



Building professionalism in project management.™

STATUS REPORT

The Newsletter of
Project Management Institute
Honolulu Chapter, Inc.

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www.pmi-honoluluchapter.org

COMING EVENT

February Membership Meeting **Collaboration and Project Delivery Tools**

Gary Morgan and Steve Gilmour
Vignette Corporation

When:

Wednesday, February 15, 2006
11:30 AM – 1:00 PM

Where:

The Plaza Club

Reservation Deadline: February 10

PMP's will earn 1 PDU /Category 3:
Session #C166-P62150

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Coming Soon

March Membership Meeting
Coralie Chun Matayoshi – CEO American Red Cross
Hawaii

April Membership Meeting
Clay Springer – HMSA

2006 Board of Directors

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PMI Honolulu Chapter, Inc.
P.O. Box 1161
Honolulu, HI 96807

Did You Notice...

New PMP's 2005
87,776

Total PMP's as of December 31, 2005
184,461

PMI Members as of December 31, 2005
208,660

Looking to "have a say" in the PMI Honolulu Chapter? Volunteer for a Committee

- Program Committee
- Professional Development Committee
- PDD – Professional Development Day Committee\
- Government Relations Committee

Northern California Project Management Symposium

The Northern California chapters of PMI are holding a joint symposium in April 2006. They are calling for speakers and papers. If you are interested in this event please contact Carmelo Lattuca at lattuca@yahoo.com.

PMI Honolulu Chapter – Local News

2006 Professional Development Day

May 3, 2006

**PMI Honolulu Chapter presents 2006 Professional Development Day
May 3, 2006, at the Neil Blaisdell Center
Keynote Speaker – Honolulu Mayor Mufi Hannemann**

Mayor Mufi Hannemann, the sixth of seven children in his family, was born and raised in Kalihi. A talented student, athlete and class leader, he earned scholarships at 'Iolani School and Harvard University. He was the first person of Samoan Ancestry to graduate with honors from Harvard. Hannemann is a former White House Fellow and has served in the administrations of Presidents Carter, Reagan, Clinton and Bush. Prior to serving as the Director of the State Department of Business, Economic Development & Tourism, Mayor Hannemann represented his home district of Aiea/Pearl City in the Honolulu City Council from 1995 to 2000, and served as Council Chair. Mayor Hannemann and his staff embody the discipline of Project Management in their implementation of City initiatives, balancing this with creative and innovative strategies.

The PMI Honolulu 2006 Professional Development Day (PDD) is a day-long conference with seminars for project management practitioners and sponsors to gain valuable tools for their businesses in both technical project management areas and general business skills. PDD also provides an overview of project management principles and benefits, as well as the opportunity for project management professionals to network amongst themselves and with business managers.

This year's PDD will highlight Project Management experts from the West Coast as well as Texas, Minnesota, Georgia and Pennsylvania who will cover the latest practices including:

- OPM3 – The Organizational Project Management Maturity Model
- Rapid Assessments - Getting Up to Speed on Projects in Progress
- Business Process Modeling
- How to Implement Earned Value Management Simply and Easily
- Organizational Change: From Department Silos to Project Teams
- Establishing and Supporting Project Management in State Government: The Oregon Model

PMP's will receive 8 PDU's for their attendance. A continental breakfast and full lunch are included.

Registration Form and Program Information is forthcoming. More information will be posted to the website soon. For more information contact: pddhi@pmi-honoluluchapter.org or visit the chapter website at: <http://www.pmi-honoluluchapter.org/index.htm>

Be "In The Know" with PMI-Honolulu Chapter

To ***SUBSCRIBE*** to the chapter's e-mail notification list, send an email to eSUBSCRIBE@pmi-honoluluchapter.org

To ***CHANGE*** your e-mail address for the e-mail notification list, send an email to eCHANGE@pmi-honoluluchapter.org

Please include and identify both your old and new e-mail addresses.

To be ***REMOVED*** from the e-mail notification list, send an email to eREMOVE@pmi-honoluluchapter.org

If you have ideas about a topic, you would like to see covered in this newsletter, or if you would like to submit an article for this newsletter please send it to the Director of Publicity via e-mail at Publicity@pmi-honoluluchapter.org .

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Broaden Your Project Management Knowledge

Project Professionals LLC PMI R.E.P Training

Project Professionals LLC is offering Project Management Training throughout the year. Contact Roy Uemura via email at royuemura@hawaii.rr.com or by phone at 228.2011.

Dates	Course	Location
Feb 2, 3 & 4, 2006	Project Management Fundamentals	UHMOC (University of Hawaii Outreach College) UHM Krauss 012 (Yukiyoshi Room)
Mar 30 & 31, 2006	PMP Exam Prep Course	The Plaza Club (Pioneer Plaza)
May 17, 18 & 19, 2006	Project Management Fundamentals	The Plaza Club (Pioneer Plaza)
June 29 & 30, 2006	PMP Exam Prep Course	The Plaza Club (Pioneer Plaza)
August 23, 24 & 25, 2006	Project Management Fundamentals	The Plaza Club (Pioneer Plaza)
Sept 21 & 22, 2006	PMP Exam Prep Course	The Plaza Club (Pioneer Plaza)

New Horizons Offers PMI R.E.P. Training

New Horizons of Hawaii is now offering Project Management Training through PMI R.E.P. Looking Glass Development LLC. Contact New Horizons at 947-4474 to inquire about the details of the upcoming schedule of classes

2/13/2006	8:30 AM	4:30 PM	Introduction to Project Management
2/16/2006	8:30 AM	4:30 PM	IT Scope and Requirements Management
2/20/2006	8:30 AM	4:30 PM	Project Schedule and Cost Control
2/23/2006	8:00 AM	4:30 PM	Project Risk Management
2/24/2006	8:30 AM	4:30 PM	Project Quality Management
2/27/2006	8:30 AM	4:30 PM	PMP Exam Preparation

Check www.pmi.org for many options for your Project Management training through PMI R.E.P. organizations throughout the world! Here are just a few...

www.rmoproject.com www.cheetahlearning.org www.performanceweb.org www.pmptools.com is offering an updated PMP exam simulation

ARE YOU READY TO BE A CERTIFIED SIX SIGMA BLACK BELT?

What is Six Sigma? Six Sigma is a problem solving methodology that uses human assets, data measurements, and statistics to identify the vital few factors to decrease waste and defects while increasing customer satisfaction, profit, and shareholder value. According to the Six Sigma Academy, Black Belts save companies approximately \$230,000 per project and can complete four to 6 projects per year. General Electric, one of the most successful companies implementing Six Sigma, has estimated benefits on the order of \$10 billion during the first five years of implementation. GE first began Six Sigma in 1995 after Motorola and Allied Signal blazed the Six Sigma trail. Since then, thousands of companies around the world have discovered the far-reaching benefits of Six Sigma. APICS Six Sigma Training: Six Sigma Green Belt/Black Belt training and in-depth knowledge of the Six Sigma methodology in only 5 days. The industry standard Six Sigma Body of Knowledge is covered in this accelerated 5 days format. Upon successful completion of the course, a Six Sigma Black Belt Certification is awarded to the student by the Harrington Institute, a renowned International Quality Management Organization.

Date: February 20-24, 2006

Time: 8:30 am to 5:00 pm

Fee: \$1650.00

Location: Radisson Waikiki Hotel Prince Kuhio Honolulu, HI

To Register: Download, complete and send the APICS registration form found Online at:

http://www.apicsggc.org/six_sigma.htm to the chapter by mail, email or fax

For additional information: Contact: Shin Kiyohara Tel: (415) 336-1542 E-mail: vpsales@apicsggc.org



Maximizing Project Success – The Project Leader and the Change Leader

By Cathy Cassidy and Paula Martin

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Every time a project is executed something changes. You, as the project leader manage both the project and team processes to create the deliverables. But who's leading the change process? When the change is large enough, like a merger, there will most likely be a core project team leading the change. However, if your team is the core project team, it's your job as Project Leader to be the Change Leader.

Why? Because resistance to change is one of the top reasons projects fail - no matter how good your deliverables are. So if your role is to make sure the project is successful, you'll need to reduce this risk for failure due to resistance.

As a Change Leader it helps to have tools that will support you in driving change with your stakeholders. So, here are five tools to help you lead change successfully:

1. **A list of roles and responsibilities for everyone impacted by the project.** From one employee to the division head, everyone has a responsibility to deal with the change you are creating. Employees need to accept the change or move on. Division heads need to drive change within their units. Understanding each role and its responsibility will make it easier for you to anticipate and manage resistance so you reduce your risk of failure.
2. **Assess your initiative leader's readiness to lead the change.** In most cases, you did not initiate the change you're creating, so you need to assess this individual's commitment to the project so that you can be a success. Just like the charter is created to understand the project scope and vision, so to should you assess their readiness. Ask yourself: are they willing to put themselves in the line of fire? do they have a vision of what the future will look like after the change is implemented? will/have they assigned energized people to support you? is your sponsor and project team ready? do you know who your change agents are?
3. **Use five change coordinates for Project Leaders leading change. In Change Accountability,** change leaders are given eight coordinates to follow to be successful. In your role, you need five. Here they are: 1) Collaborate with stakeholders on the anticipated and actual resistance and acceptance in their departments. You created the list of those

impacted; use this as the guide for these discussions. 2) Create a sub-project team to lead the change process. If your project will have a large impact, you should create a separate sub-project team focused specifically on the change process. 3) Communicate, communicate, and communicate. The more people know, the easier it is for them to deal with change. Your initiative leader should be heading up a communication plan about what is happening and what is coming. If this becomes your team's responsibility, have the change sub-project team develop a communication plan. 4) Notice the resistance and acceptance around you. Just because someone is on your project team, doesn't mean they won't resist change. Pay attention. If there is resistance among your team, it's a given there's resistance in the stakeholder groups. This resistance is telling you something's wrong. Figure out what it is and fix it. 5) Guide your project team. As the project leader you already guide the team and PM process. But it's important that you guide your teams on handling and leading change within their stakeholder groups as well.

4. **Involve Your Human Resources Team.** H.R. professionals are there to support the organization through times of change. When employees are impacted by change, negative behaviors surface. Instead of trying to deal with it yourself, have HR step in and help. Also, there are great change agents among HR as well, so try to have at least one HR representative on your project team.
5. **Evaluate You.** You'll evaluate your success as it relates to the project. But, you should evaluate your success at encouraging change and reducing resistance. During close-out stop and assess yourself as a change leader. Did you collaborate with stakeholders to reduce resistance? Did you communicate enough? Did you guide your project team on handling and leading change? Did you feel respected as a Change Leader?

Are you ready to be the Project Leader and Change Leader? If you remember that resistance to change is one of the greatest factors for project failure, then it's your responsibility as project leader is to take on that role to ensure your project's success.

Examples of work breakdown structures (WBS) invited for possible inclusion in upcoming practice standard.

The *Practice Standard for Work Breakdown Structures Update Project Team* seeks WBS examples from a broad cross-section of industries and cultures. You are invited to submit examples to the team by the deadline of **Friday, 10 February**. If you use work breakdown structures in your organization, company, agency or industry and would like to share them, this opportunity provides the potential for submitted examples to appear as appendices in the next edition of the practice standard. To have your examples considered for inclusion, you must execute a copyright assignment. For an electronic copy of the copyright assignment, please contact PMI Standards Volunteer Associate [Amanda Freitick](#). Please e-mail your WBS examples to [Eric Norman](#), (enorman01@bellsouth.net), project manager, *Practice Standard for Work Breakdown Structures*.

Project Management Professional (PMP®) credential ranks highly in IT industry salary survey.

[Redmondmag.com](#), known as “the independent voice of the Microsoft IT community,” reported the results of its 2005 annual salary survey. Among a long list of non-Microsoft certifications, the credential is associated with the third highest average base salary. Ahead of PMP certificants in average base salary are those who hold the IBM WebSphere and Hewlett Packard Master ASE certifications. Rankings were based on 2004 average base salaries.

[Redmondmag.com](#) also reported that nearly half the 2005 survey respondents believe that a certification improved or enhanced their opportunity to find or keep a job. For more information, read *Redmondmag.com*'s [news story](#) on this report. The complete report is downloadable through their Web site with online registration, all at no charge.

Revised PMI Code of Professional Conduct Exposure Draft is available online for your review and comment.

The Ethics Standard Development Committee (ESDC) invites PMI members and nonmembers to comment on the [exposure draft of the revised PMI Code of Professional Conduct](#) from now until 10 March 2006. The revised PMI Code of Professional Conduct will replace with a single code both the PMI member code of ethics and the Project Management Professional (PMP®) code of ethics. The PMI Code of Professional Conduct was developed based on substantive input from hundreds of PMI members and stakeholders in two global surveys and eight focus group interviews, and from best practice insights collected from 24 professional organizations. The revision is being managed per the American National Standards Institute (ANSI) standard process, which was followed during the recent revision to the *PMBOK® Guide*. All comments will be adjudicated by the Ethics Standard Development Committee. A personal response will be sent to the author of every comment. Please view the online [exposure draft](#), and comment by 10 March.

New "Project Management Methods and Mechanics" Web-based self-study course open for registration.

This course is recommended for anyone interested in the project management profession, this 10-module series approaches and introduces *A Guide to the Project Management Body of Knowledge (PMBOK® Guide)*—Third Edition concepts and practices from the ground up in an engaging and interactive self-study format. While the course is designed to be completed quickly and easily, as an added bonus, participants have access to this course for one year from the date of purchase. [Register Now!](#)

Reminder! North American congress call for presentation proposals ends 26 February.

The call for presentations for [PMI Global Congress 2006—North America](#) is now open until 24.00 (GMT) 26 February. The 2006 congress will take place in Seattle, Washington, USA, from 21–24 October. The presentation submission page can be accessed through the [PMI Global Congresses Web site](#).



Due to several major changes in the submission requirements, please read the information on the [introductory pages](#). Follow submission requirements carefully to avoid delay or preclusion of your proposal. Be sure to verify the information in your personal profile and add your cell phone number (if applicable) to your record. E-mail any questions to congressspeakers@pmi.org with the subject line: "Submission Question."

**American Strategic Management Institute
PMO Summit 2006
March 8-10 – Washington DC**

A few of the speakers

- Sam Retna, the Chief Portfolio Office for AAA's Northern California, Nevada, and Utah region
- Harvey Levine, Former PMI President and author of "Project Portfolio Management, a Practical Guide to Selecting Projects, Managing Portfolios and Maximizing Benefits"
- Michael Hughes, VP of The Revere Group

*Attendees completing the course will be able to earn 19.5 CPEs or 13 PDUs.

PMI Honolulu Chapter members will receive a 15% discount by mentioning the chapter name.

For Information Contact:

Tony Pintarelli Director, Business Development American Strategic Management Institute
E-Mail: tpintarelli@managementweb.org Telephone: 858.874.6876 Facsimile: 858.503.6753

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