



Building professionalism in project management.™

Project Management Institute  
Eastern Iowa Chapter

P.O. Box 1811, Cedar Rapids, IA 52406-1811

<http://www.pmieasterniowa.org>

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VOLUME 90

July 2012

## July 12, 2012 Monthly Meeting

This month's PMI breakfast meeting will be held on Thursday, July 12, 2012 from 7:15 a.m. to 9:00 a.m., at the Clarion Hotel and Convention Center at 525 33rd Ave SW in Cedar Rapids, Iowa. The Clarion Hotel and Convention Center phone number is 319-366-8671.

### Program: "Four Generations, One Workplace"

Presented by Nancy Noyer, MA, The University of Iowa

During this session, the presenter will engage you in discerning what you believe about the four generations in the workplace. We'll compare what generations may be seeking in the workplace and what strategies are more effective in working with different generations, including recognizing the choices you have when friction occurs.

#### About the Speaker

Nancy Noyer is an internal consultant in Organizational Effectiveness, a unit of Human Resources at The University of Iowa. She facilitates planning with groups, mediates conflict between co-workers, coaches supervisors, facilitates Lean process improvement events, assists the campus with staff recognition efforts, and provides training in topics that support a positive workplace, including "7 Habits of Highly Effective People" and "Leading Across Generations". Nancy thoroughly enjoys being part of a process that can change staff attitudes of "nothing will change" to a perspective of being positive about the work they do and how they work with others.

Cost: Chapter Members: \$13; Guests: \$20

Registration Deadline: Sunday, July 8, 2012 (11:45 p.m. CT)

Register at [www.pmieasterniowa.org](http://www.pmieasterniowa.org) and click **Events > Monthly Program Meetings > July 2012 Monthly Meeting**

Notes: New in 2012, all meeting registration fees will be collected using our online registration/payment system. It is important to register in advance so we have an accurate attendance count for food, beverage, and seating. Thank you for your assistance in this important matter.

7:15 - 7:30 a.m. Registration, breakfast and networking  
7:30 - 7:45 a.m. Opening by Chapter Officers  
7:45 - 8:45 a.m. Presentation / Discussion  
8:45 - 9:00 a.m. Final announcements and wrap-up

### Special Guests: Kirkwood Global Education Network (GEN) Partnership Students

Kirkwood is bringing a group of about 40 international (Singapore; Australia; and Alberta, Canada) students to our Chapter Breakfast Meeting on Thursday, July 12. The thought is for the students to gain more knowledge of how the PMI organization works. ***Please make a point to be there to welcome the students!***

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100's NUGGET

## President's Corner

### You Spoke, We're Listening!

By Carol Scherrman, PMP, President

Last month, we reported on the Project Management Institute's (PMI's) commitment to serving its valued stakeholders as well as the broader project management profession. As part of PMI's on-going efforts, it conducts an annual survey to measure chapter members' satisfaction.

Sixty-six (66) of our current 306 chapter members responded to the survey, resulting in a response rate of about 22%. While we would have loved to see a 100% response rate, 22% is only slightly lower than industry averages for electronic survey responses ([www.supersurvey.com](http://www.supersurvey.com)). We learned the following from those who responded:

- The majority of our chapter members (39%) have been members between 2-5 years.
- The primary reason members joined our chapter is to network with other project managers (33% of respondents).
- Regarding overall satisfaction with their chapter membership, respondents indicated:
  - Very satisfied – 17%
  - Somewhat satisfied – 47%
  - Neither satisfied or dissatisfied – 23%
  - Somewhat dissatisfied – 10%
  - Very dissatisfied – 3%
- Considering the benefits received from the chapter in relation to the price, respondents indicated the overall value of chapter membership as:
  - Excellent – 20%
  - Very Good – 30%
  - Good – 24%
  - Fair – 20%
  - Poor – 6%

In general, I am pleased with the results of the survey. You can view the complete survey results by going to our website at [www.pmieasterniowa.org](http://www.pmieasterniowa.org) and scrolling down the home page to Announcements.

There were a couple of survey comments that I would like to discuss, and I encourage you to provide additional feedback on these comments to help us serve you better.

- **E-mail:** On this survey and prior surveys, we have gotten comments to stop sending junk e-mail and spam.
  - The Leadership team works hard to limit the number of outbound e-mails to no more than 2-3 per month. Typically, we send one message at the beginning of the month to announce the publication of the monthly newsletter and the monthly chapter meeting details. We will send a second reminder e-mail a few days before the registration cut-off for the chapter meeting. And, finally, meeting attendees will generally receive a short e-mail following the meeting to complete a survey. Occasionally, for special events such as our Professional Development Day or for other critical announcements, we might do an additional e-mail to the membership.
  - These are the only types of outbound e-mail distributed by our chapter. If you have examples of other junk e-mail or spam that you believe are coming from our chapter, please forward the example to me at [president@pmieasterniowa.org](mailto:president@pmieasterniowa.org) and we will research it.
  - You might be receiving e-mail from PMI Global. Look at your profile on [www.pmi.org](http://www.pmi.org). Under Communication Preferences, you can "opt out" of e-mail promotional messages about PMI products, services, and events. You can also choose to be excluded from third party mailing lists. Changing your preferences here will not disrupt messages you receive directly from the PMI Eastern Iowa Chapter.

- You have the option to “unsubscribe” from the PMI Eastern Iowa e-mail distribution list at any time by clicking the embedded link at the bottom of our e-mail messages.
- **Not receiving chapter communications:** Our chapter distribution list is built from the e-mail address that you have provided to PMI Global. If you need to change your e-mail address, you must go to your profile page at [www.pmi.org](http://www.pmi.org) and make necessary changes. When we download our member data report each month from PMI Global, changes made to your profile (contact information, company name, etc.) will be updated in our chapter database.
- **Providing input on chapter meeting topics:** We encourage your input on topics for chapter meetings and for speakers. The survey sent to attendees following monthly meetings includes a question about future topics or speakers, and we do use this information to schedule relevant topics and speakers for our meetings. In the past year, we have also networked with the Quad Cities and Central Iowa chapters to get speaker names and topics that were successful with their chapters. Please send any ideas you have for speakers or topics to [programs@pmieasterniowa.org](mailto:programs@pmieasterniowa.org). It is a challenge to find available and engaging speakers each month, so your input is always welcome.
- **Meeting logistics:** With a membership exceeding 300 individuals from the Waterloo, Cedar Rapids, and Iowa City areas, it is a difficult to find a time and place that will accommodate everyone’s hectic schedules. Based on previous survey feedback, we made it a goal to offer three chapter meetings in the Iowa City/Coralville area in 2012. We have two more meetings scheduled in Coralville this year in August and October. We are looking to continue or expand this in 2012. Our chapter meeting prices are also set to offset the costs of room rental, equipment charges, and food and beverages. We strive to get the best value for the membership by negotiating rates that are inclusive of all charges. Based on prior year surveys, over 75% of respondents prefer morning chapter meetings, so we plan to continue with this schedule for the near future.
- **Leadership/Volunteers:** As you know from our repeated calls for volunteers earlier in the year, it took us a few months to get to full strength on our leadership team with all director positions filled. Speaking at least for myself, it is sometimes a challenge to balance my full-time job, family/personal responsibilities, and volunteer work for our chapter. I am grateful for all of our volunteers and appreciate their efforts to support our chapter goals. Soon, we will begin work on the slate of candidates for the 2013 elections. Anyone who has an interest in running for an office or serving as a director can e-mail me at [president@pmieasterniowa.org](mailto:president@pmieasterniowa.org), and I will pass your name along to our nominating committee. The most important qualifications for serving the chapter are to be a chapter member, have a desire to advance the goals of the chapter and PMI, and be willing to volunteer up to 10 hours per month. This is a great way to earn professional development units (PDUs), build up your resume, and expand your professional network. In addition, if you have had a negative experience at a chapter event or with a member of the leadership team, I welcome your specific feedback so that I can address the situation.

There is always room for our chapter to improve and I do think we are doing pretty well. When I recently attended the Region 2 meeting in Minneapolis, I discovered that for a smaller-sized chapter, we have been innovative with what we can do on a limited budget. Again, I encourage each of you to provide us input on what you need from the chapter.

Have a wonderful 4<sup>th</sup> of July holiday.

Carol Scherrman

## News and Views



### Kirkwood Global Education Network (GEN) Partnership

By Bob Sanders, PMP, Director of University Outreach

Kirkwood is one of four members of GEN, a unique international consortium of technical colleges in Singapore, Australia, Canada and the United States. Member institutions include:

- Box Hill Institute (BHI) in Melbourne, Australia
- Southern Alberta Institute of Technology (SAIT) in Calgary, Canada
- Institute of Technical Education (ITE) in Singapore

GEN member colleges plan student exchange and faculty exchange activities for their colleges throughout the year and look for continued opportunities to benefit from each other's expertise and international outlooks.

Come and meet the students at our Chapter Breakfast Meeting on July 12th and be ready to share your experience in project management in Eastern Iowa.

### Website Replacement Committee Update

By Mark Bazzell, PMP,  
VP of Communications and Publicity

The PMI Eastern Iowa Chapter Board of Directors decided to postpone our search for a new website until our Professional Development Day in October. This decision minimizes disruption and ensures that the PDD is our number one focus.

### Operations Update

By Jacqueline Haltmeyer, PMP,  
VP of Operations

We are pleased to announce the appointment of **Darwin Hochstedler, PMP**, as the Director of Logistics. Darwin is an Account Executive at Siemens Industry Inc., Infrastructure & Cities Sector. He can be reached at [logistics@pmieasterniowa.org](mailto:logistics@pmieasterniowa.org).

### Job Opening in Cedar Rapids

Great America Leasing Corporation has a current job opening in Cedar Rapids for a Project Manager / Business Analyst. For details about this position or to apply, click [here](#). Learn more about Great America Leasing Corporation at their website: [www.greatamerica.com](http://www.greatamerica.com).





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# PMI Eastern Iowa 5<sup>th</sup> Annual Professional Development Day

Friday, October 12, 2012  
7:30 a.m. – 4:30 p.m.

## Focus on Fundamentals: Leading Teams & Communicating Persuasively

### Benefits to attending the PDD

- Earn 7 professional development units (PDUs)!
- Hear local experts and leaders in project management.
- Network with fellow project management colleagues.
- Win prizes from our PDD sponsors and vendors.

### Dates & Rates

- Event date: **Friday, October 12, 2012**
- Early-bird rates thru **Monday, September 10, 2012:**  
\$179 Eastern Iowa Chapter Members  
\$199 Non-members/guests
- Regular rates after **Monday, September 10, 2012:**  
\$199 Eastern Iowa Chapter Members  
\$219 Non-members/guests
- Registration ends **October 5, 2012**

### Register online at

[www.pmieasterniowa.org](http://www.pmieasterniowa.org)

### Location

The Kirkwood Center  
7725 Kirkwood Blvd. SW  
Cedar Rapids, IA 52404

[www.thehotelatkirkwood.com](http://www.thehotelatkirkwood.com)

### Guest Speakers

#### Leading Project Teams



**George M. Hollins, P.E., PMP, and Frederick M. Smith** address the dynamics of leading project management teams using project-ready tools that you can immediately use in the workplace. This session provides practical tools and techniques for improving team performance. From basic fundamentals like differentiating a team from a group or committee to team member selection and commitment, Hollins and Smith cover the critical components of successfully leading project teams from project initiation to project close. You know that teamwork is essential for meeting project requirements. Learn how to promote a common understanding of the project as well as a shared vision within an atmosphere of trust.



Understand why some team conflict is good. Find out why officially releasing a team is important.

#### Professional Presentation Skills

**Kim Lundry** teaches you how to organize thoughts quickly and present them persuasively, how to captivate various audiences, and how to present effectively in virtual settings while overcoming inhibitions, controlling your nerves, and thinking under pressure. This instruction is completed in a participatory, interactive setting where you can receive immediate coaching and feedback. Build on your fundamental communication skills by becoming aware of audience perception and learning how to create energy to keep audiences engaged. Leave this session with practical, effective skills that you are able to immediately apply on-the-job.



Find out more at [www.pmieasterniowa.org](http://www.pmieasterniowa.org)

## PM Training

### Back by Popular Demand: PMP and CAPM Exam Preparation

Are you preparing to take the Project Management Institute's Project Management Professional (PMP)<sup>®</sup> or Certified Associate in Project Management (CAPM)<sup>®</sup> certification exams? St. Ambrose University announces the addition of two PMP and CAPM exam prep classes. The first class is scheduled for August 27-29, 2012, and the second class will be held February 5-7, 2013. Each course includes a comprehensive review of the PMBOK<sup>®</sup> Guide, practice exams, test-taking tips, a review of the application process, and a copy of the best-selling study guide, "The PMP Exam: How to Pass on Your First Try," by Andy Crowe.

**Discounted rate available:** PMI Eastern Iowa Chapter members will receive a 30% discount off the \$995 course fee by registering at: [https://epay.sau.edu/C21430\\_ustores/web/store\\_cat.jsp?STOREID=4&CATID=100](https://epay.sau.edu/C21430_ustores/web/store_cat.jsp?STOREID=4&CATID=100)

For more information, contact St. Ambrose University at 563.333.5720 or [PD@sau.edu](mailto:PD@sau.edu).



**St. Ambrose University Professional Development has partnered with On-Track** to provide several project management training programs and a Project Management Certificate. On-Track is a registered education provider with the Project Management Institute<sup>®</sup> (PMI).

The Project Management Certificate Program provides a scalable project management system for managing projects of all shapes and sizes. The program provides a "project-ready tool kit" to serve project needs...regardless of industry.

Participants can pick and choose which program fits their needs or they can complete the St. Ambrose University Project Management Certificate by completing three core courses and two electives within three years. These classes include elements of the Project Management Body of Knowledge (PMBOK<sup>®</sup>) developed by PMI<sup>®</sup>.

#### Core Courses:

- Project Management: Planning, Execution and Control
- Managing Projects through People
- Managing Project Communication

#### Elective Courses:

- Project Leadership and Ethics
- Managing Project Quality, Procurement, and Risk
- PMP and CAPM Exam Preparation
- Planning and Managing Construction Projects

Each program is three-days in length and costs \$995. The cost includes all seminar materials, networking luncheons, PDUs or CEUs. Discounts for additional participants and for St. Ambrose alumni are available. For more information about the program or to register, visit the St. Ambrose website at:

[http://www.sau.edu/Professional\\_Development/Training/Current\\_Programs/Project\\_Management.html](http://www.sau.edu/Professional_Development/Training/Current_Programs/Project_Management.html)

Or, contact St. Ambrose at 563-333-5720 or [PD@sau.edu](mailto:PD@sau.edu).



## Snapped Back to “Reality”

By Mary Phelan, PMP

Recently I was invited to attend an afternoon conference, free of charge, courtesy of my employer (which for me - and maybe for you - is very rare). Of course I jumped at the opportunity to go attend the 3-hour session, maybe pick up a tidbit of wisdom or two, but generally have an elusive “easy afternoon.” I was excited as the day approached, anticipating an afternoon of calm and fun, with the speaker, Cy Wakeman: a former HR employee, author of “Reality-Based Leadership,” and local Midwesterner.



Well, do you want to know what really happened?

I'll tell you what happened: I got my butt kicked, that's what really happened. I was snapped back to reality.

One of the most powerful messages the speaker delivered was that we cannot change our reality in our workplace, yet we try to do it all the time, or waste energy on promulgating why decisions made by our leadership are dumb. Then we wallow in the senselessness of the stupidity of the supposed dumb decisions and drag other people into our drama. But, do we know for a fact that these decisions were bad? No, not personally as fact – we rationalize it in our mind, or conclude based on feeling or emotion that since the decision is different from ours, it's bad, and we end up making up our own stories about it. Basically, this is a waste of time and energy, and if you are a leader, you should never engage in it. I had to stop dead in my tracks, since earlier that day, I had whined incessantly about just that kind of situation. Don't do it. Don't fall into the drama trap.

So how do you deal with the inner turmoil of living with your reality, if you don't like your reality? You have to change the way you look at it. You need to see your circumstances differently, not hope to change it. Have we all dealt with a dumb decision in the past? Of course! But the decision was already made; now what the company (and your boss) needs for you to do is execute it, and what the company needs are team players and people who will get things done.

Speaking and reacting only with facts and then outlining risks that come along with the foregone decision will save a lot of energy. It takes all of the emotion and drama out of it. And, the communication of risks are key – not only so the scope and tradeoffs are understood by everyone involved, but you are covered as well, as you thought things through and made people aware of potential issues. Any task or project can be executed – it's just a matter of how much scope or money will realistically align with that and what are the associated risks.

The next day I started working within my new reality and the guidelines of using facts and risks and I was much more energized (and productive) as I went about solving problems. If you want to read more about the concept and other leadership topics, I highly recommend Cy Wakeman's book, “Reality Based Leadership,” or visit her website to sign up for free webinars with valuable tips at <http://www.cywakeman.com/>.

## New Website Feature Available for Job Postings

A new feature has recently been added to the PMI Eastern Iowa Chapter's (EIC's) website that supports our chapter's vision "...to be recognized as a dynamic organization of Professional Project Managers dedicated to serving the business and educational community of Eastern Iowa and its surrounding counties through the advancement of Project Management."

Chapter members, local companies, and friends of the PMI EIC now have the ability to post open project management positions on our website. This free service will allow members and visitors to our website to view job openings in the Cedar Rapids/Iowa City Corridor and obtain information on how to apply for these openings.

It is our policy to display job opportunities that meet both of the following criteria:

1. Job should be located in or near the Eastern Iowa Chapter service area.
2. Job should be seeking individuals with project management or related skills.

Note that all postings are subject to review and removal by PMI EIC.

## To Post a Job Opening

- Login to our website at [www.pmieasterniowa.org](http://www.pmieasterniowa.org). All postings for open positions must be self-reported. The PMI EIC will not enter open positions on behalf of third parties.
- Select **Career Development > Jobs > Post a Job**.
- Enter information about the position in the appropriate fields. Note that fields marked with an asterisk are required. A job posting will not be saved if any of these fields are missing.
- Enter an expiration date for the posting. Note that the default expiration date is six months from the posting date. If the position is filled, it is the poster's responsibility to remove the posting from the website.
- Click **Go to Step 2: Review**.
- Review the position information. If edits are needed, click **go back and change it**.
- Click **Submit this Ad** if everything is correct. The posting will immediately be available to website visitors.

## To View a Job

- Visit the website at [www.pmieasterniowa.org](http://www.pmieasterniowa.org).
- Select **Career Development > Jobs > View Jobs**.
- Click the appropriate link under the **Job** listing for posted positions.
- Review the information under **How to Apply** about submitting an application/resume for the position.
- Contact the company directly via the URL or email address listed under **About the company** for questions about the position. Note that postings are provided on the PMI EIC website as a service to PMI EIC members and friends. PMI EIC does not recommend or endorse the companies that post open positions and does not have information about the status of any jobs posted.



## Chapter Membership Stats

**Period Covered: May 1 – May 31, 2012**

By Geri Stivers, PMP, Director, Member Relations

### Congratulations to new PMPs this month:

John Klein, PMP (May 14, 2012), Genova Technologies

### Welcome new members:

Kathryn Elizabeth Burd, Transamerica

David LaMarche, PMP, Calix, Inc.

Shrikant Patil, John Deere

## Membership Summary for May, 2012:

Starting membership: 306

Renewals: 28

New members: 3

Rejoins: 1

Non-renewals: 7

Current membership: 310

### Certifications:

Member PMPs: 202

Member CAPMs: 5

Member PMI-ACP: 1

## Chapter Meetings

Mark your calendars for upcoming chapter meetings. All meetings are held on the second Thursday of the month.



Date & Time	Location	Topic and Presenter
<b>July 12, 2012</b> 7:15 to 9:00 a.m.	Clarion Hotel and Convention Center 525 33rd Ave SW Cedar Rapids, Iowa	<b>"Four Generations, One Workplace"</b> Nancy Noyer, MA, The University of Iowa Welcome Kirkwood GEN students
<b>August 9, 2012</b> 7:15 to 9:00 a.m.	Iowa City Area Association of Realtors (ICAAR) 847 Quarry Road, Suite 110 <b>Coralville, Iowa</b>	TBD
<b>Sept. 13, 2012</b> 7:15 to 9:00 a.m.	Clarion Hotel and Convention Center 525 33rd Ave SW Cedar Rapids, Iowa	TBD
<b>Oct. 11, 2012</b> 7:15 to 9:00 a.m.	Iowa City Area Association of Realtors (ICAAR) 847 Quarry Road, Suite 110 <b>Coralville, Iowa</b>	TBD
<b>Oct. 12, 2012</b> 8:00 a.m. – 5:00 p.m.	The Hotel at Kirkwood Center 7725 Kirkwood Boulevard S.W. Cedar Rapids, Iowa 52404	<b>Professional Development Day</b>
<b>Nov. 8, 2012</b> 7:15 to 9:00 a.m.	Clarion Hotel and Convention Center 525 33rd Ave SW Cedar Rapids, Iowa	TBD

## DATES TO REMEMBER

JULY 2012						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

5 – Leadership Conference Call  
 10 – Kirkwood GEN Students Company Visit  
 12 – Chapter Meeting, Kirkwood GEN  
 13 – Kirkwood GEN Students Company Visit  
 19 – Board Meeting  
 24 – Newsletter Articles Due

AUGUST 2012						
S	M	T	W	T	F	S
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5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

2 – Leadership Conference Call  
 9 – Chapter Meeting  
 16 – Board Meeting  
 24 – Newsletter Articles Due

SEPTEMBER 2012						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

6 – Leadership Conference Call  
 13 – Chapter Meeting  
 20 – Board Meeting  
 24 – Newsletter Articles Due

## PMI Eastern Iowa Chapter Leadership

Role	Name
President	Carol Scherrman, PMP®
VP of Communications and Publicity	Mark Bazzell, MBA, PMP®
VP of Education	Behram Kasad, MBA
VP of Finance	Brian Thorn, PMP®
VP of Operations	Jacquie Haltmeyer, PMP®
VP of Outreach	Mary Phelan, PMP®
Past President	Tammy Sweat, MSPM, PMP®
Director of Certifications	Denise Boeding, PMP®
Director of Individual Outreach	Rachel Fowler
Director of University Outreach	Bob Sanders, PMP®
Director of Logistics	Darwin L Hochstedler, PMP
Director of Marketing	Liz Herman, PMP®
Director of Member Relations	Geri Stivers, PMP®
Director of Newsletter	Irene Dymerski, PMP®, PSM®
Director of Professional Development	Kayla Eko-Acquah
Director of Programs	Dania Ajam, PMP
Director of Website and Technology	Stanley Freyermuth