organizations and individuals in today's Project Economy.

Hosted by the PMI Pune-Deccan India Chapter, the virtual event, held on 29 and 30 May, was centered on the theme, 'Digital Project Management: New Horizons. New Strategies.' It was a forum for practitioners to understand how digital technologies are impacting projects, and what must they do to leverage digital skills to stay relevant and grow in the profession.

The weekend conference kicked off with a quiz on project management that got the adrenaline rushing among the delegates, and created the right mood before the start of the knowledge sessions. This action-packed session saw close to 350 participants.

While welcoming delegates to the conference, Jay Dholakia, president, PMI Pune-Deccan India Chapter, spoke about the need for project managers to adapt to change and lead their organizations in their digital transformation journey.

Srini Srinivasan, regional managing director, PMI South Asia, provided an overview of new programs and certifications, such as Wicked Problem Solving, Citizen Developer and Organizational Transformation, that PMI is introducing to enhance the capabilities of practitioners.

On the first day of the conference, keynote speakers presented their critical observations and analyses on current trends, challenges, and impacts in tune with the conference theme. These speakers included Tony Appleby, chair, PMI Board of Directors, and managing director,

Project Strategy Consulting Group; Vishwas Mahajan, founder, Whizible.com; Vinayak Marathe, consultant, O&M Excellence; and Sandeep Kumar, managing director, ProductDossier.

Continuing with the same level of enthusiasm as the previous day, the second day too began with a quiz on project management. It was followed by a number of keynote addresses. The speakers were Dr. Radhakrishnan Pillai, director, SPM Foundation, and founder director, Atma Darshan & Chanakya Aanvikshiki; Candice Wyatt, director of project management, Red Door Interactive; Sarah Gadd, global head of data and artificial intelligence solutions, Credit Suisse; Stephanie Hoogenbergen, managing director, Credit Suisse; and Antonio Nieto-Rodriguez, author and a leading expert in project management and strategy implementation.

In the concluding remarks and vote of thanks, Rinoo Rajesh, chief operating officer & vice president, PMI Pune-Deccan India Chapter, expressed his gratitude to chapter volunteers and other contributors from the Region 11 chapters, which made the virtual conference a great success. The conference hosts took this opportunity to recapture some of the key topics discussed, including the need for digital skills for project delivery, such as data science, data security, and privacy knowledge; legal and regulatory compliance; and collaborative leadership. They highlighted the importance of reality checks on one's current skills so as to know when it is time for reskilling or upskilling.

Sponsored by Credit Suisse, Product Dossier and Zoho Projects, the conference was attended by more than 800 delegates, besides speakers and invitees. The virtual conference allowed delegates to e-meet/network, attend sponsor stalls, interact with speakers and delegates through live chat, and take part in live polls. On the whole, it was not just a great learning experience but also a highly engaging one.

PMI BANGLADESH CHAPTER

TREE PLANTATION INITIATIVE

PMI Bangladesh Chapter planted 14 trees in honor of four speakers and three long-standing chapter members during the 'Members Mega Meet 2021' held on 9 April. It was a tribute that would benefit both the present and future generations.

WEBINARS ON NEW-AGE SKILLS FOR PROJECT MANAGERS

PMI Bangladesh Chapter hosted a webinar on the topic, 'Cloud Adaptation for Project Managers.' It was held on 7 May, by Hasan T. Emdad, CEO, Kloud Technologies Limited. Mr Emdad gave detailed insights and recommendations on cloud adaptation, and answered the attendees' queries during the question-and-answer session.

PMI Bangladesh Chapter also hosted a webinar via Zoom on the topic, 'Myths and Misconception about Agile and Scrum' on 22 May. Ahmed Zafor Sadeq Bhuiyan, consultant, International Finance Corporations, was the speaker at the event.
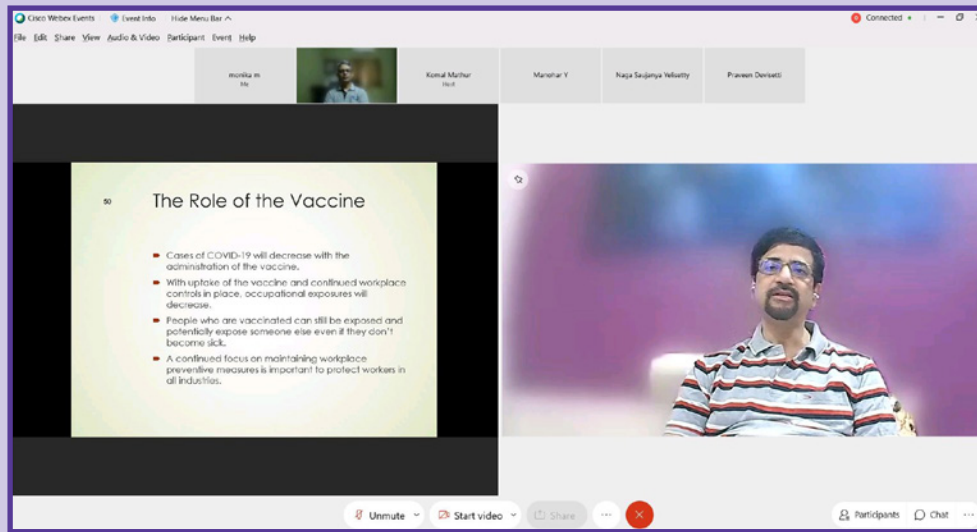
PMI PEARL CITY CHAPTER

TEACHING PROJECT MANAGEMENT TO ENGINEERING STUDENTS

PMI Pearl City Chapter, in collaboration with Vasavi College of Engineering, is delivering an elective course on project management to students of various branches of engineering. The two-month long program is targeted at developing project management capabilities in over 140 students. It aims at helping them develop a basic understanding of project management as a life skill. Additionally, the course will enhance career opportunities for the students.
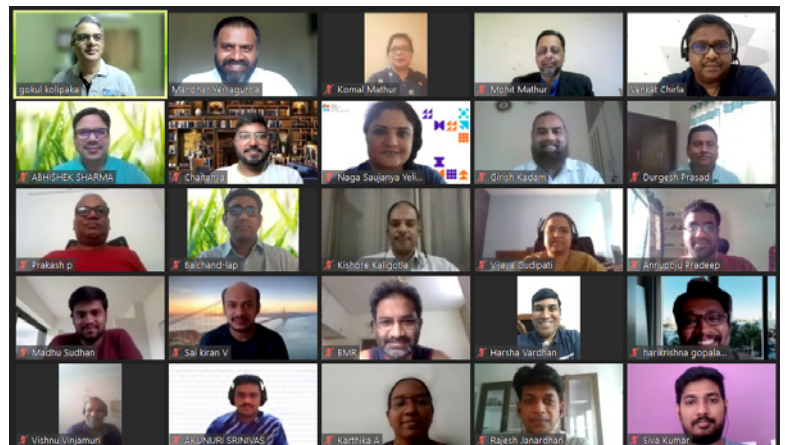
INTERACTIVE SESSION ON COVID-19 AWARENESS

In an effort to clear doubts related to COVID-19, PMI Pearl City Chapter organized an interactive session for all its members, and their families and friends. The objective of the session was to shed light on the precautionary measures, and address the speculations surrounding the second wave of the pandemic in the country.

In an hour-long session, Sai Ravi Shanker, head of department and senior interventional cardiologist,

SLG Hospital, Hyderabad, discussed various topics, such as pre- and post-COVID-19 tests, vaccination for those who have recovered from the illness, and the causes and prevention of black fungus infection, among others. The participants were given an opportunity to raise questions and understand the ongoing situation around the pandemic.

AUTHORIZED TRAINING PARTNER

PMI Pearl City Chapter continues to pursue its objective of bringing professional development and certification to the project management community in its new avatar as an Authorized Training Partner (ATP). In line with its objective, Girish Kadam, region mentor, PMI South Asia, along with Abhishek Sharma, PMP, PGMP, PfMP, chapter partner of PMI South Asia, inaugurated the ATP event on 22 May. The inaugural event was attended by PMIPCC board members and more than 20 participants. The chapter held its first workshop on the Project Management Professional (PMP®) certification on that day.

PMI KERALA CHAPTER

RELEASE OF AUDIO BOOKS FOR CHILDREN

As a part of its social outreach activities, PMI Kerala Chapter released audio books for school children in the age group of 5-10 years. The books have been created by chapter volunteers. The initiative aims to support the online classes for school children, and follows the curriculum prescribed by the State Council for Educational Research and Training (SCERT).

Following the success of the program, chapter leaders were approached by officials from the Thiruvananthapuram headquarters of Kerala Federation of the Blind (KFB), seeking their help to make available the Braille versions of the reference books prescribed in the curriculum. Over 200 books were handed over by KFB for conversion into audio books.

The chapter initiated the project in association with its Academic Forum partner, Saingits College of Engineering. The project is continuing with more volunteers, and will benefit a large section of underprivileged children.

The chapter will also a submit a pledge of service in support of PMI's global commitment for social impact to advance the United Nations Sustainable Development Goals in 2021.

TRAINING SESSIONS FOR MEMBERS

PMI Kerala Chapter has initiated training sessions for professional development of its members with an aim to upskill them with the tools and certifications relevant in the current times.These sessions will focus on Microsoft Project and Jira, and are scheduled to be held in June and July. Three batches were trained during a two-day workshop on MS Advanced Excel training, and one batch attended the Lean Six Sigma Green Belt Certification program in May.

The chapter has also announced a 1-PDU free webinar session on 13 June, in which Dileepan Moorkanat, strategic innovations program leader, Hewlett Packard Enterprise, will speak on the topic, 'Having a Growth Mindset in the Midst of Chaos.' The session is open to all, and registration link will be shared on the chapter's social media handles. This is the first free webinar on professional development being organized by the chapter. It will be held every second Sunday of the month on a new topic.

The chapter will also conduct Disciplined Agile Scrum Master (DASM), Disciplined Agile Senior Scrum Master (DASSM), PgMP® and PMP® certification training in June and July.

(Chapter news contributors are Nowshaba Durrani, PMP; Akhila Gowri Shankar, PMP; Manohar Yerraguntla, PMP; Gokul Kolipaka, PMP; and Hariprasad PS, PMP, DASSM

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.

PRASENJIT CHOWDHURY, PMP

Deputy Project Manager, Shanta Holdings Limited

Volunteer, PMI Bangladesh Chapter

Been a PMI member since: 2019

What attracted me to PMI: The continuous learning and networking opportunities offered by PMI

My dream project as a project manager: Yet to happen

My proudest PMI volunteer moment: The appreciation I received for my contribution to PMIBD Symposium 2020

A life lesson I learned as a volunteer: Gratefulness /sincere appreciation is a great motivator to lead a team

I am looking forward to: More opportunities to contribute as a volunteer

KUMAR DSP, PMP

Assistant Manager – ADL, AjiBio-Pharma Services Pvt Ltd

Volunteer, PMI Pearl City Chapter

Been a PMI member since: December 2019

What attracted me to PMI: The way PMI is leading the global industry through effective and sustainable project management standards, and delivering expert professionals to the domain

My dream project as a project manager: To become a PMI Board member

My proudest PMI volunteer moment: When a PMP aspirant passed his exam and thanked me for the guidance and support

A life lesson I learned as a volunteer: Giving back is the greatest habit

I am looking forward to: Serving more to the industry, society and the project management community

NARENDRA Y, PMP, DASSM

Solution Manager, IBM

Volunteer, PMI Pearl City Chapter

Been a PMI member since: July 2020

What attracted me to PMI: The leadership experience that we gain through PMI courses

My dream project as a project manager: A project that involves and benefits people in a big way

My proudest PMI volunteer moment: The meetings I hosted involving a design team, college professors and students

A life lesson I learned as a volunteer: To keep calm and ignore conflicts in discussions

I am looking forward to: Doing more volunteer work at different levels

MAYURI SONI, PMP

Infra Delivery Manager, VOIS

Volunteer, PMI Pune Deccan India Chapter

Been a PMI member since: February 2021

What attracted me to PMI: The organized learning sessions and amiable co-workers

My dream project as a project manager: Aproject wherein I can share my knowledge and learning

My proudest PMI volunteer moment: When I got a chance to host a part of the South Asia International Women's Day event

A life lesson I learned as a volunteer: Adapt agility under any circumstances and grab learning opportunities

I am looking forward to: Meeting PMI members and learning from their experience

PHILIP JACOB PERAKATHU

Assistant Professor, Saintgits College of Engineering (Autonomous), Kerala

AVP – Membership, PMI Kerala Chapter

Been a PMI member since: 2018

What attracted me to PMI: The enriched community and knowledge base, and networking opportunities

My dream project as a project manager: A project wherein I can share my knowledge and experiences

My proudest PMI volunteer moment: The launch of PMI Kerala Academic Forum at Saintgits College of Engineering

A life lesson I learned as a volunteer: The more we share, the more we learn

I am looking forward to: Actively engaging in PMI initiatives

ABHIJIT GHOSH

Lead Manager, Retail Credit Risk Analytics

Training volunteer, PMI West Bengal Chapter

Been a PMI member since: January 2020

What attracted me to PMI: The global reach in terms of knowledge and experience that PMI offers to its members, and the opportunity of cross-spectrum networking

My dream project as a project manager: One that ensures a sustainable business model which returns maximum possible values for all stakeholders while reasonably contributing towards the society

A life lesson I learned as a volunteer: Any thoughtful contribution, irrespective of its magnitude, can touch lives and make a difference

I am looking forward to: Having an enriching experience during my journey with PMI and the West Bengal chapter

To Learn is to Grow

RAJAKUMAR RAMAKRISHNAN
PMI SOUTH ASIA SENIOR CHAMPION

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

The PMI Champion program helps us get access to multiple project managers working in different industries. It's said that if you want to excel, surround yourself with people who are doing exceptional work so that their achievements also motivate you to go the extra mile in your activities. We continuously hear and see the achievements of Champions in their organizations as well as volunteering activities. This motivates others.

I led a PMI Champion initiative to identify the impact of COVID-19 in various industries, and the new skills that project professionals need to learn during this pandemic. We identified the impacts on the industries and the new skills needed through a survey. We have decided to upskill fellow Champions in the newly identified skills. Many volunteers have come forward to deliver these enhancement sessions. We have delivered multiple upskilling sessions, which were well-received.

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

We receive a lot from the society, but we do not give much value to things when they are easily available to us. There are innumerable people who put in a lot of effort for the food we eat and the clothes we wear. Hence it is our responsibility to give something back to the society. The PMI Champion program helps us give back to the community through the volunteer program.

Participating in volunteering activities without expecting anything in return gives us a sense of satisfaction. When people benefit from your service, it makes you happy and motivates you to go further.When newcomers join the Champion program, they get access to multiple project professionals across industries. Also, as they get associated with PMI, they receive first-hand information about PMI's offers, initiatives, etc.

This platform gives an opportunity to enhance the skills required for giving an impressive presentation, a speech in college, or hosting a successful event.

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

I have been a PMI member and PMP for many years. One of the major benefits of this has been that it has allowed me to become a PMI Champion.

We receive a lot of tips when fellow Champions share theirexperiences. Customers also recognize the PMP certifications. PMI acknowledges Champions' contributions through rewards and recognition. This creates added visibility within our own organization as well. It also enables you to create your persona outside the organization. This is appreciated and recognized by the leaders. When we face challenges and seekideas or solutions to tackle them, the inputs from fellow Champions are a great help. They are just one click away when we post a query. This also gives you an opportunity to understand that an activity that is done regularly in your organization maybe done in a different way at other places. For example, in one of the MPP knowledge-sharing sessions, the presenter gave an entirely different perspective on how MPP can be used. Similarly, Champions from other industries help us learn about know how MPP is used in their sectors.

Avenue for Deeper Understanding

KUSH KUMAR
ASSOCIATE DIRECTOR, IQVIA INDIA PVT. LTD.
PMI SOUTH ASIA SENIOR CHAMPION

HOW HAS THE CHAMPION PROGRAM HELPED YOU AS AN INDIVIDUAL? PLEASE ELABORATE ON HOW YOU HAVE BENEFITED AS A PROJECT MANAGER AND LEADER.
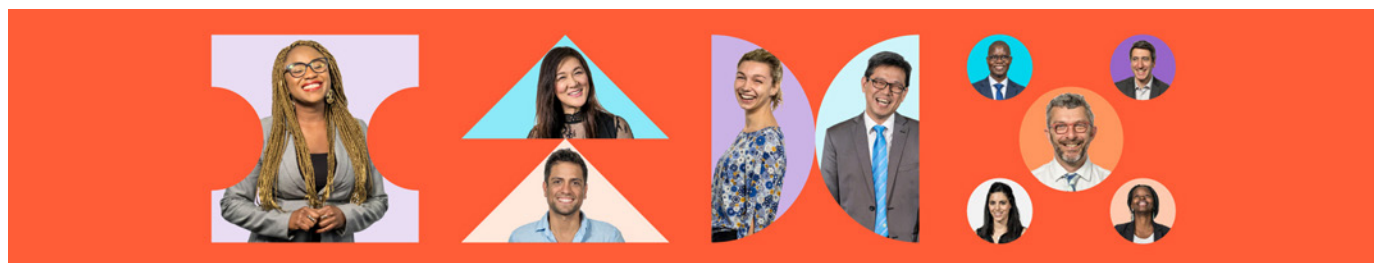
I joined the Champion program in 2014, and since then it has been an enriching journey for me, professionally as well as personally. It has made it possible for me interact with Champions from other organizations and get their perspective on project management. This has also helped me help others in my organization. It became evident in 2016 when my organization entrusted me with the task of establishing and heading the PM Center of Excellence. Since then, even though I have played different roles within my organization, I continue to be treated as a subject expert in project management. Apart from this, the Champion program has also helped open other volunteering opportunities for me, such as participating in Mega Exam Development workshops, and being a part of the Translation and Review Committee for *A Guide to Project Management Body of Knowledge (PMBOK® Guide)* and ACP Sixth Edition (Hindi language).

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

The Champion program offers an opportunity to gain a deeper understanding of project management competency through interactions with other Champions from different industries. This also enables them to advocate the cause of project management and its significance within their organization and network, which helps in establishing them as experts in this area. It also provides us an opportunity to give back to the community. Being part of the Champion family also helps in tapping the potential of collective wisdom of a group of experts when one encounters a fresh challenge.

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

PMI membership and certification has helped me in gaining a deeper understanding of the nuances of project management. They have helped me establish the processes and competencies required for project managers in my organization. They have also helped in defining a standard for project management practices within my organization.

PMI Project Management Institute.

Talent Gap:
Ten-Year Employment Trends, Costs, and Global Implications

Project Management Institute

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