



# Capital Project Manager

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Project Management Institute / Montgomery, AL Chapter of PMI

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## Why Leaders Fail

*Presented by Mr. Tom Mattus*

September 14, 2006 at the Capital City Club from 8:15 – 11:15 a.m.

Over the years, numerous studies have focused on why projects tend to fail in the business world today. But one area seldom focused on when evaluating project failures: the failure of leadership. In the presentation, Mr. Mattus will examine the reasons for project failures and the critical role leadership plays in making projects and people succeed or fail.

In this fast paced and entertaining presentation the facilitator will use both research and his own work experience at companies like AMEX, Travelers Insurance, J&J and Wyeth to demonstrate how leaders can turn around projects and the workplace by selecting the right employees and making time to be a true leader, coaching leads to increased performance (inspiring and motivating), and breaking down communication barriers through better self-management, leaving "personal opinion" at the curb and implementing personal change.

**Thomas J. Mattus** is the President and co-founder of Successful Strategies International, Inc. (SSI). For more than ten years, SSI has been a successful training, leadership and mentoring organization that specializes in Project Management and Leadership Development. Prior to forming SSI, Tom was involved with the startup of PCI Global Inc., a training organization where he remained for more than 14 years. Tom brings to SSI more than 25 years of professional experience in training and business management and development.

**PMPs receive 3 PDUs and 3 contact hours for non-PMPs.**

**Registration fee before September 7 is \$65 for PMI members and \$75 for non-members.**

**Registration fee after September 7 is \$70 for PMI members and \$80 for non-members.**

**Visit [www.pmimontgomery.org](http://www.pmimontgomery.org) for more information and registration information.**

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(above) Linda Grah and husband, Ramona Sanders, Gail Richardson, and Nitin Rastogi chat over dinner



(right) Mary Jane Curry spoke on Trans-cultural Communication



(far right) Charlie and friends enjoy dinner



(upper right) Marsha Beasley congratulates Joe Klimonek on passing his PMP

**Advancing project management in the Capital City**

## SEATTLE AND ATLANTA OFFER PROJECT MANAGEMENT CONFERENCES

**PMI Global Congress North America** will be held **October 21-24 in Seattle**. Choose from more than 80 educational sessions that offer the most up-to-date project management areas of focus explored by key experts, ensuring the best quality learning experience. Visit <http://congresses.pmi.org/NorthAmerica2006/> for more details.

In addition, **PMI's SeminarsWorld®** will be held in **Seattle** at the same time. It features 2-day, 3-day, and 4-day intensive programs, ranging from an introduction to project management basic competencies to advanced level topic-specific seminars designed for experienced project managers.

**Professional Development Day** will be held on **Saturday, August 26 in Atlanta**. Keynote speaker Cigdem Delano, the Deputy Executive Director of the Georgia Technology Authority (GTA), is in charge of leading more than 600 people responsible for statewide technology policies, standards and architecture, project oversight, IT products and services delivery, and information security. There will be 20 sessions packed into four tracks. You can earn up to 8 PDUs at the event.

Visit <http://pmiatlanta-pdd.org/index.htm> for more information.



Allyson Pitman, Debbie Watson, Betty Corbin and Rod Heath show off their PMI Montgomery polo shirts. To order yours, visit the Chapter Merchandise page of [www.pmimontgomery.org](http://www.pmimontgomery.org)

### Mark your calendar!

July 13 Dinner Meeting. Speaker, Darshana Pattel, PMP of MDI, will present "Realizing the Potential of your Project Management Framework"

Aug. 10 Dinner Meeting. Speaker, Dan Tuten, PMP, MCSE of PMI IT Telecom SIG, will present "Managing Projects in a Virtual World"

## Use Your Resume To Help Negotiate a Higher Salary

Deborah Walker, CCMC

deb@alphaadvantage.com

Most job seekers believe that salary negotiation starts once they have an offer in hand. However, your resume can make the difference between negotiating at the top end of the salary range—or the bottom end—in your next job offer. Consider the following points:

- A prospective employer's first impression of you is created entirely by your resume.
- That first impression will assign a value and build a level of urgency for the employer to contact you—before someone else does.
- First impressions are nearly impossible to change.

If your resume sells your skills short, you cannot expect to receive offers at the upper end of your salary scale. Your current resume could be losing you thousands of dollars in income power. By making a few key changes in your resume now, you can position yourself for higher salaries in the future.

There are three resume strategies for promoting high salary negotiation success:

**1. Show that you are a high return on investment with quantifiable results.** Many job seekers throw around the phrase "results-oriented", but they fail to back it up with concrete evidence—leaving the reader to conclude otherwise. You may feel that you have no quantifiable evidence of your value in previous jobs, but every job has quantifiable results that can better reflect your worth on your resume. Revenue, sales dollars and material costs are not the only results that use numbers.

Consider using the number of man-hours saved in process improvements, the percentage of repeat customers, or the number of peers helped by a particular efficiency to help reflect your abilities. Every employee is hired to solve problems, and most problems have some quantifiable element at their core.

**2. Illustrate the breadth of your experience.** Notice: "breadth" rather than "length" of experience. Just because a candidate has been doing a job for a long time does not necessarily mean they is worth more. Breadth of experience focuses on quality, not quantity.

There are two key ways to express breadth of experience: *Industry knowledge*. Since industry expertise is usually in high demand, you can show your value through insider understanding of industry issues. And *transferable skills*. If your career spans many industries within the same occupation, highlight the transferable skills that have enabled you to bridge the gaps from industry to industry.

**3. Entice the reader to want to know more about you.** Job seekers often make the mistake of assuming the purpose of their resume is to inform the reader. Not so! The job of your resume is to entice the reader to want to know more about you.

What that translates to is an understanding of what to include and what to leave off your resume. Too much detail can distract the reader and lose their interest, but not enough information, and the reader will wonder what you have been doing with your life. A proper balance between detail and result will win the reader's interest and leave them saying, "I need to call this person for an interview today!"

A professional resume writer can create a resume that sells you as a high return on investment. By portraying you as someone with great breadth of experience and a wide range of critical skills, potential employers will see you immediately as someone of high value, building their vision—and your self-confidence—of you in the upper end of the salary scale.

## From The President...

Recently I read a very interesting paper that proposes the Project Management Office as a model for a new concept – the Enterprise Risk Management Office (ERMO). To me, this speaks to both the maturity and success of the PMO concept.

In “Setting up the Enterprise Risk Management Office,” authors Rick Gorvett and Vijendra Namibiari analyze the PMO for guidance regarding the benefits and implementation of a potential enterprise-wide risk management office. They state that “the concept of the ERMO was stimulated by the authors’ observations of the growth, benefits, and continuing evolution of Project Management Offices (PMOs) throughout the business world.”

Key principles and benefits of PMOs are identified as:

### *PMO Macro-principles*

1. Clearly expressed purpose or mission
2. High-level sponsor
3. Adequate governance
4. Consistent with culture
5. Education program

### *PMO Benefits*

1. more effective reactions to market & customer needs
2. More efficient resource utilization
3. More holistic firm culture
4. Greater cross-boundary communication
5. Improved employee morale

Similar key ERMO principles and benefits are identified as:

### *ERMO Macro-principles*

1. Clearly expressed charter
2. High-level sponsor
3. Appropriate governance
4. Risk management culture
5. Education program

### *ERMO Benefits*

1. Lower costs from greater efficiency in managing risks
2. Improved likelihood of meeting objectives
3. More holistic culture
4. Greater cross-boundary communication
5. Improved employee morale

The authors state that the experiences and success stories emanating from the implementation of PMOs has a great deal of value for those of us advocating ERM. And that “the notion of an ERMO, as essentially a parallel with the PMO concept, seems a logical next step in the evolution and dissemination of enterprise risk management.”

If your organization has an established PMO, watch for indications that it is also beginning to establish an ERMO along the same lines. I think that would be a great tribute to the success of your PMO. The paper in its entirety can be found online at [www.pmimontgomery.org](http://www.pmimontgomery.org).

*Allyson Pitman*  
President, PMI Montgomery Chapter

## Chapter Leadership Seminar set for August 10

If you are now a PMI volunteer, interested in becoming a volunteer, or if you just want to learn more about PMI, you are invited to attend the Chapter Leadership Seminar on Thursday, August 10, 4:00-5:00 pm at the Capital City Club. Presenter Charlie Hardy, the chapter’s current VP Public Relations, will discuss topics including a profile of PMI members, PMI’s most important accomplishments, why volunteer, expectations of volunteers, and best practices for volunteers. There is no charge, and PMPs will receive 1 PDU. You may register by going to the Events page of [www.pmimontgomery.org](http://www.pmimontgomery.org) and clicking the link.

## Welcome New Members!

Mr. Leonid Davydov  
Miss Tonzi L. Hargdes  
Mr. James E. Madaris Jr.  
Mr. William M. Miaoulis  
Mr. Charles L. Crews, Jr.

## THANKS CORPORATE SPONSORS



Auburn University Montgomery

## Upcoming Training & Events

### PMP Exam Preparation Review Course

Oct. 16-19, 2006, 1 pm—6 pm  
 \$699 (PMI Members), \$799 (Non Members)  
 Auburn University Montgomery Library Tower

This course is designed to equip students to pass PMI's® *Project Management Professional* certification exam. Students should bring a copy of the *PMBOK Guide Third Edition* to the course. The course provides 20 contact hours of training that apply toward the 35 hours required to take the PMP Exam.

For information call 334-244-3057. To register call 334-244-3804.

### Microsoft Project Business Skills Course

Setting Up Projects for Success Using MS Project 2003 is a four-hour course that gives MS Project users a chance to develop their technology skills in the context of business scenarios. This Microsoft Office Business Skills Course will provide project managers at every level with practical, hands-on exercises and facilitated group discussions on how to use Office applications to improve the quality and effectiveness of project plans. This course was developed by Bonnie Biafore, PMP, a nationally known trainer and consultant, renowned for presenting project management and personal finance topics in an entertaining and engaging way. Bonnie, an award-winning author, has also written several books including *Troubleshooting Microsoft Project 2002*. Betty Corbin, PMP, who regularly teaches MS Project and other project management courses at AUM, will be the instructor.

Setting Up Projects for Success Using MS Project 2003 will be held at the AUM TechnaCenter on July 21, 12:30 pm – 4:30 pm. The fee is \$50 for PMI members, \$60 for non-members. PMPs receive 4 PDUs. Call 334-244-3080 to register. For more information call 244-3057 or visit [www.aum.edu/coned/computertraining](http://www.aum.edu/coned/computertraining).

### Planning, Deploying and Managing an Enterprise Management Solution

Aug. 21-25 from 8:30 am.-- 4:30 pm, at the AUM TechnaCenter. The cost is \$1,633 for PMI members, and \$1,814 for non-members. MOC Course number 2732.

This course provides systems engineers with the knowledge and skills necessary to effectively plan, deploy, and manage a Microsoft Office Project Server 2003 solution. Candidates for this course are IT professionals who operate in medium to very large computing environments that use the Microsoft Windows Server 2003 operating system. For course description visit <http://www.aum.edu/coned/computertraining>, choose Course Search and enter 2732. For more information call 334-244-3097. To register call 334-244-3080.

### Successful Project Management (Introductory Level)

July 31— Aug 2, 2006, 8:30 am to 4:30 pm  
 \$499 for PMI Members, \$599 for non-members  
 Auburn University Montgomery Library Tower

This three-day seminar provides an overview of project management concepts and principles using lecture, small group case studies and discussion. It is compliant with PMI's® *Guide to the Project Management Body of Knowledge (PMBOK®)*. This course provides 21 contact hours of training that apply toward the 35 hours required to take the PMP Exam. For information call 334-244-3057, or to register call 334-244-3804



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**138**

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