

Frontline

ONLINE:
GREETINGS FROM THE PMI HOUSTON BOARD

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news

Greetings from the PMI Houston Board

Greetings from the PMI Houston Board of Directors and Happy New Year 2016!

It's a new year and it's a new start for the PMI Houston Board of Directors. We have an exceptional Board of Directors this year and I would like first to introduce them to you:

- Sharon Greiff – President 2016
- Eric Hintz – Past President 2015
- Amy Stonesifer – Senior Vice President External Operations (President 2017)
- Terry Minhaus – Senior Vice President Internal Operations (President elect 2018)
- Venkat Maddikayala – Vice President Financial Affairs
- Justin Coe – Vice President Ebiz
- Kim Montes – Vice President Marketing
- Zack Gay – Vice President Outreach
- Angela Doray – Vice President Membership
- Mitchell Crocker – Vice President Professional Development
- Jim Benvie – Vice President Programs



Get to know these names as you will be seeing a lot of great opportunities and events from them this coming year. We do know we will need a lot of help this year with some great initiatives. Volunteering with PMI Houston is not only a great way to give back to the community and to fellow project managers but also an opportunity to network and make those all important new contacts. If you are interested in being part of the leadership team – now is the time for you to volunteer! Please visit our website for information on volunteering, events, professional development and the 2016 PMI Houston Conference & Expo

I look forward to serving as your President for 2016 and if you have any questions or suggestions please contact me directly at President@pmihouston.org.

Thank you,
Sharon Greiff
President, PMI Houston

Free Volunteer Event

Do you want to meet other Project Managers?

Have you considered volunteering for PMI Houston? Do you volunteer for us now? Have you been waiting for us to call you and give you a role?

I am personally asking you to consider volunteering for 2016 to help us continue to give back to our profession and our community.

Volunteering is a great way to network with Project Managers across every industry, meet some great people, and have fun!

At PMI Houston you can make an impact, and have the opportunity to:

- * Manage a team and develop leadership skills
- * Work in functional areas outside of your expertise, to grow your skillset
- * Give back to project management and the community at large

If you have ever considered volunteering, it's time to come on out and find where you can make an impact.

- * We have numerous roles where we need individuals to step up and take a leadership role. Help us acquire sponsors, run and coordinate events such as the annual PMI Houston Conference and Expo, develop outreach and speaker programs.
- * If you are interested in running for office next year, you need to serve a minimum of 6 months as a volunteer.
- * If you only have a couple hours a month to give, we need help with the newsletter, entering PDUs, Ambassadors for venues, updating our websites and SharePoint.

So come on out and join us!

Let's start with some fun to meet leaders and find out about openings.

It will also be a great networking event.

**Where: Cadillac Bar – Laredo Room
1802 Shepherd Drive
Houston, TX 77007**

**When: January 14, 2016
6:00 PM - 8:00 PM**

Registration required:

This event is FREE to attend.

We ask that you register to assist us in planning appropriately for the evening.

~~You will receive 2 drink tickets plus appetizers.~~

Visit [PMI Houston Meetings](#) for the 'latest' meeting details

PMI® Houston Meetings - Venues and Standard Times

Venue	Time	Description
North Venue Peli Peli 110 Vintage Park Blvd (back of Vintage complex) - Private Room Houston, TX 77070 Events	Monthly on second Tuesday Pre-dinner meeting 5:30 to 6:30 PM	Presentation with guest speaker. Pre-dinner meeting is free to attend.
	Monthly on second Tuesday Dinner meeting 6:30 to 8:00 PM	Dinner Meeting with guest speaker. Cost: \$25 for members and \$30 for non- members. Walk-ins are an additional \$10.
Galleria Area HESS Club 5430 Westheimer Road Houston, TX 77056 http://www.hessclub.com	Monthly on second Wednesday Pre-dinner meeting 5:30 to 6:30 PM	Presentation with guest speaker. Pre-dinner meeting is free to attend.
	Monthly on second Wednesday Dinner meeting 6:30 to 8:00 PM	Dinner Meeting with guest speaker. Cost: \$25 for members and \$30 for non- members. Walk-ins are an additional \$10.
Southwest Schlumberger Sugar Land Campus 210 Schlumberger Drive	Monthly on third Wednesday Time: 5:30 to 6:30 PM	Presentation with guest speaker. This meeting is free to attend.
The Woodlands Sam Houston State University Center 3380 College Park Drive, 4th Floor The Woodlands, TX 77384	Monthly on third Tuesday Time: 6:00 to 7:00 PM	Presentation with guest speaker. This meeting is free to attend. *Newest PMI Houston meeting venue.
Downtown CenterPoint Energy Plaza 1111 Louisiana Street Houston, TX 77002	Monthly on last Thursday Time: 5:30 to 6:30 PM	Presentation with guest speaker. This meeting is free to attend.

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<p>West - Agile SYSCO 1390 Enclave Parkway Building 1390, Houston, TX 77077-20255</p> <p>Joint meeting with Agile Leadership Network (ALN) Houston Chapter, formerly APLN.</p>	<p>Quarterly on third Thursday Time: 6:00 to 8:00 PM</p>	<p>Presentation with guest speaker This meeting is free to attend. For latest schedule and registration please visit ALN Houston at www.aplnhouston.org ALN meets monthly. Meetings in March, June, September, and December are promoted jointly by PMIH and ALN.</p>
<p>Brazos Valley College Station, TX</p>	<p>Every other month.</p>	<p>Presentation with guest speaker. This meeting is free to attend.</p>

For additional details and registration information visit [PMI Houston Events](#)

PMI® Houston Toastmaster Club Meetings Times and Locations

Toastmaster Club Name	Location	Time
<p><u>Houston Galleria Project Management Toastmasters</u></p>	<p>Houston Baptist University Atwood 2 Building, Room 215 7502 Fondren Rd. Houston, TX 77074</p>	<p>First, Third, and Fifth Wednesday 6:30 to 8:00PM</p>
<p><u>North Houston Project Management Toastmasters</u></p>	<p>Denny's Restaurant 12697 N Gessner Dr Houston, Texas, 77064</p>	<p>First, Third, and Fifth Tuesday 6:15 to 8:00PM</p>
<p><u>Southwest Project Management Toastmasters</u></p>	<p>210 Schlumberger Drive Sugarland, Texas 77478</p>	<p>Second and Fourth Wednesday 6:30 to 8:00PM</p>
<p><u>Woodlands PM Toastmasters</u></p>	<p>Sam Houston State University Center 3380 College Park Drive, 4th Floor The Woodlands, TX 77384</p>	<p>2nd & 4th Tuesdays of the month. 6:15pm to 8:00pm</p>

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Upcoming Professional Development Opportunities

Date	Class	Location	Cost	Register
January 25, 2015 8:30 AM to 4:30 PM	PMP & CAPM Prep Course – January	Tri Tech Surveying Company 10401 Westoffice Drive Houston, TX 77042	Houston Chapter Member Earlybird: \$ 1400.00 (ends two weeks before the course) Regular: \$ 1500.00 Non-Member Earlybird: \$ 1600.00 (ends two weeks before the course) Regular: \$ 1700.00 Unemployed Member Pricing - \$750.00	Register
February 22, 2015 8:30 AM to 4:30 PM	PMP & CAPM Prep Course – February	Tri Tech Surveying Company 10401 Westoffice Drive Houston, TX 77042	Houston Chapter Member Earlybird: \$ 1400.00 (ends two weeks before the course) Regular: \$ 1500.00 Non-Member Earlybird: \$ 1600.00 (ends two weeks before the course) Regular: \$ 1700.00 Unemployed Member Pricing - \$750.00	Register
March 21, 2015 8:30 AM to 4:30 PM	PMP & CAPM Prep Course – March	Tri Tech Surveying Company 10401 Westoffice Drive Houston, TX 77042	Houston Chapter Member Earlybird: \$ 1400.00 (ends two weeks before the course) Regular: \$ 1500.00 Non-Member Earlybird: \$ 1600.00 (ends two weeks before the course) Regular: \$ 1700.00 Unemployed Member Pricing - \$750.00	Register

To see the full list of course offerings please visit the Events tab -

<http://www.pmihouston.org/meetinginfo.php>

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Woodlands Meeting

Location:

The Sam Houston State University Woodlands Center
3380 College Park Drive, 4th Floor
The Woodlands, TX 77384

Presentation:

CCR Program Updates

As of the 1st of December PMI will be updating the Continuing Certification Requirements Program. Tonight's talk will review these changes and how they will affect the members.

Speaker:



Speaker: Jim Benvie

Jim is currently the Project Engineering Manager (Aftermarket) at National Oilwell Varco Houston. He has served with the company for over 28 years, working in various locations, and roles, but predominantly, in aftermarket projects, service, and support. He started his career with NOV in his native Scotland, and after a number of year transferred to Cedar Park, Texas, where he met his wife, when playing together on the company's co-rec soccer team.

He moved to Houston in 2004, and joined PMI, gaining his PMP certification a year later, and became a regular attendee of the North venue and started volunteering and speaking at it and other venues. He is currently Director of Programs at the PMI Houston North venue, and a member of the PMI North, and Woodlands Toastmasters clubs.

As well as an interest in project management, he is a student of history, a cyclist, and a novice scuba diver.

He lives with his wife Juliet in the Tomball area.

Woodlands Meeting - [Register Now](#)

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Southwest Meeting

Location:

Schlumberger Sugar Land Campus
Forum Cafe
210 Schlumberger Drive

Meeting Agenda

5:30 - 6:30: Jim Benvie, CCR Changes
6:30 - 7:30: Judy Le

Presentation:

CCR Program Updates

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Southwest Meeting - [Register Now](#)

Change Happens at the Water Cooler

By Jeppe Vilstrup Hansgaard

It is the rule that organizational changes fail. Often caused by a lack of focus on the essential bottom-up change management activities needed to enable the intended changes.

Change is good – it is said... But when it comes to major changes in organizations, it is far from always the case. In fact, multiple studies show that only a third of the initiated organizational changes succeed!

In a globalized, turbulent and uncertain world, where the only constant is that everything changes those numbers constitute a problem of dimensions.

Change, adaptability and flexibility are today basic characteristics of modern organizations. Constantly organization must think in new, different and, alternative solutions to keep up with competitors and to survive increasingly competitive markets.

But failure does not need to be the rule. Solutions are available - especially if you engage the organization bottom-up as part of your change management activities.

Failed change caused by poor dialogue with the informal organization

Change management is in far too many organizations limited to filling out a few templates before the change initiative kicks off, computer-based training in new procedures, or to the use of inefficient top down communication channels, such as town hall meetings, intranet news, and e-mail newsletters. Pitfalls are countless, and so are the possible solutions.

In my opinion the key to successful organizational change is a conscious attitude towards it. It is about planning, communicating, engaging, and evaluating - and above all it is about making sure the informal organization can make sense of the changes.

To make sense to the informal organization leaders need to establish a trustful dialogue with the right people in the organization. If leaders listen and reflect to the right people in the business, then they can take a decisive step in the right direction towards succeeding with their changes.

Social communication is the game changer when engaging the informal organization

For the leader that wants to transform, it is paramount to locate and enter into dialogue with the employees who enjoy the respect, trust and recognition among their peers – In Innovisor we coin those employees “key influencers.” The trustworthy people magnets that have more informal power than middle management, when it comes to explaining the messages from leadership (In fact 3-4 times as much influence, our cases show again and again).

If you can identify the influencers and get them convinced about the benefits of the change project, the likelihood of success of the change initiative is much higher.

Easy, you think

No, it is not.

The “key influencers” are not your usual suspects – or your organizational superstars. It is not about who you trust, but about who your employees trust. Who is it they seek out at the water cooler, when they want to relax, to have fun, or just seek help and advice?

It is in the informal communication at the water cooler that employees make sense of changes, and beliefs are created. It is when “key influencers” explain their peers the reason for the changes that resistance to change is lowered - and the will and the courage to face the new challenges materializes.

In conclusion...

So if you - as a change leader - have identified and convinced the “key influencers” in your organization, then be patient. Let their conversations at the water cooler facilitate the sense making. Things will happen... bottom-up.

However, if you have not identified the “key influencers” and have tried to run your change initiative top-down it is a different story. Be prepared for failure. I wish you good luck!

About the Author

Jeppe Vilstrup Hansgaard is the CEO of Innovisor, a global frontrunner in the practical application of organizational network diagnostics, people analytics, and algorithmic thinking to the change and transformation management discipline. He has gained his +20 years of practical experience from change and transformation programs in Asia, Europe, and the US.

Jeppe – a citizen of Denmark - has earned his Executive MBA from Henley Business School in UK, and has supplemented with courses in Decision Making and Risk Management from Stanford School of Professional Development in USA.



Brazos Valley Venue Spotlight

Brazos Valley Venue Celebrates a Another Year of Success

By Josh Masterson, Associate Director Brazos Valley Venue

The Brazos Valley Venue of the PMI Houston chapter held its first meeting in September 2011. In the initial years meetings were only quarterly; however, the frequency was gradually increased to once every other month. Now meeting monthly, the venue has seen an increase in consistent attendance as well as a wide array of new faces. The first few years, the meetings were held on campus at Texas A&M, but for the last year the meetings have been hosted by Improving Enterprises.

The topics discussed at meetings this year have ranged from managing a remote team to public speaking for engineers. In October, we held a panel discussion on Women in Project Management (pictured), which was well attended and sparked a lively and civilized conversation. Our speakers have included Bill Virgl, Janice Weinand, Jane Prusakova, Margaret Johnson, Matt Morey, Kyle Closner, Ed Grannan, Rashid Kapadia, and Sofia Rybkowski. After every meeting we invite the speaker to join us for continued conversations at a local restaurant.

The leadership team (pictured) has worked hard to see improvements in both planning and communication. This team organizes each monthly event, with different members participating in leadership roles (such as emcee, ambassador, or “paper pusher”). Our members come from mainly IT, transportation, and construction, with a sprinkling of other backgrounds mixed in. Student participation varies from month to month, but we hope to see an increase in 2016.

Don't miss the next Brazos Valley meeting! Come join us at 6:00 p.m. the second Monday of every month at Improving Enterprises, 17000 Research Parkway #260, College Station, TX 77845.



(From left to right, Jane Prusakova, Kyle Closner, Josh Masterson, Kendall Woods, Bill Virgl, Ian Soares - NOT PICTURED: Jay Palkar, Don Gilman)



(From our Women in Project Management Panel: from left to right, Jane Prusakova, Stephanie Mitchell, Jaimie Hicks Masterson)

Nobel Peace Prize Recipient Speaks at Downtown Venue

Nobel Peace Prize Recipient Robert H. Sholly Speaks at Downtown Venue

Imagine having to launder the uniforms of 5,000 soldiers with a three-day turnaround - in a country with no electricity, laundries or laundromats, and in a hostile environment. That was only one of the projects and situations that Colonel Robert Sholly described when speaking about international logistics and engineering support at the last Downtown Venue meeting, which was held at the CenterPoint Energy Tower.

Colonel Sholly spoke about the many difficulties and unique requirements faced in international projects and the innovative ways that they were resolved.

In addition to 15 years as an international corporate executive and project and program manager, Sholly had a 35-year career as a highly trained and decorated military leader. The audience at the Downtown meeting was especially interested to learn more about the honor of being awarded the 1988 Nobel Peace Prize as a member of the United Nations peacekeepers. Sholly also spoke about his experience as an award-winning author of several books, one of which has won 21 literary awards.



Many thanks to Warren Averett CPAs and Advisors for sponsoring the October meeting and providing snacks for the participants.

Don't miss the next downtown meeting! You can find meeting information and register at <http://pmihouston.org/meetinginfo.php> and come join us at 5:30 p.m. the last Thursday of every month at the CenterPoint Energy Tower, Room 1360/65 (13th floor), 1111 Louisiana Street, Houston 77002.

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PM Toastmasters Clubs - News and Tips

News: Houston Galleria Project Management Toastmasters will hold their fall Open House on Dec 2 on the Houston Baptist University campus (see details below). Featured speakers will be two of our founding members, Matt Morey, DTM and Laurie Jiminez, DTM.

Quote: "It always seems impossible until it is done." -Nelson Mandela

Tip 1. Know your material. Speak about a topic you're interested in and know a lot about. Reinforce your message with facts and statistics, if possible. - Toastmaster International's "90 Tips From 90 Years"

Project Management Toastmasters clubs are open to all, but members are predominately professional project managers. The clubs welcome people from all backgrounds and professions. Houston Area Project Management Toastmasters Clubs are sponsored by PMI Houston and aligned with the goals of PMI International. Certified PMPs receive Professional Development Units (PDUs) for participation. As a member of a Project Management Toastmasters club, you can learn to:

- Excel at job interviews
- Give powerful business presentations
- Effectively teach classes or training sessions
- Lead successful meetings or seminars
- Present persuasive arguments, summations or brainstorming



Visit a meeting to discover the benefits of membership!

Houston Galleria Project Management Toastmasters
Houston Baptist University
 Atwood 2 Bldg, Rm 202
 7502 Fondren Rd
 Houston, TX 77074

1st, 3rd & 5th Wednesdays
 6:00pm – Networking
 6:30pm – Meeting Starts

North Houston Project Management Toastmasters
Denny's Restaurant
 12697 Gessner Rd
 Houston, TX 77064
 South of FM 1960 off FM249

1st, 3rd & 5th Tuesdays
 6:00pm – Networking
 6:30pm – Meeting Starts

Southwest Houston Project Management Toastmasters
Schlumberger Sugar Land Campus
 The Forum
 210 Schlumberger Dr
 Sugar Land, TX 77478

2nd & 4th Wednesdays
 6:15pm – Networking
 6:30pm – Meeting Starts

Woodlands Project Management Toastmasters
Sam Houston State University Center
 3380 College Park Drive, 4th Floor
 The Woodlands, TX 77384

2nd & 4th Tuesday
 6:15pm – 8:00pm

Classifieds

[Project Manager](#)

PinnacleART

Job Posting

Dec. 14, 2015

[Project Manager – Interconnected Retail](#)

Blinds.com

Job Posting

Nov. 4, 2015

[Project Manager](#)

DIGISONICS INC

Classified

Nov. 4, 2015

[Project Facilitator](#)

Alamo

Job Posting

Oct. 25, 2015

[SR IT PM Contract Position In the Galleria area](#)

ELM Solutions

Job Posting

Oct. 25, 2015

Visit <http://www.pmihouston.org/classifieds.php> for all job listings. If you have a job opening that you would like to promote through the PMI Houston Chapter, please email the following information to director.comm@pmihouston.org.

- Title
- Company
- Ad Expiration Date
- Detailed Job Description

Your ad will be posted on the PMI Houston Chapter website and featured in weekly and monthly newsletter communications.

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Sponsor Communications



Join Agile leaders and catch up with Sanjiv Augustine.

Catch Sanjiv's "Scaling Agile- A Guide for the Perplexed" at the Houston Agile Leadership Network's January chapter meeting. Jan 21, 2016- [See more.](#)



[Certified ScrumMaster Training](#)
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Prepare to earn your ScrumMaster certification and learn how to lead your teams through complex projects. You'll also earn 16 PDUs and eligibility to take the Certified ScrumMaster (CSM) Exam.

- January 20–21 – (Houston (Bellaire), TX) – [Register](#)
- February 24–25 – (Houston (Bellaire), TX) – [Register](#)

We also offer all of our Certification Classes as private trainings (CSD, CSPO, CSM, SAFe). Looking for even more? We have fantastic Agile coaches and consultants to bring you private workshops like DevOps, Agile for Marketing, and Agile Testing, or we will craft a custom Agile workshop for your needs. Contact us at info@lithespeed.com to get started.

PMI Houston Sponsors

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Puzzles

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