



June – July 2010

NEXT CHAPTER MEETING

Date: Wednesday, July 21, 2010

Time: 6:00 PM to 9:00 PM

Place: Martha's Exchange, Nashua, NH

Cost: \$30 for members

Topic: President's Choice

World Café – Exploring Ideas for PMI-NH Volunteerism Efforts

Speaker: Salvatore Angelone, PMP

Please visit www.pmi-nh.org/meetings.htm for additional details about this upcoming meeting.

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FROM THE PRESIDENT'S DESK

Greetings,

See you at the next chapter meeting!

Sincerely,

Salvatore Angelone, PMP

President



CHAPTER NEWS

Volunteers needed:

Vacancies

The following Board positions is open:

Chairman of Sponsorship

If you are interested in serving, please contact president@pmi-nh.org for more details.

Ms. Lauren Langmaid, PMP
Mr. William Mannion, III
Mr. Rick Place
Ms. Laura Starrett, PMPs

Andrea Moy, PMP

Director of Membership

PMP Certification:

The Board of Directors of the NH Chapter of the Project Management Institute (PMI-NH) congratulates you for recently earning your PMP certification:

Ms. Lauren Langmaid, PMP
Ms. Caroline Mulligan, PMP

PMI New Hampshire Chapter's Networking Group Networking *by* Project Managers for Project Managers

- Regular bi-weekly meetings held in Derry, NH.
- **No** cost to chapter members.
- Visit the chapter website at PMI-NH.org for more information and contact details.

New Members:

On behalf of the Board of Directors of the New Hampshire chapter of the Project Management Institute – We wish a warm welcome to our newest members

Mr. Thomas Baker, PMP
Mr. George Fitch, III, PMP
Ms. Jean Lawler
Mr. Adam Gilsdorf
Ms. Nancy Horn

Once a PMP, always a PMP *The path to Recertification – Part I*

By Claudia Richards, PgMP, PMP

You worked hard to get your PMP Certification. Don't let it wither on the vine! This article is meant to provide the basic information and some tactics for getting the required Professional Development Units (PDUs) needed to retain your Certification.

Certification facts – and a caution

Your PMP Certification lasts only for 3 years. To renew your PMP, the Project Management Institute (PMI) requires that you collect and report a minimum of 60 PDUs in each 3-year cycle. A cycle runs from the PMP exam date through that date of the third calendar year. The rule of thumb is that each hour of qualifying activity equals 1 PDU. Here's the important caution:

CAUTION: *If you fail to collect and report your 60 PDU's, you will lose your PMP certification.*

You will need to re-apply for, pay for, and re-take the PMP exam. Remember, the new PMP exam is: (A) likely to be very different from the one you took and (B) is considered to be more difficult. So, follow these hints and don't let your PMP expire.

The reporting process involves completion of an online Continuing Certification Requirement (CCR) form, the review of this form by PMI, and subsequent payment of a renewal fee of \$60 (PMI Members) or \$150 (non-PMI members).

Note: if you build up "excess" PDUs during a cycle, you may "carry over" up to 20 of them for the next cycle if they are earned during the last year of the cycle.

Document your work

PMI can choose to audit your recertification. You should keep appropriate documentation in case of an audit. Examples of this documentation include certificates of completion, grades, workshop agendas, class descriptions and rosters.

Achieving PDU's

You can look at three major ways to achieve PDU's: *blossoming, receiving and transmitting.*

"Blossoming" means getting credit for growing within your career simply by continuing to practice Project Management.

"Receiving" means taking courses, going to seminars – in general, being a recipient of PM knowledge transfer.

"Transmitting" means giving courses, writing an article, creating course content – in general, serving as a provider of PM knowledge transfer.

PDU categories

Given those three major ways, PMI divides the PDU types into five categories as follows:

- Category 1: Formal Academic Education
- Category 2: Professional Activities and Self-Directed Learning
- Category 3: Courseware from PMI Registered Education Providers (REP)
- Category 4: Courseware from other providers
- Category 5: Volunteer Service to Professional or Community Organizations

In the Part 2 we will look at these categories in detail and review strategy on how to collect the 60 PDU's required over the 3 year cycle.

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The Alternate Angle ...on Positioning PM in the Organization

by Steven Lapinskas, PMP
Editor – PMI NH Chapter Newsletter

The Alternate Angle is a commentary on issues in project management. Feedback is welcome at newsletter@pmi-nh.org.

Some current thought says that ‘introduction’ isn’t the way to go for initiating PM or making changes with PM process in an organization. The thought is that you need to be ‘selling’ what PM can do.

What comes to mind first could be “Why sell? It’s just a better process for helping to achieve goals. It ought to sell itself!” The advantages to PM processes should sell themselves, but often don’t. Here’s a short example of what you can run up against when transitioning from ad-hoc projects management to something more organized.

First manager to second manager: “You know we’re old school. We can’t predict that far ahead how long a design is going to take...most of the time we are putting the finish to it maybe a day or two before the milestone is supposed to be complete...”

The second manager replies: “Well you know my group just isn’t going to like having to fill in the task status web form everyday. We can barely get them to keep up with the current weekly status sheets right now. “

This conversation wasn’t part of kickoff the meeting with the newly appointed Director of Projects brought in to put order into how projects were done in the organization. Instead, this was part of a Friday at 5PM conversation before heading home after the plan was rolled out.

Yet, this can be typical of what you are going to encounter when you either promote structured project management, or attempt to get what structure you have into better shape. It’s not that people aren’t open new ideas, it’s that

they don’t want them to interfere with the way they do things now. In the case of these two development managers, it was discontent with being held to consistent progress in a part of the business where there are long periods of searching and the flash of creativity on how to make an objective actually happen.

Introducing or revamping what you’ve got for a PM system? Consider trying these four steps to selling for ‘Better Buy-In’.

1. Start simple. Don’t attempt to put out a complete package that upends all processes in place all at once. The biggest obstacle to buy in is the people involved affected by change. If they don’t know where they stand after change is implemented, they will not eagerly embrace it. This is where you have to look at ‘selling’ the benefit to those involved in clear terms where they will see the direct benefit.
2. Use the credibility of other projects, either within or from outside the organization. It’s ‘marketing collateral’ that you can use to help you make your point.
3. Find common language that everyone can understand to describe the processes and changes that will occur. Many of the processes are already familiar to people, it’s just the terms used to define them that may be unfamiliar.
4. Get buy in from upper management before attempting to push changes out within the organization. If you don’t have the explicit support of individuals at least two levels above your position, you can almost be guaranteed that there will be conversations just like the one described where people work as hard at stalling the oncoming change as they would trying to facilitate it.

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