



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

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**PRESIDENT'S MESSAGE**  
**Courageous Steps**

-Stewart White

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**I** would like to follow up on my challenge issued in the beginning of the year. As a reminder, Diversity SIG needs immediate member infusion to become more successful. Can more volunteer? Let's move out of our comfort zones and become involved! Diversity SIG has a global membership from 17 countries who want to hear about project challenges from the varying regions!

Contributing articles for the Diversity SIG newsletter is exciting. Delivering a Webinar for DSIG to a global audience provides unlimited exposure. Becoming a Diversity SIG officer to help run the component is leading by example. Assisting the DSIG BOD with initiatives by becoming a volunteer is invaluable. All of these methods are excellent opportunities to earn PDUs, while growing the DSIG component.

Diversity SIG has had many volunteers who have assisted over the years and we are thankful for them! However, as we surge ahead, many more efforts are necessary! By pushing yourself beyond your comfort zone and tackling something different, you accomplish a breakthrough! Each breakthrough makes it easier to tackle new challenges.

Therefore, I restate my challenge to all of you to become involved. Attend a Diversity SIG webinar and interact with global project managers on diverse topical subjects. Complete the member surveys requesting member input. These efforts will help grow PMI Diversity SIG and create a positive environment for diversity appreciation. With your involvement, we can offer top quality programs and increase the membership dramatically. Together, we can do this and more. Please help achieve the next level of success!



## Programs

### Past Events

#### **PMI Diversity SIG WEBINAR**

Topic: *"The Evolution of Project Management at Genentech"*

Presenter: Ray Sanchez-Pescador, PhD, PMP

Date: April 12, 2006

#### **PMI Global Congress EMEA**

Madrid, Spain

<http://congresses.pmi.org/EMEA2006/NextYearsCongress.cfm>

Date: May 8 - 10, 2006

#### **Diversity SIG Member Presentation at PMI EMEA Global Congress**

Madrid, Spain)

Topic: *"Establishing Cultural Influences on Risk Management"*

Presenter: Sheilina Somani, PMP, PMI DSIG Vice President of Education

Date: May 8, 2006

#### **PMI Diversity SIG WEBINAR**

Topic: *"Diversity in Project Management: The Secret of High Performing Teams and Successful Projects"*

Presenter: Lee Lambert, PMP

Date: May 17, 2006

## Up Coming Programs

#### **PMI Diversity SIG WEBINAR**

*"Conflict in Communication"*

Sheilina Somani, PMP, PMI DSIG VP of Education

Date/Time: July 20, 2006

#### **PMI Diversity SIG WEBINAR**

*"Why Leaders Fail"*

Tom Mattus

Date/Time: August 16, 2006

#### **PMI Diversity SIG WEBINAR**

*"Team Building in a Project Environment"*

Dr. James Brown

Date/Time: September 12, 2006



**PMI Global Congress North America**

<http://congresses.pmi.org/NorthAmerica2006/>

Seattle, Washington

October 21 – 24, 2006

**PMI DSIG WEBINAR**

Topic: To be announced

Presenter: Frank Saladis, PMP

Date: November 14 2006

*DSIG's WEBINARS are a huge Success!  
Here are just a few comments on past programs:*

Comment:

"This presentation was excellent: clear, concise message, very well delivered. Thank you!"

Comment:

"Very Nice Presentation! Thank you all who make this happen."

Comment:

"Excellent presentation - well organized, informative, and timely (all expected from PMs :-)"

Comment:

"Incredible presentation, extremely useful information for building a PMO and a great success story. An extremely relevant presentation. Someone chatted during the call recommending the presenter for Project World--I think that was a great idea. Dynamite presenter--thanks for bringing him in, and thanks for getting both SIG's together. Well done."

Comment:

"Thank you! It was great. A lot of useful info provided."

Comment:

"This was an excellent presentation and I hope we have more like it!"

Comment:

"Your meeting was excellent. The presenter was clear and shared his company info freely. Setup was given and it worked! I really look forward to being back in PMI and doing projects again."

Comment:

"This was great, especially for folks like myself that have limited time. Web based presentations work great."



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

## Thoughts from Madrid, Spain – EMEA Conference and Leadership Congress 2006

By Sheilina Somani, PMP, DSIG VP of Education

**H**ola! 2006 saw Madrid host the most successful PMI EMEA conference yet! Delegates attended not only from across the EMEA region but also from other nations including, Australia, Japan, Brazil and USA.

The weekend leadership conference facilitated additional meetings between Chapter and SIG leaders enabling us to put faces to names and further plans for collaboration. It was a rich weekend of exchanges, learning from one another, sharing experiences and seeking to add value to the PMI members' community.

I am delighted to confirm that the Diversity SIG is growing into its rightful visibility and people are seeking to join the SIG and contribute understanding, sameness and the sumptuousness of wide experiences both individual and shared.

Our SIG continues to grow and new members came to introduce themselves to me both during the leadership congress and the conference itself. It was an opportunity to learn more about the PMI Board Vision and recharge our energy as we interacted with colleagues from all over the world, sharing enthusiasm, adding passion and reinforcing the commitment to volunteering to further the professionalism and ethics of the Project Management Institute.

I received great feedback on the Webinars that Ray Ju is facilitating on behalf of our SIG and requests for more information about how we have run them, the level of participation and the accessibility to members. Needless to say, we (the DSIG Board) need to hear from our members as to whether the Webinars are providing the forum they seek, the information they'd like or if there are other areas you would like to have presented for discussion.

I was struck anew by the need for our DSIG to work closely with other SIGs. Ours is the only SIG that traverses all boundaries and definitions of both SIGs and Chapters. We have the opportunity to share our learning and experience, and collaborate with colleagues in other SIGs to exchange information and return more information to the SIG members and the PMI members in general.

One of the many positive outcomes from this event has been the decision to collaborate with the Troubled Projects SIG (Sharon Sikes, being our main contact there). Our intention is to work together to present a paper, Webinar and/or presentation reflecting similarities and differences – diversity in the context of troubled projects.

Choosing one lasting impression from the leadership event is a challenge. During my presentation to the leadership group I used a quote from Mahatma Gandhi, 'we must become the change we want to see.' This statement resonates with my personal values and reflects my reason for stepping up to



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PMI and volunteering to contribute back to our PM community. Both the leadership and conference events gave me the opportunity to interact with others who have chosen to become the change we want to see in our organization and in our professionalism. In DSIG I believe we are uniquely placed to contribute to our PMI community. I invite you to be a part of the change we want, and to contribute your energy and support in your participation, your attendance and your feedback ... we have the opportunity to develop our strong, respectful and expanding community through influencing the communication and integration of individuals, groups, activities and outcomes. Every occasion you take to interact with another individual provides you with the opportunity to learn, share, evolve and increase understanding ... celebrating diversity.

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### 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. Send your articles to: [presidentpmidiversity@yahoo.com](mailto:presidentpmidiversity@yahoo.com)*

*Thoughts from Copenhagen, Denmark*  
*Projektdag 2006 – Ny energi til projektteamet*  
*(Project Day 2006 – New Energy in Project Teams)*

*By Sheilina Somani, PMP, DSIG VP of Education*

**H**ai! The month of May was a highlight for me here in Europe as I was invited to speak at the Danish Project Day in Copenhagen, Denmark.

Dieu - The Danish Leadership Institute hosted the event. This highly respected, globally recognized management organization invited me to participate and have the honor to be the only English speaking presenter of the day. ([www.dieu.com](http://www.dieu.com) - contact Charlotte Qvist Frandsen email: [cqf@dieu.dk](mailto:cqf@dieu.dk)). The speakers were:

- Kitte Wagner (Betty Nansen Teatret - Theatre Productions)
- Chris MacDonald (Race across America)
- Sheilina Somani (DSIG, Positively Project Management)
- Line Thatt Jensen and Anette Zobbe (Dieu)
- Klods-Hans – Pernille B Jacobsen and Henrik Krogh

Unlike the majority of conferences, learning events, and speaking engagements that I attend, this was the first time in many years where I had no local language skills. This provided me with the opportunity for new experiences such as:

- being the only person to present in English
- being among 200 plus project management professionals of Denmark and Scandinavia – all speaking Danish (unsurprisingly!)
- having to use sensory acuity to understand what was being said, how speakers were being received, and the interactions both during conference and on breaks.

The ultimate challenge for me, for the day ... was that the only delivery in English was mine ... and I had heard what I had to say!

Dieu provided me with the opportunity to only attend while speaking and then to leave early. This seemed like the perfect answer initially. However, having then given it further consideration, I realized that this conference gave me an excellent chance to experience being in the context of a non-local-language speaker and needing to understand, respond and learn from the presenters without the benefit of speech/comprehension. A challenge indeed! I decided to stay for the whole day and give myself the chance to understand, communicate and learn!

The event was held in the Copenhagen Hilton at the airport. I've been to Copenhagen many times before and therefore did not mind being constrained on this occasion. Instead, I had the opportunity to roam among a new group of project managers and explore their understanding of diversity and how it relates to them in this region of the world.



My experiences of Scandinavia thus far have shown me what a welcoming and accommodating region of the world this is. During breaks, colleagues took the opportunity to discuss individual speaker content and delivery with me. I was also able to take notes about specific reactions from the audience and then enquire further about the context and meaning that gave rise to the reactions.

In choosing two memorable moments from this conference – one would be Chris Macdonald's presentation about his bicycle race across America ... the blend of humility, stamina and teamwork that supported his success was palpable as the audience relived his historic achievement. The emphasis on his dependence on his coach, physician and the individuals who cheered him on his route energized everyone who heard him speak and watched the video clips he'd prepared.

The second would be time spent with Pernille and Henrik of 'Klods-Hans'. They provide a fascinating blend of business, journalism, management, leading and theatre that enhances learning and interaction for individuals and groups. From my perspective, it was refreshing to talk with them and see if my assessments, based on body language, speech intonation, and facial expressions of speakers was borne out by them when they explained the language content to me.

From a diversity perspective, this day gave me further confirmation on requirements for presentations to global audiences. Specifically:

- When using PowerPoint, the importance of graphics to illustrate points
- When addressing multi-lingual audiences, the critical importance of gestures, and body language
- The importance of pace, pitch and tonal quality when speaking

For my presentation, I had to adapt my analogies. For example, instead of talking of the colour of team member's eyes, I talked of the depth/shading of blue eyes amongst the audience!

I have an increased respect and awe for our many project management colleagues who attend global conferences, which are largely presented in English. His or her stamina, discipline and focus in order to gain from each presentation, each speaker is truly phenomenal.

I find myself wondering, what if each of us took the opportunity to attend a conference where our language naivety would not facilitate our comprehension? Imagine the increased awareness of communication skills, humility of human interaction and growth in respect for individual language prowess.

Look out for musings from other parts of the world as I work, learn and share with my colleagues and evolve my understanding of celebrating diversity



## APRIL

### ***NEW MEMBERS***

Goutom Bandyopadhyay, West Bengal, India  
Sharon Castillo, Mundelein, IL USA  
Denise Dantzler, Omaha, NE USA  
Lani Frasier, Folsom CA USA  
Fernanda Garcia, Madrid, SPAIN  
Alana Hill, PMP, Sugar Land, TX USA  
Ruth James, Columbus, OH USA  
Corletta Jordan, PMP, Portsmouth, VA USA  
Victoria Kumar, PMP, Apex, NC USA  
Danny Nakagi, Long Beach, CA USA  
Mark Odum, Bowie, MD USA  
Miyoung Sherry L. Taylor-Guillory  
Norwalk, IA USA  
Helena Young, West Des Moines, IA USA

### ***RENEWALS / REJOINING MEMBERS***

Charles Brobbey, Jr., Manassas, VA USA  
Jeffrey Elliott, PMP, Chicago, IL USA  
Robyn McGregor, Round Rock, TX USA  
Sandra Padilla, Miramar, FL USA  
Joseph Porter, PMP, Vestal, NY USA  
David Sanders, PMP, Arlington, TX USA  
Vic Terawskyj, PMP, Chestnut Hill, MA USA

## MAY

### ***NEW MEMBERS***

Apata Adebowale Jr., Abuja, Nigeria  
Alex Astorga, San Francisco, CA USA  
Sharm Baker, Houston, TX USA  
Hans Burger, PMP  
Waddinxven, Netherlands  
Rosy Devasagayam, PMP, Addison, TX USA  
Francine Hampton, Nashville, TN USA  
Kimberley Jewell, San Rafael, CA USA  
Rhonda Mathis, Arlington, TN USA  
Arun Mundra, PMP, Alpharetta, GA USA  
Laurie Ann Piotrowski, PMP, Berkeley, CA  
USA  
Wai-Ling Pong, PMP, N. Bethesda, MD USA  
Sandy Washington, Atlanta, GA USA

### ***RENEWALS / REJOINING MEMBERS***

Ruth Samson, PMP. Antibes, France  
Walter Ashe, PMP, Campbell, CA USA  
Tammy Campbell, PMP, Fort Lauderdale, FL  
USA  
Mary Giordani, PMP, Binghamton, NY USA  
Justine McKenzie, Kalamazoo, MI USA  
Carla Simon, M.D., Vancouver, BC Canada  
Sonia Swartz, PMP, Moab, UT USA  
Jennifer Szopiak, PMP South Riding, VA USA  
Michele Turner, PMP, Indianapolis, IN USA  
Ellen Zehr, PMP, Dulles, VA USA



## JUNE

### **NEW MEMBERS**

Elizabeth Brown, Atlanta, GA USA  
Tim Diss, San Mateo, CA USA  
Amanda Dority, Houston, TX USA  
Maisha Fleming, Arlington, VA USA  
Roxanna Harnesberry, Reno, NV USA  
Jacqueline Jones, PMP, Alexandria, VA USA  
Michelle Kucharczyk, Miami, FL USA  
Zory Ramsey, Wilmington, DE USA  
Ann Marie Shuler, Concord, NC USA  
Meghan Sullivan, Waukegan, IL USA  
Anthony Toliver, Atlanta, GA USA  
Irena Yee, Auckland, New Zealand

### **RENEWALS / REJOINING MEMBERS**

Christy Crickenberger, PMP, Succasunna, NJ  
USA  
Ken Davis, Charlotte, NC  
Dawn Haenlein, PMP, Milwaukee, WI USA  
Melinda Huggins, PMP, Columbia, SC USA  
Albert King, PMP, Chicago, IL USA  
Regina McWilliams, PMP, Fenton, MO USA  
Scott Sears, PMP, Seattle, WA USA  
Raliat Shonariwo, Columbia, MD USA  
Matthew Spencer, PMP, West Lafayette, IN USA

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### 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](mailto:presidentpmidiversity@yahoo.com) or call 901-752-2747.



## **DIVERSITY** in project management



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### 2006 Board of Directors

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**VP, Education**

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**VP, Publications**

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### DSIG Statistics

DSIG is currently composed of over 290 members from more than 19 countries.

Australia	Italy
Belgium	Jamaica
Brazil	Korea
Canada	Malaysia
England	Netherlands
France	New Zealand
Germany	Singapore
India	Trinidad and Tobago
Ireland	United States

