



Paul Estey, PMP, Charles Firth, (NEW) PMP and Howie Lyhte, PMP show their Communication results at the March Chapter Meeting.

Next Chapter Meeting

April 20th, 2005 – The Yard – Manchester

Speaker: Joe Turner



Joe Turner is the Principal of **turnerConsulting**. The focus of *Turner Consulting* is on the business aspects of projects - to assist clients in aligning the completion of critical projects to their corporate objective. Joe will be presenting **“Integrating soft skills with Project Management Training to Succeed”**. This program will provide insights to the integration of so-called “hard” and “soft” skills and their role in project management training.

Join us April 20th at The Yard in Manchester. Networking hour starts at 6. Open to all.

To register: <http://www.acteva.com/booking.cfm?bevaaid=85393>

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From the President’s Desk

Gary O’Kula, PMP
NH Chapter President
president@pmi-nh.org

As my term as President closes, and the fourth President Mike Gregowske, PMP, takes office, I would like to take this time to challenge you to consider volunteering with PMI NH Chapter as a personal professional development strategy.

The chapter was sanctioned from PMI in March 2001. I along with a few other members began the Chapter development process in September 2000. While I'm proud of the individual achievements and success we have created with membership approaching 300 from a group of 5, it's time for change.

I have learned a great deal about project management, volunteer organizations, from our peers across the country and the world. As a Project Management Professional (PMP) and a member of this Chapter I wanted to share some of my experience with you in hopes of encouraging you to take some risk, enjoy some professional growth, and consider volunteering for either an Officer or Director position with the Chapter.

I'm sure your first reaction is, I just don't have the time. Frankly, you might not, but I believe it's all about setting your goals and priorities and making the time for what you believe is important to you. My personal investment in the early stages was significant. As President, I spend on average today about 1-2 hours per week on PMI-NH business, about an hour of preparation time for each monthly Board meeting and a couple of hours attending the monthly Membership meetings. By the way, I don't attend them all, and will miss the April meeting because of a work commitment.

As a Board, we have been meeting once a month over dinner either at a restaurant or a Board members residence. Our meetings run from about 6:30 pm until 8:15 pm. Our Board meetings are centralized to the location of the Board composition as much as possible. The membership meetings are planned for 9 months in the upcoming Sept 2005 - August 2006 cycle.

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WELCOME!

We extend a very warm welcome to these newest members of the NH chapter “family.” We hope to see you at a chapter meeting very soon – perhaps on April 20th:

- Sal J Abramo
- Mark S Gamrat
- Cindy Giguere
- Richard Natoli
- John S Padley
- Beverly J. Porter, PMP
- Terry L. Richardson, PMP
- Bradley E. Balon
- Suzanne J. Gorham
- Bryan MacLaren
- Michael T. Mazza
- Nicholas Pangaro, PMP
- Lynne A. Soughley
- David W. Towne
- Peter E Ventola
- Laura M Amrein
- Rutahnn Burke, PMP
- John F. Cronin, Jr.
- David R. Haight
- Lianna M Hall
- Jeff Holmes
- Eugene A Kachuck, Jr.
- Doug Leach
- Kimberly K. Lee, PMP
- Sharon K. Morrison
- Matthew Tancreti
- Christopher J Ware
- Leslie J. Williams

Please consider joining the Leadership team of PMI NH and experiencing the enthusiasm, passion and personal growth potential as an Officer or Director. By the way, PMP's earn 10 PDUs as Chapter leaders and more by attending meetings or working on small projects!

I would be happy to answer any questions you might have. Specific position descriptions are available; however, I can assure you that we all pitch in.

See you all at the next meeting!


Gary A. O’Kula, PMP
President
PMI NH Chapter

CONGRATS NEW PMPs!

They did it! Congrats to these chapter members who recently passed the PMP exam and earned their letters:

- Michel Biedermann, PhD, PMP
- Charles A. Mitchell, PMP
- Stephen G Trudel, PMP
- Rutahnn Burke, PMP
- Nick W. Nardo, PMP
- Richard Natoli, PMP
- Barbara L O’Connell, PMP
- Charles Firth, PMP
- Mary-Michael Stave, PMP

New PMPs are encouraged to help mentor others in the chapter. To volunteer, please email: education@pmi-nh.org



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Fundamentals of Virtual Teaming – Part 3

Written by: Kevin P. Micalizzi, HeiterConnect, Inc.

Working with virtual teams is rapidly becoming standard practice, on or off shore. This is the third in a 4 part series on the Fundamentals of Virtual Teaming. In this article we'll focus on the virtual project team as a living system and how information plays a role.

Last month, we discussed how identity is critical to the success of our project team as a living system. As we look at the role of information, we turn again to "The Irresistible Future of Organizing", by Margaret J. Wheatley and Myron Kellner-Rogers. Wheatley and Kellner-Rogers explain that sensitive information-processing exists in "the edge of chaos," a place where new information enters without the team losing its identity. The information appears chaotic but is the "nutrient of self-organization."

As Wheatley and Kellner-Rogers show, "Only when information belongs to everyone can people organize rapidly and effectively around shifts in customers/partners, competitors and environments. People need access to information that no one could predict they would want to know. They themselves didn't know they needed it until that very moment."

To ensure the success of our teams we must find better ways to increase this information sharing. When our project teams worked in the same physical space, we could rely on team libraries, bulletin boards, and informal discussions among team members. In the virtual space, we need to leverage available technologies to ensure all team members have the information they need.

Regularly scheduled conference calls and web conferencing are very commonly used vehicles for information sharing. Web conferencing technology allows us to supplement the audio call with shared visuals, giving participants a chance to see and hear what is being discussed. We may share a presentation, collaborate on a document, or demonstrate something relating to the topic being discussed. This approach is also very effective for "brown bag" or more informal learning sessions among team members.

Among some teams, email is still a heavily used tool for information and knowledge sharing. You may create an email alias that allows team members to send things to one email address that gets forwarded to the entire team. Managing email can be a difficult challenge for many team members, but unlike conference calls it does provide a "written" record that can be referred back to.

Instant messaging has become popular among many teams. Typically effective for shorter, less complex topics, it provides a real-time exchange of information among team members. "Chat rooms" are available with most instant messaging technologies and allow all team members to message in the same space, but it is difficult to follow conversations with more than a few participants. This is why instant messaging is typically used for one-on-one communications and does not ensure information is made available to all team members.

Collaboration technologies are now available to help us ensure information is available to all team members in a way that can be organized, accessed, and archived after a project. Commonly used technologies include project web sites, forums, discussion boards, and team collaboration spaces. Each of these technologies allows team members to contribute information and ensures all team members have access. The success of these tools depends on you, as project manager, modeling the behavior you expect from your team. Instead of emailing your status reports, send a link to the project web site, or just a reminder that the updated status report is available in the team's collaboration tool.

With a strong identity and this readily available information, team members have what they need to develop informed and creative responses for the challenges they face. Next month, with the last in this series, we will focus on how interaction plays a role in our virtual project teams...

Kevin P. Micalizzi – Consultant and Business Development Manager for HeiterConnect, Inc., has over 8 years experience working with virtual teams. Kevin is a frequent host of the HeiterConnect, Inc. weekly MiniConnect free one hour webinars (<http://www.heiterconnect.com/miniconnect.htm>). As a leader and project manager Kevin has met the challenges of leading effectively across cultural and geographical boundaries. He has developed teams in medium and large companies with hierarchical and matrix organizations, including IBM Rational software and Sybase. An excellent communicator and facilitator, Kevin received his Bachelor's degree from Ithaca College in Speech Communication, with a focus on interpersonal, small group, and intercultural communication. Kevin can be reached at kmicalizzi@heiterconnect.com. ■

Upcoming Chapter Events – 2005 Calendar of Meetings

WED., APRIL 20 - NH CHAPTER MEETING

The Yard, 6 pm
1211 S. Mammoth Road
Manchester, New Hampshire



Joe Turner, Principal of Turner Consulting will present:
Integrating "Soft Skills" with Project Management Training to Succeed

This program will provide insights to the integration of so-called "hard" and "soft" skills and their role in project management training. Joe will urge you to integrate both skills to advance the organization's progress in the Capability Maturity Model (CMM). He will link critical projects to their origins in strategic plans and use ROI and cash flow techniques to illustrate the impact of delays and overspending related to inadequate communications and interpersonal skills. He will talk about the need for Human Resource (HR) and Organization Development (OD) professionals to support organization change. In this facilitated discussion the audience will consider ways in which project managers and HR/OD practitioners can support each other to make projects successful.

About our speaker:

Joe Turner, Principal of Turner Consulting. The focus of *Turner Consulting* is on the business aspects of projects - to assist clients in aligning the completion of critical projects to their corporate objective. Joe provides world-class training and consulting services to develop core competencies in project management, planning and budgeting.

Joe has more than 30 years of business and leadership experience nationally and internationally. His clients are engaged in a wide variety of industries: biotechnology, construction, consulting, educational institutions, financial services, government, high technology, insurance, law enforcement management, manufacturing, medical, and not-for-profit. His business experience ranges from the management of corporate budgets at Blue Cross Blue Shield of Massachusetts to providing individual and team consulting on for all corporate functions. His education includes the Virginia Military Institute and Boston University.

Driving directions:

Heading North on Interstate 293, take exit 1 (The Mall of New Hampshire exit). Turn left at the traffic light at the end of the off ramp onto Route 28 south (South Willow Street). The Yard Restaurant is approximately 1.9 miles from the off ramp and is on the left side.

Heading South on Interstate 293, take exit 1 (The Mall of New Hampshire exit). Turn right at the traffic light at the end of the off ramp onto Route 28 south (South Willow Street). The Yard Restaurant is approximately 1.9 miles from the off ramp and is on the left side.

WED., MAY 18 - NH CHAPTER MEETING

The Inn at Hampton, 6 pm
Galley Hatch Conference Center
US RT 1
Hampton, New Hampshire



Event Calendar

May 18 th , 2005	Hampton
June 15 th , 2005	Manchester
September 21 st , 2005	Hampton
October 19 th , 2005	Manchester
December 7 th , 2005	Hampton

Typical Meeting Agenda

6:00 – 6:30: Registration & Networking
6:30 – 7:00: Dinner
7:00 – 7:15: Welcome / Introductions & Job Postings
7:15 – 8:30: Guest Speaker
8:30 – 8:45: Adjourn

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HOW TO CONTACT US

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For sponsorship, advertising or job placement ads and inquiries, please e-mail us at sponsorship@pmi-nh.org.

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➤ *Study Group Update*



Education Corner
Rick Hogan, PMP
Education Director, NH Chapter
education@pmi-nh.org

PMP Exam Study Group Update

Merrimack Study Group – This was completed and as of now, two people have already passed their PMP exam! Congratulations to Charles Firth, PMP and Mary-Michael Stave!

Anyone planning to take the PMP certification exam prior to October 2005 should prepare themselves based on PMBOK-2000, NOT the recently published 2004 edition.

Are you interested in joining a study group to help you prepare for you PMP Exam? Contact the Education Director today at education@pmi-nh.org. Cost is \$100 plus study books. Participants must be NH chapter members.

Are you interested in becoming a mentor for a study group? Being a mentor will give you PDUs to maintain your PMP status, provide additional networking opportunities and keep you up to date on Best Practices and cutting edge methods in the Project Management field. ■

For more information about upcoming study groups, becoming a mentor or PDUs please contact Rick Hogan, PMP, at education@pmi-nh.org.



PMI-NH is proud to be a Registered Education Provider, meaning we’ve earned the right to award PDUs for our quality meetings, workshops, seminars and classes.

PMPs need to earn 60 Professional Development Units (PDUs) every three years to stay certified.