



A publication of the Diversity Specific Interest Group of the Project Management Institute

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The Diversity Special Interest Group has a website! Check it out! Go to <http://www.pmidsig.org> for a preview.

Earn PDUs! Submit an article for the next publication of the DSIG newsletter by **September 15, 2005.**

President's Message

Motivation and Learning!

Stewart White, 2005 Diversity SIG President

I am very excited about the continued enthusiasm shown from the Diversity SIG membership. The motivation and emotion demonstrated moves us to pursue our goals and shape our actions. The Diversity SIG Board of Directors' challenges are to further expand our momentum by providing invaluable educational expertise and networking opportunities that convey the awareness of diverse project management to the forefront to DSIG membership.

The test we face as project managers and leaders in our organizations is creating an environment that encompasses diversity where sources for satisfaction and fulfillment can thrive.

DSIG is actively seeking feedback from Diversity membership for developing core competencies and initiatives that directly and positively impact your membership experience. DSIG is actively developing a survey analysis for planning and trending. DSIG will incorporate the survey results into a planning process. DSIG will also share results from the analysis during the upcoming annual membership meeting.

To communicate with DSIG Board of Directors, email the Diversity SIG President at presidentpmiversity@yahoo.com or call 901-375-6075.



DSIG ANNOUNCES NEW OFFICER

DSIG welcomes Nathaniel Quintana, PMP as a new officer to The Board of Directors team during 2nd quarter 2005. Nathaniel has assumed the VP of eTechnology position and shall be responsible for promoting the Diversity SIG through the development and management of technology. Notably, Nathaniel will manage the DSIG website and technical service offerings such as webinars, chat rooms, and discussion groups.

Nathaniel has PMI Leadership expertise with much component experience. Nathaniel is a currently a member of the PMI Leadership Institute class of 2005, where he is learning to hone his skills and further enhance his personal growth of mental models and system dynamic thinking that flourishes community interaction. In addition, Nathaniel has served as VP of Public Relations of the PMI Southern Nevada Chapter that has continually strived to enhance and embody PMI principles and profession.

Currently, Nathaniel manages the Sales and Marketing Data Integration project, a project that automates partner programs for discounts and rebates for Quantum Corporation. Nathaniel is open to sharing knowledge and best practice ideas.

PMI Diversity SIG 2005 NORTH AMERICAN GLOBAL CONGRESS SESSION ENDORSEMENTS

The PMI Diversity SIG endorses the following sessions:

<u>Session #</u>	<u>Author</u>	<u>Presentation Title</u>
PMM05	Ray Ju	<i>From PMO No To Oh Yes</i>
TLM06	Angela Holden	<i>Evolving The Paradigm: Leading Multicultural Teams</i>



Breaking News

PMI will launch the updated PMP credential examination on 30 September 2005. PMP 2004 examination recap: Candidates planning on taking the 2004 PMP Credential Examination, must submit their applications to PMI for receipt by Monday, 29 August 2005. Applicants must schedule and take their exam by 24 September 2005. Also please note that receipt of application by 29 August 2005 in no way guarantees seating for the 2004 Exam, and as the deadline moves closer, seating may become limited. (http://pmi.org/info/PDC_PMPBreakingNews.asp)

The 10 Most Frequently Asked Questions about the PMP exam update

The Project Management Professional (PMP[®]) Certification Examination update has initiated unprecedented interest globally among individuals who are planning to take the exam or are interested in more information about the update. See inside for the most frequently asked questions and answers about this event.

PMI Customer Care has been inundated with requests for information. Your cooperation to check for information in this issue of PMI Community Post and [online](#) before calling or e-mailing PMI is sincerely appreciated. In all cases, we are working our hardest to satisfy all information requests as quickly as possible.

- Q1. [If I apply on or before 29 August, can I take the 2004 exam sometime next year?](#)
- Q2. [If I apply on or before 29 August under the current \(pre-30 August\) requirements, am I eligible for the new 2005 exam?](#)
- Q3. [Do applications \(paper\) need to be postmarked by 29 August or received in the PMI office by 29 August?](#)
- Q4. [If I tested already on the current exam and did not pass, what test version will I retest on, how many attempts can I make, and how is the eligibility period calculated?](#)
- Q5. [The name on my eligibility letter does not match my government identification \(ID\). Is this a problem?](#)
- Q6. [How long is the average time between submitting an application and being approved to take the exam?](#)
- Q7. [What volumes are you experiencing and are you ensuring the audit is utilized?](#)
- Q8. [In light of the increased demand, will Prometric increase the number of seats or hours at the test centers to enable candidates to take the current 2004 exam on or before 24 September?](#)
- Q9. [If I apply on or before 29 August 2005 and cannot schedule to take the current 2004 exam on or before 24 September 2005, can I take the 2004 exam after 30 September?](#)
- Q10. [If I am in an area without a computer-testing center, will I be able to schedule in time to take the current exam?](#)



Q1. If I apply on or before 29 August, can I take the 2004 exam sometime next year?

A. You must apply on or before 29 August 2005 and sit for the exam on or before 24 September 2005 in order to take the 2004 examination. Also please note that receipt of your application by 29 August 2005 in no way guarantees seating for the 2004 exam and, as the deadline moves closer, seating may become limited.

Q2. If I apply on or before 29 August under the current (pre-30 August) requirements, am I eligible for the new 2005 exam?

A. Yes, you are deemed eligible for the Project Management Professional (PMP[®]) Credential.

Q3. Do applications (paper) need to be postmarked by 29 August or received in the PMI office by 29 August?

A. Paper applications must be received by PMI Global Operations Center or PMI EMEA Service Centre by 29 August 2005.

Q4. If I tested already on the current exam and did not pass, what test version will I retest on, how many attempts can I make, and how is the eligibility period calculated?

A. If you tested on or before 24 September on the current 2004 exam and did not pass, you will be retested with a maximum of three attempts on the 2004 exam, not the new 2005 exam. Beginning 30 September, candidates will have a maximum of three times to take the exam during their one-year eligibility period. The one-year eligibility period for candidates not passing the 2004 exam will be based on one year from the date of the last exam attempt.

Q5. The name on my eligibility letter does not match my government identification (ID). Is this a problem?

A. Yes, please contact PMI immediately. If the name on your government ID does not exactly match the name on your eligibility letter, you will not be admitted into the test site and you will be charged a retake fee to reschedule. If you have already scheduled an appointment, PMI will reissue your eligibility but you will be required to cancel the appointment and reschedule under the corrected eligibility.

Q6. How long is the average time between submitting an application and being approved to take the exam?

A. Online application candidates are on average receiving e-mail notification in 3-5 business days from the time of application submittal into the system. Candidates applying via paper applications are on average

receiving e-mail notification in 5-7 business days. It is important to note that PMI's stated service level commitment is 10-14 business days. PMI has increased its temporary staff to process the large volume of applications and has dedicatedly worked to decrease the turnaround time by half to ensure that candidates can schedule immediately. We encourage you to support candidates: ask them to check that their e-mail address is correct and ensure that their computer system does not block PMI e-mail. Numerous candidates have not received their eligibility letters due to incorrect e-mail addresses or spam filters blocking receipt.

Q7. What volumes are you experiencing and are you ensuring the audit is utilized?

A. PMI is experiencing a very large volume of interest in both the certification and membership areas. We are processing hundreds of exams each day and auditing at more than double the industry average. Unfortunately, candidates are phoning and e-mailing immediately after submitting their applications asking PMI to review their application and issue their eligibility letters immediately. The workload to handle this large volume of calls distracts from processing the applications. Please support our candidates by sharing the normal processing timeframes. Suggest that they wait until the normal timeframe concludes before contacting PMI.

Q8. In light of the increased demand, will Prometric increase the number of seats or hours at the test centers to enable candidates to take the current 2004 exam on or before 24 September?

A. PMI is working with Prometric proactively and daily to match applicant locations with test center capacity. Where needed, we have taken action such as increasing the number of seats, extending center hours and scheduling paper and pencil administrations. PMI has been repeatedly communicating that candidates should schedule their appointments as soon as they receive their eligibility letters. Although PMI is working diligently to ensure adequate capacity, space cannot be guaranteed at any Prometric Testing Center. Candidates' flexibility in selecting a test date is critical as seating is becoming limited.

Q9. If I apply on or before 29 August 2005 and cannot schedule to take the current 2004 exam on or before 24 September 2005, can I take the 2004 exam after 30 September?

A. No, the new exam will launch on 30 September 2005. Numerous communications have been distributed outlining the exam change date. Candidates have had ample time in which to apply and schedule.

Q10. If I am in an area without a computer-testing center, will I be able to schedule in time to take the current exam?

A. The schedule of paper tests has been finalized so if there is a scheduled paper exam administration in your area, you may be able to schedule a seat at this event. If a paper exam administration has not been scheduled in your area, no additional paper exam administrations will be introduced until after the new 2005 exam is released, so you will need either to take the new exam or travel to a computer-testing center that has available seats.



**PMI Diversity SIG Member to Present
at PMI North American Congress!
Toronto, Canada**

Please join PMI Diversity SIG member, Ray Ju, PMP, as he delivers a presentation at the PMI Global Congress 2005-North America! Ray will be presenting valuable project management experiential learning, information sharing, and knowledge transfer.

PMM05: "From PMO No to Oh Yes"

Monday, 12 September 3:45-5:00 PDU: 1.25

Speaker: Ray Ju, PMP

Description:

How many times have you heard project managers lament that they don't have enough bandwidth to follow process and methodology, it is too rigid and it takes away from actually managing a project? Here is what we found at Chiron Corp.'s information management department when faced with these challenges/opportunities in establishing, managing and ultimately reengineering the Project Management Office (PMO).

The PMO was looked at as the forward way to go to put structure into gaining efficient management of financial and staffing resources, delivering projects with greater consistency and ultimately resulting in higher levels of customer satisfaction. The reality, however, is that the project management maturity of the organization did not align with the overlay of putting a PMO onto it.

Utilizing the framework of the PMI *OPM3* model, the PMO has begun to restructure itself with the three basic foundation elements of knowledge, assessment and improvement. The PM body of knowledge is the overarching, recognized standard that forms the basis for determining an organization's maturity assessment. The *OPM3* self-assessment is an interactive tool that systematically helps to determine areas of strength and weakness in order to prioritize applying best practices. The order and sequence of improvements is where we are at today in implementing plans for organizational development, change management, career paths and marketing. We are changing the approach and way the PMO operates, so that instead of getting the stiff arm from project managers, we are being received with open arms.

<http://congresses.pmi.org/NorthAmerica2005/TheCongress/AOF/AOFSearchResults.cfm?Action=SearchAOFs&TrackID=&PersonID=273&DateEncoded=>



The Project Mosaic

Frank P. Saladis PMP

Diversity is acknowledging, understanding, accepting, valuing, and celebrating differences among people with respect to age, class, ethnicity, gender, physical and mental ability, race, sexual orientation, spiritual practice, and public assistance status.

This is one of the many definitions that may be found regarding diversity and represents the principle meaning behind the *Project Mosaic*.

As a member of PMI for more than 14 years I have seen PMI ® grow continuously through the spirit of teamwork between chapters, Specific Interest Groups, Colleges and with the various offices within PMI World Component Affairs. During the many leadership meetings I have attended there has always been an environment of sharing and respect among the many component leaders and a genuine concern and focus on the continuing improvement of the project management profession and PMI. One area in which PMI members and component leaders have always excelled at is embracing, understanding and gaining knowledge through diversity. The leadership meetings created an opportunity for people from different countries, cultures and backgrounds to meet together and appreciate the talents that each person offers. There wasn't always immediate agreement about an issue but most of the attendees understood the need to listen to different ideas, consider other possibilities, and remain open-minded regarding change. These meetings, in my opinion, set an excellent example for project managers who manage multi-cultural project teams. People from around the world coming together to learn from each other, work with each other, and find ways to move the organization forward.

The principles of the PMI Leadership are also evident at the individual project level and at the program level. In today's business environment, project managers frequently find themselves managing project teams that include members who are across the hall, in other states or provinces, and in other countries. A quick look at any project team will quickly reveal a mosaic of people from many backgrounds and cultures. These different cultures do not always originate from other countries. They could be associated with neighborhoods. For instance, in New York City there are differences among the 5 boroughs in everything from dialect to political party preference.

When the word mosaic is mentioned, the first thing people think about is a form of art. Many different pieces brought together with care and a vision to create a beautiful image of multiple colors and shapes. Other definitions include:



(Continued from page 8.)

- Mosaic – A medium of art that may embody the most meaningful iconography in a culture’s most important settings.
- Cultural mosaic – the patchwork quilt of ethnic groups, languages and cultures that coexist in a community.

It’s important to think of a project team as a kind of mosaic of people. The team is formed to complete a mission. Each team member is one piece of the total mosaic and brings a special element that if missing would leave the final result incomplete. The team members bring ideas, experience, and different skills that can make the ordinary into the “extra” ordinary. These teams effectively manage risks and project changes through a combination of knowledge and the ability to work with each other. A feeling of genuine trust exists between the team members and even the most difficult challenges can be met and overcome.

The idea behind the project mosaic comes from a community event I attended about a year ago. A local organization developed a program that brought together many of the cultural groups from around the borough of Staten Island New York. These groups displayed their heritage through art, music, dance, and food. An entire borough came together to appreciate the contributions of each culture. The event was extremely successful and clearly demonstrated how different groups add to the community and how they can work in harmony. The significance of this gathering of cultures, enjoying their uniqueness and how their differences influenced other cultures and ways of thinking can be applied to any project environment. As teams form and projects are launched, it is a common practice to introduce each team member and allow them to provide some background information about themselves. This is the beginning of the mosaic. Each member has an opportunity to learn about the other team members and how their special talents will contribute to the success of the project. As the team works together, the bonds are formed and the image of the team is created. The project manager acts as the “artist” helping to guide the members and ensuring that all of the members are properly connected. The project sponsor, the customer and other stakeholders should be able to “see” the team as an integrated living “work of art.” Each member complimenting the others and making sure there are no gaps or voids. Achieving this image is as important to project success as being on time, within cost and according to specifications.

Take a look at your project team. Can you see the mosaic that has been created? If not, look a little closer. It is there just waiting to be discovered. You will see that each project brings people together to learn about each other while sharing in the creation of something unique. Each project is team inspired, team designed and team built by the people who work together to achieve objectives while establishing a community of trust and support.

A Meeting From Across the Globe!

*Sheilina Somani, PMP, VP of Education, Diversity SIG
Positively Project Management (SheilinaSomani@aol.com)*



I attended my first leadership meeting in May of 2005, in the beautiful city of Edinburgh, Scotland. I was astonished to meet over 200 people from literally all over the globe. Every continent (apart from the Arctic/Antarctic) was represented. It was a weekend where everyone gave freely of their personal time and energy to meet, connect, share, and grow through interaction.

PMI, through the efforts of the team including Linn Wheeling, Seth Kahan, and Judy Brennan were ably prepared to support, facilitate and direct our efforts in sharing information and knowledge, and increasing the sense of purpose and therefore of community.

An early exercise was to provide us with huge floor space and lots of masking tape – the task – to create a map of the world! Yes, we did it! People showed their passion for their places of origin -- wonderful experiences gained and yet to be encountered. It was fascinating as I watched individuals vie for the comparative size of their preferred country to another. When asked to indicate specific places of interest, an intrepid group managed to create a good formation of 'La Tour Eiffel' to put Paris (and undoubtedly their Olympic Bid for 2012) firmly on our map! What I found particularly engaging was that the passion for each location was not due purely to their origins, but demonstrative of their appreciation of that culture, the value they had gained from that interaction, or the perceived value to be experienced in the future (as project managers/leaders we all have plans for where to go next).

The value for me was to indulge in the diversity of people that came together with shared interests and a willingness to explore values, goals and intentions. The richness and quality of the people, experiences and friendships renewed and formed for the first time was incredible.

I was one of the participants who were given the opportunity to speak on the Sunday morning. Having the early slot of 9:00 am, I thought the turn out would likely be very small – however a good 50 people turned up!



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We had an interesting and interactive discussion regarding co-cultural communications. I stress, my position on culture is to reflect the individual nature of a single human being ... being a culture ... rather than being constrained to identifying a culture by appearance, location, dress code or any other single facet.

Had it not been for our DSIG President, Stewart White (thank you!), I would not have been there at all! He was the one who recommended I attend and then further mentored me towards taking up the baton on behalf of our SIG and speaking there. I am so glad I did! I gained so very much both from the leadership meeting and the EMEA conference. You don't even have to imagine the quality of discussions that took place both inside and outside sessions, formally and socially. This venue was a veritable feast of every imaginable banquet.

The commitment of PMI to raising our community spirit and consciousness was uplifting and beneficial to each of us individually, to the groups/SIGS we all represent and to the PM community at large.

Step up and be counted. Becoming a contributor to the events around the world as an observer, participant, presenter, helper is all helping to build a conscious community upon our common business forum of Project Management. The good deeds that we as members of PMI perform go way beyond this to projects in areas of the world needing development and rise proudly in assistance to global disaster such as the recent Tsunamis.

The diverse cultures of people who came together in celebration of all we have already achieved and laying foundations of higher of sights to be attained. I am already excited about what opportunities exist to be facilitated and supported and which ones have yet to be created ... it's all here and in the future and perhaps for you it has already arrived!

Did You Know...

Member involvement makes a difference! *Volunteers are the lifeblood of PMI. Filling a leadership role or working on a project is a great way to gain professional exposure while making your PMI experience richer and more meaningful. As a volunteer you will not only make great professional contacts, you will also expand your knowledge and develop your leadership skills.* Interested candidates for DSIG can email the Diversity SIG President at presidentpmidiversity@yahoo.com or call 901-375-6075.



Programs

Up Coming Programs

"Global Project Management – Cultural Competence" – Billy E. Vaughn, PHD

Future Events

PMI Global Congress North America 2005

September 10 – 13, 2005

Metro Toronto Convention Center

Toronto, Canada

Registration will open June 1, 2005. Register for event at:

<http://congresses.pmi.org/NorthAmerica2004/NextYearsCongress.cfm>

International Project Management Day

November 3, 2005

Did You Know...

You can earn Professional Development Units (PDUs) by submitting an article covering a project management topic to be published in the newsletter! We'd like to hear success stories, best practices, and experiences from our members are managing projects in different parts of the world. The deadline to submit articles for the next DSIG newsletter is **September 15, 2005**. Send your articles to: pmifaye@yahoo.com



PMI DSIG Membership Statistics

*“Building professionalism in project
management”*

Welcome to 2nd Quarter New Members / Renewals / New PMP's

New Members

- Victor Barge, Eden Prairie, MN, USA
- Rich Fleshman, Tempe, AZ, USA
- Shirley Johansson, Boston, MA, USA
- Gayle Mitchell, Mount Prospect, IL, USA
- Sandra Padilla, Miramar, FL, USA
- Danielle Schlabach, PMP, Sioux Falls, SD, USA
- Matthew Spencer, PMP, West Lafayette, IN, USA
- Sylvia Swann, Ashburn, VA, USA
- Timothy Wood, Pasadena, CA, USA

- Nancy Baker, Milwaukee, WS USA
- Leonora Cowley Young, Phoenix, AZ USA
- Yvonne Davis, San Diego, CA, USA
- DeBorah A. Lane, Annapolis Junction, MD, USA
- Frank Reveles, PMP, Aurora, IL, USA
- Dr. Carla Simon, M.D., Vancouver, BC, CANADA
- Vic Terawskyj, Roslindale, MA, USA

Renewals

April

- Albert Montemayor, PMP Waxhaw, NC, USA
- David Pinkard, Frisco, TX, USA
- Sonia Swartz, PMP, Boise, ID, USA
- Esha Thornton, Philadelphia, PA, USA
- Michele Turner, PMP, Indianapolis, IN, USA

May

- Jeanny Gucher, PMP, Graz, Austria
- Regina McWilliams, PMP St. Louis, MO, USA
- Ellen Zehr, Washington, DC, USA

New PMP's

Congratulations!

- Michael Lange, Elgin, IL USA
- Regina McWilliams, Wildwood, MO USA
- Anthony Milhouse, Alexandria, VA USA

- Sharona Moorer, Alexandria, VA USA



DIVERSITY in project
management



Striving to promote the participation and advancement of individuals of diverse backgrounds, in the field of project management

June

New Members

- Walter Ashe, Sunnyvale, CA, USA
- Ian Beeson, Moorabbin, Victoria Australia
- Oluwatoyin Bello, Baltimore, MD, USA
- Tammy Campbell, Coconut, FL, USA
- Mary Giordani, Binghamton, NY, USA
- Reginald Edwards, Beltsville, MD USA
- Gloria Guillette, Reston, VA, USA
- Adrian Hart, Redwood City, CA, USA
- Kurt Walter Hartmann, Ehningen GERMANY
- Shirley Irby-Radcliffe, Westerville, OH, USA
- Margaret MacDonald, Los Angeles, CA, USA
- Emily Martinez Stein, San Jose, CA USA
- Tonya May-Avent, Greenbelt, MD, USA
- Kits Morgan, Seattle, WA, USA
- Scott Sears, Seattle, WA, USA
- Wesley Stephens, Upper Marlboro, MD, USA
- George Walker, Waukesha, WI, USA

Renewals

- Paul Aaron, PMP, Fredericksburg, MD, USA
- Dawn Haenlein, PMP Milwaukee, WI, USA
- Tammy Hagadorn, PMP Universal City, CA, USA
- Melinda Huggins, PMP Columbia, SC, USA
- Kurt Laidlaw, Alexandria, VA, USA
- Pierre Lefebvre, PMP Ste Anne De Bellevue Quebec CANADA
- Karen Muhammad, Brooklyn, NY, USA
- Denise Oakley, Sunbury on Thames, ENGLAND
- Jennifer Skapars Szopiak McLean, VA, USA

Did You Know...

The Diversity SIG is a PMI Registered Educational Provider (REP). PMPs can earn PDUs for each structured DSIG activity they attend, including webinars!

2005 Board of Directors

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VP, Programs

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VP, Marketing

Open

VP, Publications

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DSIG is currently composed of over 190 members from more than 13 countries.

- | | |
|-----------|---------------|
| Australia | Korea |
| Belgium | Malaysia |
| Brazil | Netherlands |
| Canada | Singapore |
| England | United States |
| Germany | |
| India | |
| Ireland | |



DSIG NEWSLETTER
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