



# LA CROSSE PMI CHAPTER NEWSLETTER

FOCUSING 2009 – 2010 EVENTS ON LOCAL LACROSSE AND ROCHESTER PROJECTS



**Wayne Gorski, President**



**Brian Hinton, Vice President**



**Ann Yates  
VP of Finance**



**Denise Thompon  
VP of Marketing**



**Laura Haynes, VP of Membership**



**Kay Wais, VP of Communications**



**Ajay Singh  
VP of Events – Rochester**



**Joan Barth, VP of Events – La Crosse**

## UPCOMING MEETING DATES AND RATES

- Oct 13 (La Crosse) and Oct. 14 (Rochester). Matt Lewis and the UW-L stadium
- Nov. 10 (La Crosse) and Nov. 11 (Rochester). Dr. Christine Storlie on Critical Success Factors

Meeting rates have had a slight increase since last year.

- Members: \$25
- Nonmembers: \$30
- Fulltime Students: \$20
- Speaker Portion Only: \$15

## Message from the President

As this year's chapter president, I would like to offer a welcome. To new members, welcome to our chapter! To existing members, welcome back for this season. And to the board, welcome aboard.

Your board has been busy this summer and we already have accomplishments to report to you. First, as the header above indicates, our mission for this season is to focus on local. This season, you will be seeing meeting speakers focusing on local projects, interests, or issues. If you are interested in speaking at a chapter meeting, please contact either of our event vice presidents.

Toward that mission, the board has set three goals for themselves.

1. LaCrosse/Rochester equivalency. Our membership is split nearly equally between the LaCrosse and Rochester areas. Over the past few years, we have been offering increasing services to our membership in the Rochester area. Last season, you voted to include a vice president of Rochester events to the bylaws, and I am happy to report that Ajay Singh will fill that role for this season.
2. Break even financially. The economy has been difficult on all of us, personally and professionally. Our chapter was not exempt from that. Your board has challenged themselves to make decisions that will minimize the impact on the chapter.
3. Build a foundation for the future. We have been a growing chapter for over 5 years and anticipate further growth. We need to make sure that we have the infrastructure to support that growth. This year, we will establish a 3 year business plan, as well as a marketing plan, to insure we can continue to provide you with the services you expect from our chapter.

Please take a moment to look at the picture of the attendees at our recent PMP Prep workshop held on September 1-2. We were excited to have the opportunity to offer this workshop by Frank Salidas. We could be seeing a few more certified PMP's in our chapter!

Finally, we completed a strategic alignment scorecard for our chapter this summer. PMI National has established expectations for services that chapters offer to their members and must report on those services. I am happy to report that we have met those expectations and plan to continue in the coming years. Welcome!

*Wayne Gorski, President, PMI LaCrosse, WI Chapter*

## WELCOME NEW MEMBERS

Evan Casey, Diane Manlove, Kyle Koenig, Andrew Galbus, William Wimsett, Lacey Hart, Jyuhn-Jier Wang, Brian Decker, Daniel Christinsen, Debra Dilling, Randall Heim, Lori Kopischke, Mayo Clinic, Thomas Barrie, Cariann Mathwig Ramseier, Diana Zwart, Dyan Kuderer, Frederick Groves, Franck Banag, Charles Olson, Maqbool Khan, Richard Noronha, Eric Winter, Douglas Hildebrandt, Donna Hawkinson



## PMPs AND PMP PREPARATION

### CONGRATULATIONS NEW CERTIFIED PMPs in our Chapter

Charles Bollig, 18-May-09

Frederick Groves, 18-May-09

James Strong, 19-May-09

Chris Idzerda, 22-May-09

Cloann Schultz, 27-May-09

Louis Leonard, 1-Jun-09

Thomas Barrie, 7-Aug-09

Randall Heim, 11-Aug-09

Brian Decker, 17-Aug-09

Debra Dilling, 17-Aug-09

Andrew Galbus, 17-Aug-09

Lacey Hart, 14-Sept-09

### THE CHAPTER KICKED OFF THE SEASON WITH A SUCCESSFUL PMP PREP WORKSHOP HELD SEPT 1-2 IN ROCHESTER.



### UPCOMING PMP STUDY GROUP

A free PMP study group series is starting on October 5<sup>th</sup> and running every Monday night for 13 weeks. Participants are welcome to attend either in person or via teleconference. Participants may attend on an occasional basis but they must preregister. Call 608-787-8117 for more information.

Also, if any PMP's from our chapter would like to earn PDUs by presenting a PMBOK chapter to this group, please contact Kay Wais at [kwais@successfulprojects.com](mailto:kwais@successfulprojects.com).

Frank Saladis (pictured far right), one of the leading global providers for PMP preparation volunteered his time to lead a 2-day PMP exam preparation workshop for our La Crosse PMI Chapter. All of the responses from the post-event survey were "very high" on a scale of low, average, high, and very high.

Some specific comments regarding the best things about the workshop were:

- (Frank Saladis) provided insight into how to take the exam. He seemed to know his materials and has a lot of experience.
- (Frank's) conversational style, relating to real experiences.
- Very enthusiastic. High energy through the whole day. (Frank) really knows the material.
- (Frank's) credentials.

Check out our web site at  
[www.lacrossepmi.org](http://www.lacrossepmi.org)

### *Call for Volunteers*

*Our chapter is seeking volunteers to help with marketing efforts, member profiles and articles for our newsletter, community outreach, and other activities. PDUs are provided.*

*Contact a board member to volunteer.*



## MEET OUR CHAPTER MEMBERS

Our La Crosse PMI Chapter has 120 members located in western Wisconsin and eastern Minnesota. Here are a few of our active members.



Sean Smith, PMP  
Trane



Pam Starcher, PMP  
Hewlett-Packard  
Past La Crosse PMI Chapter  
President



Don Gabrielson, PMP  
Mayo



Margaret Sitzer, PMP  
IBM Rochester

### ***Triple A: 3 Intangible Skills that Make You Successful***

By James T. Brown, PhD., P.E., PMP

Project management can be stressful because it requires a variety of intangible skills in addition to knowledge of project management principles. If your intangible skills are lacking or underdeveloped, your job can be overwhelming.

Intangible skills take you beyond adequate performance to excellent performance. If you were to list all of the intangible skills that benefit you as a project manager, the list would be so long it would seem to trivialize each skill.

However, three characteristics are essential for all project managers, and you can remember them as the Triple A: Anticipation, Action and Adaptation.

#### **Anticipation**

Anticipation means you are able to predict the likely outcomes of various decisions and actions. You gain this ability by reading, understanding and correctly interpreting the people, data and circumstances surrounding a situation.

To succeed at anticipation, you must be trustworthy and have established, trusting relationships. These attributes are the basis of clear, honest communication that will enable you to interpret people and circumstances.

Wisdom with regard to emotional intelligence and human behavior is also required. The committed project manager should be a lifelong student of human behavior so you can better predict the actions and reactions of colleagues and team members.

Exceptional project managers use anticipation to quickly see to the heart of a matter and avoid surprises. Anticipation also allows for more thorough and purposeful solutions, because there is more lead-time to develop them.

*(continued on next page)*

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*“What we are looking for is managers who are awake enough to alter the world as they find it, to make it harmonize with what they and their people are trying to accomplish.”*

Tom DeMarco, *The Deadline*

*“Don't let the fear of the time it will take to accomplish something stand in the way of your doing it. The time will pass anyway; we might just as well put that passing time to the best possible use.” - Earl Nightingale*

## **Action**

Action is the ability to make things happen and inspire others to do the same. Two key intangibles that support action are passion and creativity.

Passionate project managers get things done because of their strong belief in themselves, the project, the deliverable, and the organization or a combination of any of these. These beliefs are driving forces that stimulate action.

Creativity is required to find new ways to motivate people, accomplish tasks and remove obstacles that stand in the way of project objectives.

In a perfect world, the work identified in the Work Breakdown Structure would simply be assigned and executed by the team. In the real world, you must motivate people to execute the plan, and put them in a position where nothing prohibits or inhibits that execution.

## **Adaptation**

Adaptation describes the ability to respond positively to unfavorable decisions and unfortunate circumstances.

You or a team member can make a mistake, a vendor can be late, or a consultant can work out poorly ... a seemingly endless list of bad things that can happen in a project.

But the exceptional project manager adapts in a positive manner to these situations and takes ownership of situations.

Through adaptation, you learn from your mistakes and you have the confidence to continue to make aggressive decisions. You recognize that a mistake just made was not your last, and a worse mistake would be passivity and failure to make timely decisions.

When it comes to fixing unfortunate circumstances, stay resolute and do not get discouraged.

The intangibles that support adaptation are having a positive attitude and providing solutions for unfortunate circumstances, regardless of their origin. You must always adapt your plan to deal with the circumstances of the project.

Project management may not be for everyone but for those of us who love it, the intangible attributes of Anticipation, Action and Adaptation will bring you to high levels of achievement.

*Dr. James T. Brown is president of a project management training company, [SEBA Solutions Inc](#), and of a Web-based provider of Professional Development Units (PDUs) for PMI credential holders, [OnePdu.com](#). He is a keynote speaker on project management topics and will provide a keynote address at the PMI 13th annual Information Systems SIG (ISSIG) Professional Development Symposium (PDS) '09 in Montréal, QC, Canada on 10–13 June 2009. Please send your questions or comments to [Dr. Brown](#).*

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