

PINs Leaders Roundtable

February 20, 2016

Your gateway to Project Management success

Topic: Staying Relevant for Your Members

Presenter: Elizabeth Mansouri, President, Leadership in Project Management (LPMN)

Organization:

LPMN is dedicated to empower project and program management practitioners to succeed in project delivery and become stronger strategic and influential leaders. We enable our members to maximize their potential and thrive as strategic leaders through knowledge sharing, education, coaching and networking, while building relationships and a high performing culture. This would ensure that our members are keeping their marketability and competitive advantage as practitioners, while strengthening their technical, leadership, and strategic and business management expertise required to succeed in today's Canadian marketplace and project management environment.

What are 2-3 activities your group does? What kind of tools, resources, training, collaboration or other strategy you use to deliver these activities?

We host:

- Five Skills Development Events where Subject Matter Experts present to our audience, in an area related to the PMI requirements, which include but are not limited to: project management in general, leadership, change management, the 10 Knowledge Areas of the PMBOK and 5 processes from initiating to closing
- Two PMP Study Groups to prepare project management practitioners to take the PMP Exam as well as supporting them throughout the application process with PMI
- Monthly Happy Fridays on the last Friday of the month, except in December and July

What were the outcomes? What successes and challenges have you had and what have you learned?

- Our mission to strengthen our members' knowledge, skills and experience in project management is accomplished, while enabling them to expand their

network in a regular corporate environment by introducing them to other professionals

- Given the challenge of keeping only newcomers that leave the group once they found a job, we have expanded our services to ensure that their life cycle with us is ongoing and that they receive a total customer experience throughout all the services we provide them, while retaining them
- The organization is self-funded, hence we implemented an annual membership fee to cover expenses and all courses costs. Although the fee is minimal, the challenge for newcomers is to have funds to pay them
- We built a new website to also encourage self-service while complying with CASL law, as the members opt to be enrolled

TIPS FOR SUCCESS:

Please provide a few tips for other PINs leaders:

- Start with the basics and set up a team for each – the Board and the Operating Committee – with the appropriate job descriptions and follow an HR process
- Set up your strategy in advance and bring the board and the operating committee on board about why we are going the direction we are going and the value of it
- Set up monthly Operating Committee meetings and make each director/member accountable and measure their progress
- Provide ongoing communications to our members to ensure they know what we are doing and why
- Keep older members in the association engaged by asking them to share their stories, which asserts their importance
- Communicate social media updates and stay current
- Develop your people, make them accountable and measure their progress – make sure you bring everyone at the same level of understanding and provide individual coaching and mentoring as needed by each member. Yet, remember to make them accountable for each of their deliverables
- Make sure that volunteers understand the value of their work so they are fully committed
- Survey event attendees after events – do they find these events relevant? Use the feedback gained to improve future events so they feel valued

SUGGESTED RESOURCES:

- Project Management Body of Knowledge (PMBOK) - <http://www.pmi.org/PMBOK-Guide-and-Standards.aspx>
- **Book** - Your Roadmap to Success – John C. Maxwell