



CHANGE: *IN SERVICE TO OUR MEMBERS*

March 28, 2019

President's Report

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PRESIDENT'S REPORT

INTRODUCTION

It has been a privilege to serve as President in this, the first year of my 2018–2020 term. A year seems like a long time but it really isn't when consideration is given to the many interests and demands that are in constant competition for the mere 24 hours that makes a day. It is with this thought that I would like to thank my fellow Board of Directors for taking the time to attend monthly Board Meetings after work or as in the case of our Board Retreat, on a Public Holiday, to ensure that we stay on track to accomplish the Chapter's work.

This has been a year of constant change not only locally but also globally. We continue to experience shifts in technology, climate, geo-politics and economics across the globe and in our own backyard. If we seriously examine our situation here in Trinidad and Tobago we cannot ignore the fact that global changes are impacting us in one way or the other. This is the environment that the PMI Southern Caribbean Chapter (PMI SCC) must navigate in order to support its members. Note that I speak of *members*, not membership.

The PMI SCC is part of the PMI, a globally-recognized organization that advances Project Management as a Profession. In the last few years, PMI has been undergoing introspection in order to determine how best to deal with the changes that are impacting the 2.9 million professionals that the Organisation gives guidance to. The PMI is well aware of the challenges that many of its members face in their careers and it has set about transforming itself in order to create more value for those members.

With the help of a globally recognized Management Consultant, the PMI has undergone a transformation experience with the resultant **PMI 2.0** or, in some quarters, **PMI Reboot** which focuses on the needs of its members, acknowledging that Project Managers and practitioners at different stages of their careers have different needs. The PMI also recognizes that it cannot be all things to all people and that its membership would need to be segmented in order to give the best value to members.



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This has been the biggest change and challenge to the approach of running this Chapter, as it requires a hefty dose of creativity and doing many things differently. The members would have seen some of that creativity and “out-of-the-box” innovation in the Technical Sessions that have been hosted during this past year. In this time of constant flux, the only thing that can be promised is change.

Changes to Chapter Administration

At the beginning of 2018, the PMI SCC said a heartfelt thanks to **Jemma Ramjattan** our beloved Secretariat Administrator who retired after almost 20 years of yeoman service to Chapter. Jemma was succeeded by **Nela Ganga-Harricharan** who worked closely with Jemma in the administration of all things for the 2017 Conference which made the change very seamless.

Another major change was the moving of the Chapter’s Secretariat from its almost 20 year location on the Petrotrin premises. The Board had seen this coming since 2017 and had put a plan in place in the event we were asked to vacate. The notice to vacate came in May 2018 and we were able to move in just one day. On behalf of the Board of Directors I would like to thank CEP Limited who stepped up as a sponsor to give the Chapter a location from which the Secretariat’s administrative business could continue.

The PMI’s transformation extends not only to redefining how we work with our members but also how we work with PMI itself. Historically the only information we have had to submit to PMI is what is known as our Charter Renewal –basically, a checklist to ensure that we are governing the membership properly.

As of 2019, new guidelines require that Bank Statements, copies of our Tax submissions and our Strategic Plan with KPIs must be submitted in addition to the Charter. Our By-Laws must also be reviewed every three (3) years and approved by PMI before we can go to the Membership with the changes. We are currently in the process of this exercise.

All of this is in an effort to make the Chapter as transparent as possible to you the members but also, it is in keeping with US-based Laws and Regulations—let us not forget that PMI is a US-based Organization and all the Regulations of Anti-Money Laundering (AML) and terrorist financing apply to us as well.

Board Accomplishments

Technical Sessions

We would like to thank our outgoing **VP-Technical Sessions** for her very creative session topics that were all well received by the members in attendance.

They are each worthy of mentioning here:

Table 1: Technical Sessions & Presenters 2018-2019

Mr. Bernard Mitchell, CEO		Leadership, Management and Corporate Change – a Local Context
Dr. Rasheed Adam,	Neurosurgeon	Managing Trauma 101 for Project Managers
Mr. Marlon Morris, CFO		Business Intelligence and Analytics Importance in the PM Lifecycle & Performance Management
Captain Neville Wint, ODPM		Planning for Natural Disasters
Shihan Anthony Thompson - Purple Dragon International		Hands on Knowledge on the Art of Life & Self-Defense
Mr. Brian Lewis, President		Project, Program and Portfolio Management, in an age of digital disruption
Mr. Wesley Gibbings, Journalist		The changing world of mass communication

This was indeed a resourceful blend of traditional and non-traditional Project Management topics, all of which are applicable to the 21st Century Project Manager. The Chapter has also been able to improve its ability to provide live online access to the monthly Technical Sessions via webinar, primarily for our members who need remote access. Thus far however, this has been dependent on the quality of the internet available at the hosting venue and our challenge going forward is to address that constraint as we look towards monetising these online offerings in the near future.

Special Events and Volunteerism

It has always been a challenge for the Board to optimize its true potential with this portfolio. However our **VP Special Events and Volunteerism, Ms. Cassandra Ramkerrysingh** has taken up the challenge and expanded the portfolio to include not only what was originally—soliciting volunteers and aligning their skills with what was required to assist the various VPs with their portfolios in providing value to the members –but also allowing volunteers to bring to the table their own volunteer projects and guiding them in managing those projects.

Presently there are three (3) such projects, the largest being one which came as a call for help and a challenge by the **President of the Trinidad and Tobago Olympic Committee, Mr. Brian Lewis** who presented at the November 2018 Technical Session. Mr. Lewis and the TTOC's current focus is on the goal of 10 Gold medals

in 2024 and PMI SCC has given its commitment to assisting in developing a Project Management Framework for this initiative.

Currently there are about 15-20 volunteers supporting VPs in various ways and managing volunteer projects under the PMI SCC umbrella. We encourage more of our members to come forward to support these worthy initiatives.

Publications and Technology

In this age of faster, on-demand communications, PMI SCC recognized that we need to focus on a consistent communications strategy to engage with our members. In 2018 we made the strategic decision to have two of our VP's focus on the all technology elements and modes of communications that impact our communications with the members.

The VP-Publications has always been charged with getting the message out via the social media platforms and the website. However, what was missing was a focus on the technology behind the platforms so our VP-Education and Certification took on this challenge and all communication mediums continue to improve daily, in particular, the website.

—MEMBERS ARE ENCOURAGED TO USE THIS FACILITY AS A MEMBER BENEFIT TO POST PROJECT MANAGEMENT OR PROJECT MANAGEMENT RELATED JOB OPPORTUNITIES IN YOUR RESPECTIVE WORK PLACE AS WELL AS LOOK FOR CAREER OPPORTUNITIES.

The Board would like to bring your attention to the section of our website that handles Career information — **members are encouraged to use this facility as a member benefit to post Project Management or Project Management-related job opportunities in your respective workplaces as well as look for career opportunities.**

You will note that you are being driven to the website more for updates on events—this is now mandatory as we phase out other forms of registration. We promise you that the process is as easy as:

- (1) Login**
- (2) Click on the event**
- (3) Click the Register button. THAT'S IT!**

This will be required for all future events. The benefits are that you will get notification of your PDU information very shortly following events and there will also be an online record of all Chapter-hosted development activities

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you attend which you can access via your member profile, helping you to keep track for your Continuing Certification Requirements (CCR). It is to be noted that this is not the same as automatic reporting of PDUs and, for the time being, you will still be required to report your PDUs. (We will notify you in the instances when we do batch reporting.)

We have also introduced **WhatsApp** as another medium for quick updates and we guarantee no annoying or irrelevant messages. We encourage those of you who are on Social Media to access and interact via our **Facebook** and **Twitter** channels.

Strategic Alliances

This part of our work is an important element in providing value to our members. By aligning ourselves with other like-minded professional organizations, we seek to build synergies and gain additional knowledge opportunities for our members.

We are mindful that our members are unique individuals with varying career needs and it is the Board's remit to ensure there exists opportunities to grow. It has been noted that as the appreciation for the discipline matures in Trinidad and Tobago, particularly with the tight job market, project managers require more than just hard-core project management knowledge. Today, Project Managers and practitioners are finding themselves as part of the business discussion so whilst their job scope may not change, their business awareness and scope of knowledge must expand in order for them to be properly equipped to implement successful projects.

The PMI SCC currently has formal alliances with the **Trinidad and Tobago Coalition of Services Industries (TTCSI)**, the **Information Systems Audit and Control Association (ISACA)** and **Purple Dragon**. Other alliances are currently in the works.

Membership

An assessment of the membership statistics for the Chapter has shown that, over the period 2016-2018, the membership count has been fairly consistent at around 550 members, with a retention rate of approximately 70%. As at March 25, the membership count is 590.

Table 2: Member Status & Credential Distribution March 25, 2019

Categories	QTY
Total Members	590
New members this year	31

Categories	QTY
PMP® Members	416
CAPM® Members	13
PgMP® Members	3
PMI-SP® Members	4
PMI-RMP® Members	3
PMI-ACP® Members	2
PfMP® Members	0
PMI-PBA® Members	3

The Board intends to conduct a Market Study to determine what the current membership may be expecting of the Chapter, to ensure that programmes are developed within the Chapter to more effectively engage and retain our membership, and attract new members.

The PMI also provides information on prospective Members. The VP-Membership focused attention on this group to determine what could be done to attract some of these Prospective Members to the Chapter. The group comprises:

- Members who joined PMI Global and the SCC, and who expired from both and didn't renew
- Members who joined PMI Global and the SCC, who are still members of the PMI Global, but who have expired in the SCC
- Members who joined PMI Global only and are still PMI members, but never have been PMI SCC
- Members who joined PMI Global only and expired

A more detailed analysis will reveal who are currently credential holders and targeted communication will be sent to highlight the benefits of Chapter membership, inviting this group to join the Chapter.

A challenge which we have faced is having a communication infrastructure in place, supported by Volunteers, to ensure that when potential members respond to our communique, we receive and provide immediate responses.

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In the upcoming period, the plan is to put this communication mechanism in place, send out the communique to the prospective members and engage in the market study of current and past members, to then implement programmes to more effectively attract and retain members to the Chapter.

Marketing

In October 2018 the VP-Marketing & Sponsorship resigned due to work commitments and Mr. John Lewis, no stranger to the PMMI SCC stepped up to take on this position. The VP-Marketing & Sponsorship has been working closely with VP-Publications, Membership and soon to be Technology VP to develop standards in the Chapter's message and ensuring that it is aligned with PMI who has been very focused on keeping the PMI message consistent, regardless of the geography.

Finance

In 2018 for the first time we engaged a Volunteer Accountant to assist the VP-Finance in ensuring that the Financials are presented in a format consistent the new IFRS requirements for presentation to the Auditors. Mr. **Robert Reis** of **Reical Services** Limited is this volunteer.

Compliance

In 2018 the VP-Compliance focused on the review of the Chapter's By-Laws and its alignment with PMI's requirements. The last review of the By-Laws was approximately six years ago.

Education and Certification

PMI Credential Exam scheduling is now in the hands of the candidate since the implementation of the mandatory Computer-based Testing (CBT) format of all PMI credential exams in Trinidad and Tobago, thus, the focus of this portfolio has changed. This VP has the ability to add more value through relationships with Education Providers who are positioned to help propagate Project Management as a discipline and we are currently in dialogue with one of our primary tertiary institutions, with a formal arrangement in the making.

Through relationships within the local education network, we are encouraging these stakeholders to explore the various Member-level options, particularly student membership, while raising awareness of available grants and other resources and helping our academic partners through the process of accessing these resources.

Leveraging some of our new technological capabilities to connect real-time with new credential holders (**as soon as they hit the PMI database**) allows us to promptly identify and engage new Chapter members and target them for value generation and, as potential additions to the Chapter's Volunteer pool.

The Path Forward

2019 is the Chapter's **20th year** as a registered entity and Chartered Member of PMI. It is also the year we host our **10th Biennial International Conference**. This means a year of much hard work as it has been for the last nine (9) Conferences. Our Conference planning kicked off in January and much of the work is underway.

I can confirm that the Theme for this year's Conference is **Rebooting for the Digital Age**. The Call for Proposals have gone out and the Conference microsite will be going live very shortly with relevant information including a reminder to you to **SAVE THE DATE!**

It is scheduled to be a hectic 2019-2020 period because as the foregoing updates show, in addition to the November 2019 headliner event, there are several other projects on the table that must continue in parallel. We therefore need all hands on deck!

Again, on behalf on the Board, we thank you the members in advance for your support and we look forward to your continuous feedback to help us keep focused on not just what is important to **YOU** but also what are some of the initiatives **you** would like to see us take on and how you can assist in moving the Chapter forward. Looking forward to your participation in building **YOUR PMI Southern Caribbean Chapter** and growing the Project Management Profession!

GLYNIS ALEXANDER-TAM
PRESIDENT