

# Newsletter

## December 2023



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# Dear Chapter Members,

In our fourth edition of the newsletter we want to bring our community closer. We will wrap up what happened last year in our chapter, share information about the board member elections for 2024, new PMP study group, Chapter's health and more!

It was a fantastic year for us all because we restarted in-person activities, with 2 big events. In addition, we attended the PMI Global Summit 2023 in Atlanta and also LIM.

We hope you enjoy reading this edition as much as we enjoyed making it!

We want to wish you Merry Christmas and a fantastic New Year's Eve!

Sincerely,

PMI Finland Chapter Board

PMI Finland Chapter Volunteers



# Breakfast Round Table



Join us in inspiring webinars!

The year 2023 is ending, and guess what! We will bring one last webinar to you in December.

Join **Lysa Morrison** and **Chris Cook**, experts in business strategy and personal development, for an engaging webinar. This event focuses on mastering Emotional Intelligence in influencing skills, combining the latest behavioral science research with practical advice. Discover the importance of authentic influence in achieving mutually beneficial outcomes and project success.



**Lysa Morrison** brings over 20 years of experience and expertise in unlocking human potential, while **Chris Cook**, a former Olympian, shares lessons from his athletic journey to motivate and coach individuals for over 13 years. This webinar promises to empower you with valuable insights and strategies for authentic influence, making it a must-attend for anyone seeking personal and professional growth.



## Chapter's Event Retrospective

This year the Chapter engaged to restart the face to face Annual Conference, in addition to the November's Event and webinars. We want to take this opportunity to review them.

Starting with the online events, 2023 started with the AGM, to share the

Chapter's goals and board election, where **Alae Oubella** and **Sergio Barrak** were reelected, the former as Chapter President and the latter as Chapter Board Member for Volunteering and Membership. **Joel Cardenas** joined the board as *Director of Professional development*.



We started the BRTs with **Mikko Kazanen**, a Cloud Solution Architect at Microsoft, recently presented on the topic of green coding and sustainable software engineering. In his presentation, he outlined Microsoft's sustainability goals and discussed the importance of green coding principles, including optimizing code for energy efficiency, choosing energy-efficient programming languages, and adopting serverless architectures. Kazanen emphasized the broader business implications of sustainable software engineering, such as cost savings, improved brand image, and competitive advantages. He encouraged a shift in mindset among developers and organizations to prioritize sustainability in software development decisions for long-term benefits and a more environmentally friendly future.

**Alexis Noxokoyvisto**, a team building specialist and founder of Smooth Team, a gamified team-building company, delivered a presentation titled "the hard work of developing the soft side of teams." He emphasized the significance of team chemistry and trust within teams for achieving common goals and effective collaboration. Alexis discussed various aspects of team dynamics, including trust, communication, understanding team members' motivations, and the challenges in building team chemistry. The interactive

session encouraged participation and provided practical insights and strategies for enhancing team cohesion and performance, while also introducing Smooth Team's gamified team-building services.

**Kristjan Jansons**, CEO at MindTitan, presented the practical aspects of AI project management, highlighting the unique challenges and emphasizing collaboration between AI and business teams. He addressed common misconceptions in AI projects, emphasized the need to start with well-defined business problems, and discussed technical aspects like data handling and model training. Kristjan stressed the iterative nature of AI project management, offering practical advice on managing expectations, resource allocation, and aligning with business objectives. His presentation provided a comprehensive overview tailored to an audience familiar with project management but less so with AI project nuances.

From Projects to Continuous Delivery, **Maarit Laanti's** presentation provided a comprehensive overview of the evolution from traditional project management to continuous delivery and agile methodologies. It highlighted the drawbacks of traditional projects, such as delays and knowledge loss, and





explained how Agile methods incrementally deliver value, emphasizing the importance of managing the end-to-end value chain. The presentation discussed scaling agile with fractal structures, moving towards continuous delivery with DevOps, and modeling hardware digitally before physical prototyping. SAFe 6.0 and business agility were introduced, emphasizing quick decision-making and experimentation. The importance of metrics for flow and recommendations for hardware companies transitioning to agile were also discussed, with Tesla's rapid iteration cycles as an extreme example of agile hardware development.

**Bob McGannon** spoke about Intelligent disobedience, which is a leadership concept that challenges traditional norms of obedience in the workplace. It encourages individuals, particularly those in leadership roles, to thoughtfully question and, when necessary, defy established rules or orders that may be misaligned with ethical standards, organizational goals, or innovative practices. This approach emphasizes the importance of critical thinking, ethical judgment, and the courage to make decisions that deviate from the norm when such actions are in the best interest of the organization or its stakeholders. By promoting intelligent disobedience, leaders foster a culture of responsible decision-making, where

the focus shifts from blind compliance to thoughtful, ethical action.

In his presentation, **Mark Kichura** shared insights from his 12-year tenure at a company he profoundly admires, focusing on his role in transforming the supply chain to be more customer-centric, agile, and flexible. He emphasized the importance of continuous learning and development, reflecting on his transition from an R&D organization to his current role. Kichura's talk highlighted the significance of adapting business practices for improved efficiency and responsiveness, and he shared his personal journey of professional growth, underscoring the value of embracing change and innovation in the workplace.

**Manu Raj** explored the profound impact of technological advancements on project management, emphasizing the ease of global communication and its role in achieving project objectives. He reflected on how tools like Google and virtual meetings have revolutionized the way professionals connect and collaborate, transforming project management practices. Working out of Mumbai, India, Manu highlighted his experiences in engaging with various PMI chapters across the globe, illustrating how these international



connections have been instrumental in meeting project targets and fostering a more interconnected professional community. His talk underscored the synergy between technological evolution and modern project management, showcasing how embracing digital tools and global networks can significantly streamline and enhance project delivery.

**Patricia Alvarez**, in her presentation, emphasized the transformative power of communication, drawing from her personal and professional journey. With her roots in Mexico and an enriching life in Finland, she brought a unique perspective on how effective communication can bridge cultural divides and foster mutual understanding. Patricia's extensive education in communications, including a bachelor's and master's degree from the University of Helsinki, provided the theoretical foundation for her discussion. She highlighted her varied experiences in communication roles, illustrating how these skills are pivotal in navigating and connecting diverse cultural landscapes. Her presentation centered on the crucial role that adept communication plays in personal growth, professional success, and in knitting together the global tapestry of diverse communities. Patricia's narrative underscored communication as a key

tool for transformation and connection in an increasingly interconnected world.

The **PMI Finland Chapter Annual Conference 2023** addressed a diverse range of topics within the realms of sustainability, technology, and project management, reflecting the current challenges and opportunities in these sectors. The speakers brought a wealth of knowledge and experience from various industries, ensuring a comprehensive and insightful exploration of the themes. Here's an elaboration on the topics discussed by the key speakers:

- ◇ **Domenico Dargenio**: He focused on "Elevate Business Performance - The Human Way". His talk likely covered aspects of leadership and culture development, drawing from his experiences at Fortum and Aalto University Executive Education. This topic underscored the importance of human elements in enhancing business performance, especially in the context of digital and cultural transformation.
- ◇ **Gabriel Sznajder**: As a senior consultant with extensive experience in project management and leadership, Sznajder's presentation titled "Organizational dysfunctional clichés and tropes" possibly explored common pitfalls and misconceptions in organizational





culture. Additionally, his mini-workshop on "Recovering troubled projects" would have offered practical insights into rescuing and turning around projects that are off-track.

- ◇ **Saara Kujala:** With a background in international power project development, Kujala's talk on "How to accelerate the cost-effective decarbonization of the heavy transportation sector in Finland" delved into strategies for reducing carbon emissions in transportation. Her expertise in renewable energy systems, particularly wind energy, added depth to her discussion on sustainable energy projects.
- ◇ **Sergio Barrak:** His topic, "Projects in Meteorological Infrastructure Capability Development: Improving Countries Response to Weather Hazards", focused on the importance of meteorological infrastructure in managing and mitigating weather-related risks. His experience in the industry brought valuable insights into project management in this critical and often overlooked area.
- ◇ **Eldrige De Melo:** De Melo's presentation on "E-health projects on sustainability and how telemedicine is contributing to environmental sustainability" highlighted the intersection of

healthcare and environmental sustainability. His background in aerospace, fintech, IT, and healthcare, coupled with his expertise in project management, provided a unique perspective on the role of telemedicine in sustainable healthcare practices.

- ◇ **Santiago Ayala:** Ayala discussed "Innovation & Successful Product Implementation." His extensive experience in the elevator and escalator industry, particularly in the areas of R&D and technology management, lent credibility to his insights on how innovation drives successful product development and implementation.

Each speaker brought a unique perspective, offering the audience a multifaceted understanding of how sustainability, technology, and effective project management practices intersect and drive progress in various sectors. The conference served as a platform for learning, discussion, and networking, fostering a community of professionals dedicated to advancing these critical fields.

# Volunteering



## A Great Opportunity to Connect

We are working on the next activities for 2024. We will need one PM for the Annual Conference in May. The position will be published in the PMI website and also sent by email to our chapter members. Stay tuned!

We are also looking for **Mentors** for the next mentoring cycle. If you want to inspire and guide colleagues to their career development or support, this is your great opportunity! More information to come.

Remember that by volunteering you:

- Work out of the comfort zone
- Network with colleagues
- Learn
- Grow
- Create

Contact us if you have ideas to help the chapter or if you want to join us. Currently we have our volunteers leading:

- Conference and BRT organization
- Working with companies to develop partnerships
- Supporting other volunteers
- Prospect potential members by sharing Chapter values
- Collaborate with other Chapters

In November we got a new volunteer! He started the PMP Study Group and we want to welcome **Torge Oeverdick!**



# Volunteering



OUR BIG THANK YOU!

We want to thank all the Chapter volunteers for the time and dedication to bring the community closer and keep the Chapter to take off again!



# AI Today - Perspective from Projects and the PM Profession



3 great speakers with current topics

With AI progressing daily, this AI event curated AI pioneers to give you a snapshot of the state of AI technology, products, and business cases. It aimed to advance the understanding of AI technology and its potential, like an applications that perform complex tasks that once required human input and are powered by a large language model that allows them to closely emulate human writing.

Our key takeaways, AI is a boon for improving productivity and boosting efficiency while at the same time reducing the potential for human error. It helps in solving problems and carrying out complex tasks.

With the help of generative AI, we were stunned to hear how MS Copilot expands organization AI productivity, skills, and creativity, and how IBM Watsonx.ai can analyze multiple documents and data inputs, provide effective responses based on real-time information feeds, and improve documentation quality and how AWS framework mitigate bias and improve outcomes in the new age of AI.

This event definitely provided opportunities to explore, network, and learn from AI pioneers.

Thank you Microsoft, IBM and Innovategy for the insightful sessions!

Donna Roberts opens the AI Conference



Audience is excited to start!



Casual dinner served to our members and good time networking!





**Microsoft** started introducing and showcasing MS Copilot and how it supports our daily activities



**IBM** showed watsonx capabilities with trained data from corporate files and archives to generate answers



**Innovategy** shared 2 customer cases where AI was used to increase productivity and, consequently, reduce significantly project schedule



We finalized the conference with Q&A panel. Thank you Kalle Saarikannas (MS), Selin Taskin (IBM) and Sina Ghazi (Innovategy) for the inspiring sessions!

# PMI Global Summit 2023



## Sergio Barrak's learnings

Once again, **PMI** excelled in executing this summit, with more than **3500 attendees, 80 speakers**, including **3 keynote speakers**, interactive sessions, and networking. It was my first time and I must say it was **THE** experience.

The summit concentrated mainly in 3 topics: AI for project management, PMI and Agile transformation.

About a year and a half ago, **ChatGPT** was released to the public, and it became the most loved and feared tool in the market. Excitement about what it is capable of, the full potential it has to help us in our tasks came together with the fear of uncertainty it will bring, privacy concerns, and job insecurity.

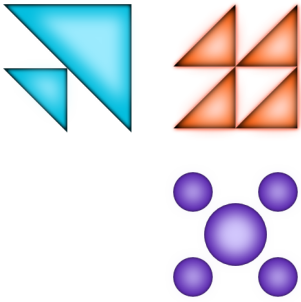
Like any past **disruptive** event in the progress and development of humankind, ChatGPT and other AI tools are bringing societies, companies, and organisations together to coordinate the right direction that such powerful tools should take. Ethics, privacy and copyright have been constantly debated to set limits without harming individual interests and holding back this technology development.

We also had 3 fantastic keynote speakers talking about the importance of Change of Behaviour, the relationship

between AI and different generations and lastly, the creator of Shazam, that shared with us all the setbacks to establish his company and his main driver: **NEVER GIVE UP!**

My key takeaways were:

- Use of ChatGPT to analyze projects and portfolios: from generating charts to complex data analysis, forecast, summarization of documents, explanation of large documents and portfolio selection
- New tools and plugins are evolving all the time, play with them, explore, fail, move on. **BE CURIOUS**
- Privacy is still in the beginning stage and one using it should always review what are the conditions being applied for that tools and how confidentiality is approached
- Task automation in projects and for PMOs: how to leverage genAI to work smarter.
- Implementing AI requires good planning, define a roadmap, understand the data and how to process it. Bad data will not help with good analysis results
- AI governance needs to be developed in companies adopting



this technology. Ethical use, risk mitigation and stakeholder trust are directly correlated with AI output

- AI **hallucination**: one must triple check the generated information. Good approaches are to search for the source of the information and the reasoning behind the answer, if it looks suspicious.

In addition to the conference, PMI brought us **2 big news**:

- PMI acquired PMO Global Alliance (<https://www.pmoga.world>)
- PMI is launching **INFINITY**: PMI's new AI Project Manager Assistant and PMI members with membership in good standing can try it here: <https://aiassistant.pmi.org/legal-doc>

AI tools have come to stay and boost our productivity. At the same time, they relieve us from boring and repetitive tasks. They will develop our curiosity. It is not a tool for people who plan to be lazy by working less, but instead, it will complement your daily life. It can be scary, and I learned there will be two options: be scared and not understanding them OR exploring these tools and becoming consciously scared. This technology, which for me is the 5th industrial revolution because of its capacity to linearize human thinking, has come to stay and is shaking our lives for the best. I don't believe AI will completely replace human work. However, I do believe that those who know how to use these tools will replace those who miss or avoid adopting them.

This text was written by **Sergio Barrak** and grammatically revised by **ChatGPT**.

# Chapter Elections



## Willing to collaborate with our community?

Each year the **Annual General Meeting (AGM)** elects new members of the **PMI Finland Board of Directors**. Like in the past we will conduct the election electronically prior to the AGM, based on nominations received. **7 positions** are open for election this year. Roles and role descriptions will be assigned in the first Board meeting after the election. This is a unique opportunity to make a difference in the development of the PM Profession and to shape the activities and directions of this Chapter.

As a board member, you will have the opportunity to

- **Network** with leaders in the profession
- **Enhance** your project management and leadership skills
- **Earn PDUs**
- Actively **influence** the direction the Chapter is taking
- **Help** your project management colleagues with your service
- **Have fun** and enjoy giving back to the profession

The Board meets regularly twice a month and participates in special

activities as needed. Consider yourself as a nomination candidate for a 2-years commitment (2024-2026). The new Board members will be announced during the next **Annual General Meeting**, which will be held latest by **March 2024**.

If you are interested to join the Board, please, submit a short biography and a statement describing why you want to join (max 300 words).

Eligibility for election and Board membership **requires PMI membership in good standing** and **Chapter membership** during the election period.

Please, send your application to PMI Finland Chapter - Sergio and Alae:

- [sergio.barrak@pmi-fi.org](mailto:sergio.barrak@pmi-fi.org)
- [alae.oubella@pmi-fi.org](mailto:alae.oubella@pmi-fi.org)

The deadline to send your application is **January 08th, 2024 (23h59 EET)**.

If you have any questions please feel free to contact us or other members of the board ([more info here](#)).





Board members up for re-election:

- **Sina Ghazi** - Director of Technology / Secretary
- **Bernhard Mair** - Director of Finance / Treasurer
- **Roumiana Atanassova** - Director of University Academic Outreach
- **Joel Cardenas** - Director of Professional development

**Donna Roberts** (*Director of Special Events, GDPR, European Chapter Collaboration*) is stepping down from her role because she reached the maximum allowed time in the board (10 years), as per definition in the bylaws. Therefore there will be 1 empty position.

Timeline for the board members elections:

- 1 Call for Nomination Application period starting **15/11/2024**
- 2 Application period closing **08/01/2024 at 23h59 EET**
- 3 Voting time starting **10/01/2024 (if needed)**
- 4 Voting closing **22/01/2024**
- 5 AGM on **March 2024 (to be confirmed)**

We want to explain to you the board roles and a summary of duties and experience to gain. We always work in group and support each other. We want the Chapter to succeed and for that, every board member needs to succeed. Our team effort and collaboration keeps us in the track to develop activities and develop content to you! If you are interest to join the board, don't miss this opportunity.

# Chapter Elections



## Main Roles

### 1. President/CEO

- ◇ **Objective:** Oversee chapter and board, direct activities in line with bylaws, define strategic goals, and ensure alignment with PMI policies.
- ◇ **Skills Gained:** Organizational management, PMI knowledge, volunteer appreciation, conflict resolution, team building.

### 2. President Elect/Executive Vice President

- ◇ **Objective:** Assist President in managing chapter, represent President in their absence, and transition into President role.
- ◇ **Skills Gained:** Budget and financial planning, PMI experience, resource management.

### 3. Immediate Past President

- ◇ **Objective:** Provide continuity, mentorship, and ethical guidance to the board; support conflict resolution.
- ◇ **Skills Gained:** Diplomacy, human resource management, conflict resolution, negotiation.

### 4. Administration/Secretary

- ◇ **Objective:** Maintain records, coordinate board meetings, ensure governance and compliance.
- ◇ **Skills Gained:** Minute recording, knowledge of PMI bylaws, excellent writing, facilitation.

### 5. Governance

- ◇ **Objective:** Ensure chapter policies and bylaws compliance, manage policy manual, and oversee governance activities.
- ◇ **Skills Gained:** Policy development, PMI conflict resolution knowledge, conflict resolution, executive leadership.

### 6. Finance/Treasurer

- ◇ **Objective:** Manage financial operations, maintain financial records, and ensure compliance with local and PMI standards.
- ◇ **Skills Gained:** Financial planning, accounting principles knowledge, technical tools, time management.



## 7. Membership

- ◇ **Objective:** Address membership needs, including recruitment, retention, and value delivery.
- ◇ **Skills Gained:** Data analysis, marketing, persuasion, public speaking.

## 8. Communications

- ◇ **Objective:** Manage and coordinate communication channels, execute communication plans.
- ◇ **Skills Gained:** Communications strategy, excellent writing, public speaking, team building.

## 9. Marketing

- ◇ **Objective:** Develop marketing strategies to increase chapter and PMI brand awareness.
- ◇ **Skills Gained:** Digital marketing, marketing strategy, public speaking, persuasion.

## 10. Social Media

- ◇ **Objective:** Strategize, implement, and maintain social media channels.
- ◇ **Skills Gained:** Social media trends knowledge, content creation, technical tools, excellent writing.

## 11. Publications

- ◇ **Objective:** Produce chapter publications to enhance member experience and awareness.
- ◇ **Skills Gained:** Content production, copywriting, editing, print press knowledge.

## 12. IT/Technology

- ◇ **Objective:** Manage chapter technology, support data analytics, and technology governance.
- ◇ **Skills Gained:** Technology acquisition and support, governance, analytics reporting.

# Chapter Elections



## Additional Roles

In addition to the main roles, members can show interest in the following

### **ADDITIONAL ROLES:**

#### **1. Webmaster (under IT/Technology)**

- ◇ **Objective:** Manage chapter website, web design, and content maintenance.
- ◇ **Skills Gained:** Organizational change management, website software, stakeholder engagement.

#### **2. Professional Development: Certification**

- ◇ **Objective:** Promote PMI certifications, lead certification programs.
- ◇ **Skills Gained:** PMI certification framework knowledge, program development, collaborative leadership.

#### **3. Professional Development: Education**

- ◇ **Objective:** Manage professional development and education programs, develop relationships with educational partners.
- ◇ **Skills Gained:** Program and event schedule management, content development, public speaking.

#### **4. Professional Development: Events**

- ◇ **Objective:** Plan and execute chapter events, manage logistics, and promote membership growth.
- ◇ **Skills Gained:** Event organization, program development, innovative leadership.

#### **5. Professional Development: Mentoring**

- ◇ **Objective:** Lead chapter's mentoring program, manage mentor/mentee pairs.
- ◇ **Skills Gained:** Program development, innovative leadership, customer focus.

#### **5. Professional Development: Champion**

- ◇ **Objective:** Act as SME for PMI products, supporting career development.
- ◇ **Skills Gained:** Product knowledge, career guidance, interpersonal skills.





## 6. Professional Development: Programs

- ◇ **Objective:** Develop and deliver educational programs and meetings.
- ◇ **Skills Gained:** Educational speaker coordination, event planning, program budgeting.

## 7. Sponsorship

- ◇ **Objective:** Develop and execute sponsorship programs to support chapter activities.
- ◇ **Skills Gained:** Relationship building, contract evaluation, public speaking.

## 8. Academic and Rising Leaders Outreach

- ◇ **Objective:** Engage with academic institutions and rising leaders, promoting PMI and chapter support.
- ◇ **Skills Gained:** Academic environment knowledge, relationship management, stakeholder management.

## 9. Business/Corporate Outreach

- ◇ **Objective:** Develop relationships within local business community, promoting PMI and chapter.
- ◇ **Skills Gained:** Leadership, public speaking, relationship building.

## 10. Military Outreach (US)

- ◇ **Objective:** Liaise with local military, provide PMI and membership support to military personnel.
- ◇ **Skills Gained:** Networking, public speaking, knowledge of military community.

## 11. Social Impact Outreach

- ◇ **Objective:** Create outreach opportunities, promote social good initiatives.
- ◇ **Skills Gained:** Community-focused cause knowledge, training development, leadership abilities.

## 12. Volunteer Engagement

- ◇ **Objective:** Manage volunteer engagement experience, including recruitment, retention, and recognition.
- ◇ **Skills Gained:** Volunteer management, recruitment methods knowledge, team building.

# Leadership Institute Meeting (LIM)



Lisbon – December 2023

This year the LIM, Leadership Institute Meeting, was hosted in Portugal. More than 30 Chapters attended it, including Finland, and we learned with them strategies they are using to engage members and volunteers, support their local communities and bring more knowledge about the project management profession. PMI has been supporting Chapter activities, such as the AI Survey started by the Swedish Chapter, NGO partnerships, and young professionals engagement. PMI recognized their effort and celebrated with us all in the conference. So much learning and collaboration to inspire us that we will share with you in this edition. PMI also brought us which tools they are developing to support the Chapter activities. It is amazing to learn the efforts PMI and the **community** are investing to make our world better! We are so glad to be part of it!

Our CEO, Pierre Le Manh, also attended and answered to Chapters' questions during the Q&A session about PMI's global and local initiatives and objectives

The LIM had one great keynote speaker to talk about the future and how technologies are changing our lives with **Nikolas Badminton**:  
**SUPERHUMAN PROJECTS - A View To 2030 & Beyond.**

PMI Chapter Leaders have the opportunity to learn how to develop a futures mindsets. They can utilize signals scanning, trends identification, scenario exploration (for opportunity, challenge and risk identification), and use stories to better manage and lead their chapters to use futures thinking at work. In addition, there is an opportunity for all to tap into the power of AI tools to drive deeper human connection, productivity and efficiency in their projects.

We take this opportunity to share few session summaries we attended and we hope they will give you a glimpse of what we learned. We hope you enjoy! 💕

### **Topic 1: Building Successful Teams with Proactive Culture Management**

This discussion focused on building culture within teams and organizations. The author emphasizes the importance of identifying and encouraging desired behaviors that align with core values. They share several examples and initiatives from PMI Poland to shape culture, including a 'speed dating' values exercise, public sharing of stories on how PMI changed lives, launching a Slack channel for bite-sized learning, organizing retrospectives and gathering lessons learned after events, training members to become trainers, managing conflicts constructively, and appointing 'values ambassadors'. The author stresses the need for a coherent approach integrating business, personal life, and volunteering when influencing organizational culture. They advise starting small with practical steps to encourage desired behaviors, and ensuring alignment between chapter and organization values. Key takeaways include the critical role of leaders in shaping culture through their own behaviors, the power of calling out values-aligned behaviors publicly, and the importance of transparency, constructive conflict management, and continuous learning from both successes and failures.

### **Topic 2: Strategies & Tools to Connect Chapter's Purpose with SDG**

It was discussed the strategies and tools to connect project management chapters with the UN Sustainable Development Goals (SDGs). The speakers introduce the learning objectives and how to link chapter strategies to the SDGs. The key steps are: communicate, inspire and engage. People are at the heart of sustainability, and PMI chapter volunteers drive sustainability initiatives. A 5-step framework is provided to connect chapter purpose to the SDGs: 1) Understand chapter mission and activities; 2) Be aware of the 17 SDGs; 3) Connect chapter activities to SDGs; 4) Communicate the benefits; 5) Take action. An example tool, Climate Fresk, is introduced to address SDG 13 on climate action through interactive workshops to build climate change awareness. Recommendations are made for PMI chapters to run Climate Fresk pilots in 2024. The presentation aims to provide an inspirational framework to link chapter strategies to sustainability, starting small but aiming high. Together PMI members can drive change through partnerships, one person at a time.

### Topic 3: Volunteer Management

The speakers presented volunteer management in PMI chapters. The first speaker from a mid-sized chapter in Austria explained how they structured and streamlined their volunteer onboarding process, reducing it from 3 weeks to 3 days. They created templates, checklists, and used Trello boards to track status. This helped increase their volunteer base by over 60%. The second speaker from a large chapter in Italy described how they formalized processes to comply with regulations. They implemented an engagement letter, insurance, digital archiving, and traced volunteer data. They started with Excel and email, then used other tools to automate workflows. The formalized process enabled better planning, balancing workloads, and motivating volunteers. In both chapters, volunteers must be PMI members. Attracting volunteers involves communicating the value of volunteering, doing 'cool stuff' like professional events, and academic outreach. Retaining volunteers requires engaging them, communicating goals, and creating a positive experience.

### Topic 4: Marketing for Chapters

The presentation covered practical marketing and communications tips for PMI chapter leaders. The presenters were from PMI's marketing team and explained their goal is to provide resources to make marketing easy for chapter volunteers. Key points discussed: - Effective chapter boards work together in an integrated way across all roles. Marketing should support the chapter's annual plan. - Shift mindset from just communications to connection with members. Get feedback and have two-way conversations. - Follow a strategic framework for communications: Who is the audience? What is the goal? Why should they care? When is the best timing? Where can they get more info? How will you reach them? - Put your chapter's achievements and initiatives out to the media and press. New guidelines provided for working with media. - Collaboration is key between regional PMI marketing leads and chapters for media outreach. - Consider social media opportunities like the Volunteer Advocacy Program to share content. - Numerous marketing resources available through the Marketing Portal and other sources. Focused on making it easy to stay on brand.- Discussion on which social media platforms to focus on for your audience. LinkedIn tends to be most popular. - Importance of video content highlighted, but it's resource intensive. Training could help. - Feedback shared on issues with Dark Rhino website provider and PMI is reviewing at the global level.



### Topic 5: Working Groups by Chapter Size (Medium Chapters)

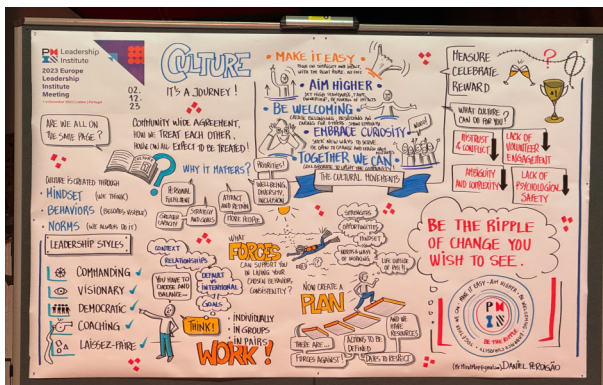
The provided content discusses strategies for recruiting, retaining, upskilling and growing volunteers for PMI chapters. Key points include leveraging events and direct outreach to recruit new volunteers, providing training, mentoring and recognition to retain volunteers, using digital tools like apps and LinkedIn to engage members, partnering with universities and schools for volunteer pipelines, and ensuring volunteering tasks align to member interests and availability. Challenges include volunteer burnout from taking on too much, ensuring relevance of PMI to members, getting government support, and finding the right long-term corporate sponsorships based on shared values. There is opportunity for greater collaboration between chapters internationally to share best practices. Recommendations include establishing volunteer feedback cycles, structured onboarding, cross-chapter idea exchange, conveying the value proposition of PMI membership, and segmenting sponsors based on potential partnership opportunities.

### Topic 6: Aiming Higher: Opportunities for Youth and Academic Outreach

The presentation discussed engaging youth in the project management academic sector and introducing a new initiative for PMI chapter student clubs. The key points were:- Engaging youth is important because they are the future project managers, chapter leaders and community members. PMI can provide them tools, skills and community to help them thrive in careers and positively impact communities. - PMI helps youth connect through platforms, events and now student clubs. It helps them learn methodologies, get certified and develop leadership skills. And it enables them to give back through social impact projects.- Ways to engage students include the Authorized Training Partner program for universities to provide PM training, the Group Student Membership program for discounted memberships, and the Global Accreditation Center to highlight quality university programs. - Resources for students include Kickoff, a free PM basics course, Career Navigator to set PM career goals, and discounted Student Memberships. Most student members are in graduate programs and pay themselves.- A new initiative is PMI Chapter Student Clubs in universities, with student leaders and faculty support. They develop PM skills and get support from PMI. Club levels range from basic to chapter-hosted to full student branch.- Benefits include leadership opportunities for students, pipeline of volunteers for chapters, and projects/events students can organize for chapters. The pilot clubs have done great work so far.

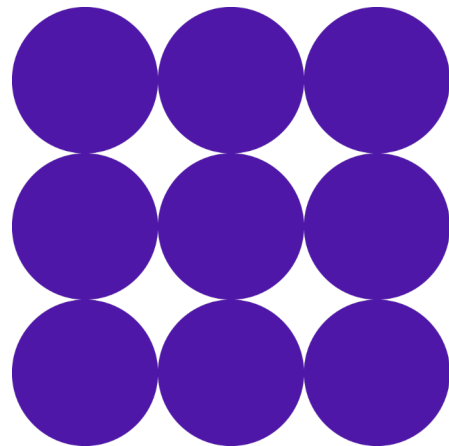
**Topic 7: Empowering Women in Project Management**

The presentation provides an overview of the gender gap that still exists in leadership and project management roles, despite progress in achieving gender equality in areas like education. The speaker shares data showing the persistent gap worldwide, and in specific countries like Germany. She discusses initiatives by PMI Germany aimed at empowering women through networking events, training programs, and mentoring relationships. Key points include the need to build confidence in women to take on leadership roles, the importance of creating safe spaces for women to share experiences and support each other, and the critical role that men must also play as allies in achieving true gender equality.



Art In Projects  
By PMI Portugal

## Moments



# PMI Member Benefits



## Did you know?

Being a member of the Project Management Institute (PMI) comes with a plethora of benefits. Firstly, it provides access to a vast network of like-minded professionals in the field of project management, allowing members to connect, collaborate, and exchange valuable insights. Secondly, PMI offers numerous resources and tools that aid in professional development, such as industry-recognized certifications like PMP and access to valuable educational content. Furthermore, PMI regularly publishes articles and thought leadership pieces on their website, like the recent one titled "Shaping the Future of Project Management with AI" (available at: <https://www.pmi.org/learning/thought-leadership/ai-impact/shaping-the-future-of-project-management-with-ai>), which explores how artificial intelligence is impacting project management, providing members with cutting-edge knowledge and trends in the field. In essence, being a PMI member opens doors to a wealth of opportunities and resources that can significantly enhance one's career in project management.

[ProjectManagement.com](https://www.pmi.org/learning/thought-leadership/ai-impact/shaping-the-future-of-project-management-with-ai), exclusively available to PMI members, is another invaluable resource in the project management community. This platform serves as a hub for project managers to gain access to a vast library of articles, webinars, templates, and discussions, all aimed at improving their project management skills. Members can actively engage with a community of experienced professionals, seek advice, and share their own knowledge, contributing to a dynamic and supportive learning environment. With its wealth of resources and opportunities for collaboration, ProjectManagement.com further amplifies the benefits of PMI membership, making it an essential tool for anyone looking to excel in the field of project management.



# PMI Culture Values



## How we volunteer, work and collaborate together

As a global organization, our Culture Values are guiding principles that leverage our diversity to form one united, vibrant and successful organization.

Co-created by our community our Culture Values are By PMI For PMI and the language chosen represents our commitment to each other and to the project management community.

### **Make it Easy**

We are easy to deal with.  
When things slow us down, we find a better way.  
We prioritize the impact that matters most and take the most direct route to it.

### **Aim Higher**

We set the standard in top quality work to create the greatest impact for the PMI community.  
We lead the way by thinking long-term and acting in the short-term.  
We fearlessly take ownership of what we do, knowing every action counts.

### **Be Welcoming**

We create genuine belonging for all, because our differences make us stronger.  
We act with humanity, showing care, empathy and respect for others' needs.  
We assume good intent and seek to understand, not judge.

### **Embrace Curiosity**

We are always seeking ways to better serve the PMI community.  
We see challenges as opportunities to innovate, and take them.  
We feel able to fail fast in order to get it right.

### **Together We Can**

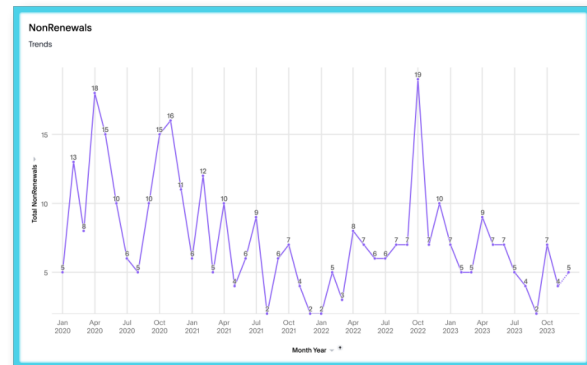
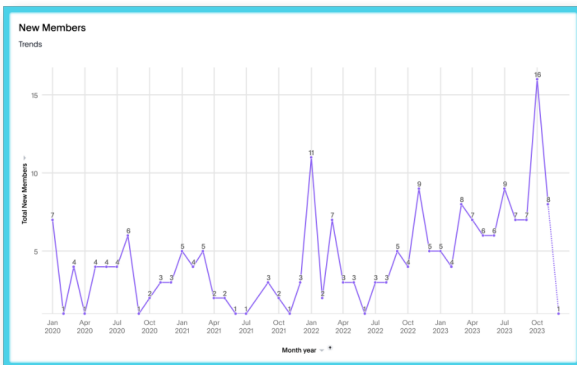
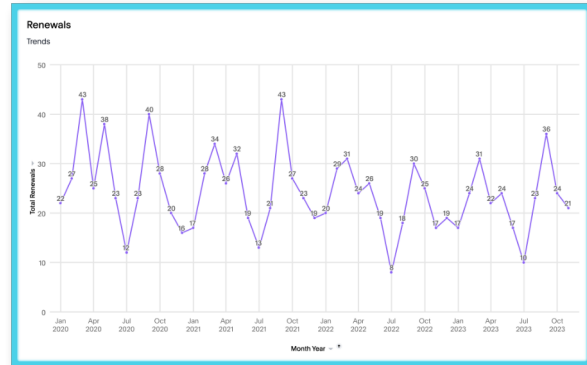
We build deep, trusting relationships that help us work towards our mission together.  
We use our shared purpose to unite us as a community and drive us forward to create impact.  
We act in alignment with our global goals, while being empowered to deliver locally.



# Chapter Statistics

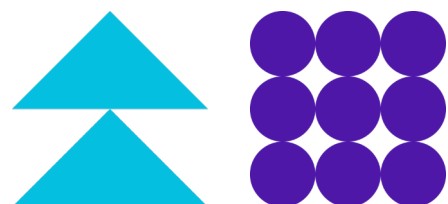


In November we achieved a new record in membership, reaching 360 **Active Members**, with member retention of **75%**. We are proud to deliver quality content to our members and appreciate their support and more engagement with us. We see the **New Members** curve shows a steady growth from 2022 and October and November we had a **new record with 24 new members!** The number of **Renewals** decreased slightly, but still constant during the years. The **Non Renewals** shows an increase for members that has automatic-renewal off.



We have very engaged volunteers, both in the board and members. They work hard to create content and connect our members promoting different activities to promote project management profession. Are you interested to help the Chapter? Bring your ideas!

We are here to serve **YOU!**



# Welcome New Members!



Welcome new members!

Adrian Micu

Aleksi Peltola

Anton Minin

Breno Pimenta Faria Gil de Lima

Elnaz Dehghani Dowlatabadi

Hamam Mokayed

Hammed Mufutau

Henna Tuunainen

Jussi Rahikainen

Kirsti Lindfors

Maria Mäenpää

Mazin Yassin

Mikko Sorri

Mikko Valle

Mohsen Haajari

Monika Balode

Muhammad Ali

Ole Iöovi

Paparao Uppalapati

Raphael Samson

Seppo Heikkinen

Tuuli Korhonen

Veli-Matti Huhtanen

Vitaly Chernishev



## Congratulations for Your PMI Certification!

Adrian Micu

PMP

Hamam Mokayed

PMP

Torge Oeverdiek

PMI-RMP



# Contact Us!



Do you have questions or want to be in touch with our chapter? You can reach us out to know about events, volunteering, activities, sponsorship and partnership, publish an article in our newsletter, contribute with our community or any other inquire. Either scan the code or click on it and you will be redirected to our form.



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