



# Staying Connected

## The Newsletter of the Project Management Institute, Southern Caribbean Chapter (PMISCC)

Volume 14

March 2006

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- Board Retreat conducted to develop Strategic Plan
- Update on Examination Issues
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- This issue's feature article is a reprint of the latest PMP Passport "Upward Trend for PMP Professionals".
- Latest updates from PMI Headquarters in the PMI Update Section
- Volunteers required to work on sub-committees to progress the goals of you Chapter

### President's Message



#### ***Dear fellow PMISCC Members,***

It is indeed a pleasure for me to be able to address you in our first newsletter since being elected to the position of President of the PMISCC.

Your new Board has been busy since being elected. To date,

- We have had two Board meetings
- We have been in close contact with PMI to resolve membership concerns
- Appointed two new directors to fill the vacancies created by resignations

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- Hosted one monthly technical session
- Commenced planning of the fourth International Conference to be held in 2007
- Conducted a Strategic Planning Meeting from which our business plans for the next two years will evolve.

In addition, we have focused on setting up procedures for administering the PMP examination more efficiently and have initiated discussions with PMI for the regulation of the various education providers who are conducting training courses aligned to the PMBOK.

The Board is very focused on working closer with the membership and it is my intent to manage our activities through the various Board Vice Presidents. The VP's will solicit volunteers from the membership to help them carry out their projects. In this regard I would request that interested members contact Jemma, our Coordinator at the PMISCC Secretariat and provide your contact information and any areas of interest.

Our Board is represented by persons from varying industries, all of whom have displayed enthusiasm to develop our Chapter. We intend to embrace more closely our Caribbean membership in the various islands and get them more actively involved in our activities.

We on the Board would like to see more technical presentations by local Project Management Practitioners and I encourage all of you to make an effort to prepare papers for presentation on your local Projects. In particular, we urge members outside of the Construction and Energy Industries to present the Lessons

Learnt or Project Management Processes that they utilize. For example, there are some exciting Projects in the Environmental, Safety, IT, Manufacturing and Tourism Industries, in which I am sure the Project Management Community would be interested.

We have planned an interesting portfolio of monthly technical sessions and I look forward to seeing you at these and other PMISCC activities in the near future.

**Michael Charles**  
**President 2006-2007**  
[mcharles@damusgroup.com](mailto:mcharles@damusgroup.com)

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**PMISCC New Board**

In accordance with the Chapter's by-laws, elections were held on January 16<sup>th</sup>, 2006 at a special meeting of the membership after a previous unsuccessful attempt to do so on December 12<sup>th</sup>, 2006 at the 3<sup>rd</sup> Annual General Meeting held at the Kam-Po Restaurant in Chaguanas.

The following Posts were selected unopposed: President, VP Membership, VP Special Events, VP Finance, VP Compliance and VP Certification/Education. Since then, the posts of VP Publications and VP Marketing became vacant and were filled.

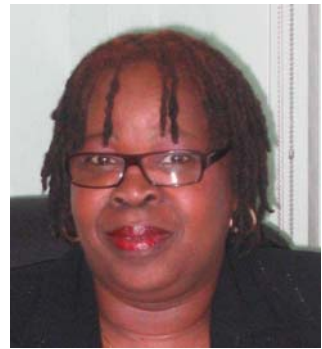
The following is the current list of board members and their positions:

- President – Mr. Michael Charles
- VP Compliance – Mr. Brian Besson
- VP Strategic Alliances – Mr. Adrian Nunez
- VP Marketing – Ms. Carolin Beharry

VP Technical Sessions – Mr. Krishna Rampersad  
 VP Special Events – Mr. Krishna Narine  
 VP Publications – Mr. Rodney Jagai  
 VP Education/Certification – Ms. Cynthia Hayes  
 VP Sponsorship – Mr. Lincoln Mathura  
 VP Finance – Ms. Susan Hydal-Bridgemohansingh  
 VP Membership – Ms. Tara Manick  
 Past President – Mr. Narayan Ramtahal  
 Corporate Secretary – Ms. Janice Koylass-Abraham  
 Coordinator, Secretariat – Ms. Jemma Ramjattan

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**Project Management Professional (PMP) Examination by VP-Education, Ms. Cynthia Hayes**



Two important issues have surfaced since the last PMP examination and the upcoming examination.

The first one is the low percentage pass rate at the last examination and the second is the difficulty some candidates experienced with the online registrations.

On the first issue, we engaged in extensive discussions with the parent body, PMI on this matter. They conducted several investigations and also did some random sampling of the results. They have indicated that they are satisfied with the integrity of the results and that there were no anomalies with the examination. They have indicated however that the results world-wide were low and that there is some cause for concern particularly as there has been a significant increase in the number of candidates world-wide (see Feature Article later on). There have been several suggestions for the low pass rate, the most frequently cited is that there were quite an increase in the number of applicants, apparently trying to get in the last version of the old examination. This may have resulted in many of them not properly prepared for the exam.

On the second issue, we have been advised that many candidates had registered prior to the closing date for the online registration of March 10<sup>th</sup>, and anyone trying to register after that was barred access. The following is an excerpt from an email from **Alma Bingnear, Examination Delivery Support Associate of PMI** “The reason candidates were unable to register for the PBT event held in Trinidad on April 15<sup>th</sup>, 2006 is because the registration closed on March 10<sup>th</sup>, 2006. Candidates’ applications had to be reviewed, approved and payment submitted by March 10<sup>th</sup>, 2006, in order to be eligible to sit the PBT exam on April 15<sup>th</sup>, 2006. Candidates who failed the exam had to submit their re-exam form and payment by March 10<sup>th</sup>, 2006. Those candidates who failed to register by March 10<sup>th</sup>, 2006 must wait until the next PBT exam being held in Trinidad. It seems right now that approximately 50 candidates have registered for the event.”

We will continue to keep you informed on any further developments regarding the examination. For further information and/or for the application form, please e-mail: Cynthia Hayes, VP-Education [chayes@planning-endeco.com](mailto:chayes@planning-endeco.com)

- Resource Management and Competency Development,
- Project Management Support,
- Administrative Support,
- Specialized Consultation Services,
- Observation Networking,
- Archives and Post – Project Assessment,
- Portfolio Management,
- Project Management Promotion

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**Upcoming Technical Sessions**



**Krishna Rampersad VP Technical Sessions**

**March 2006 Technical presentation**

A standardized approach to design, implement and monitor a Project Management Office (PMO).

Mr. Richard Coulombe of Anthropolis Inc, based in Montreal Canada gave a very interesting and informative presentation on the design, implementation and monitoring of the Project Management Office. He first outlined the purpose of the PMO and the activities generally performed by the PMO.

Interestingly in today's world he has shown the industry most utilizing the PMO is Information Technology, and the least the Construction Industry. The significance being that the Construction industry was the pioneer in the utilization of Project Management processes. His approach to establishing the PMO is to define the WBS, and he has established 10 fields of expertise for the PMO:

- Standardize Methodology,
- Project Planning, Monitoring and Control

In terms of maturity he has defined 5 maturity levels starting from the AD HOC (1) and extending to Optimize (5). In today's world most Companies lie between Repeat (2) and Define (3) and to a lesser extent Manage (4).

He has established a model and outlined the benefits derived from having a PMO. . Most PMO focus on support and not necessarily controls. In conclusion he has indicated that there is no tailored made type of PMO for every industry but in fact one has to be versatile and creative in tailoring your PMO to meet your requirements.

**April 5th:** Topic: Knowledge Management with Microsoft SharePoint ... beyond Document Control. Presenter: Rolly Perreux, PMP, MCSE. Location: To be advised in announcement.

**OSHA-HSE Forum**

The board is developing an HSE Forum now that the OSHA act has been proclaimed into law whereby the principles of Project Management would be used for OSHA compliance. You will be notified of this upcoming event in a separate announcement.

The program of other technical sessions and events will be published in an upcoming newsletter.

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**New PMISCC members**



**VP-Membership, Tara Manick**

[tara.manick@etecktt.com](mailto:tara.manick@etecktt.com)

Your PMISCC Board is in the process of making PMISCC a dynamic organization. So what does this mean to you the members? It means that you would be seeing many new faces. We are in a drive to increase membership and are in the process of creating a competition whereby the winner would receive an attractive prize. Suggestions are most welcome.

However, before we can create this dynamic organization we need to effectively reach our members. Currently the membership database is not updated. We are working closely with PMI to rectify this problem however, if you have not received an email from us in the past months, we would appreciate you providing to us your updated information. You can do so via Jemma Ramjattan at [jemma.ramjattan@petrotrin.com](mailto:jemma.ramjattan@petrotrin.com) or 658-4200 ext. 2179#.

Good news for 2006 is that we have 45 new members of which, 7 joined in January, 18 in February and 20 by March 21! As VP Membership, I would like to formally welcome the following members to PMISCC:

**January 2006**

Mr. Mark Bishop; Mr. Rajesh Bududass; Ms. Simone De Souza; Shawn Dopwell;

Mrs. Cynthia James-Cramer; Mr. Riaz Mohammed; Mr. Keith Spencer

**February 2006**

Mr. Ricardo Adams; Mr. Stephen Badrie; Mr. Hafeez Baksh; Mr. Dillon Benjamin; Ms. Nadine Bushell; Ms. Joanne Cameron; Mr. Armit Goyal; Mr. Eric Griffith; Ms. Petula Gunness; Mr. Derek Hooker; Mr. Robert Hosein; Mr. Anthony Joseph; Mr. Michael Joseph; Mr. Arnold Precilla; Mr. Ian Ramsingh; Ms. Cindy Ramsook; Mr. Anthony Roberts; Mr. Vinood Singh.

**March 2006**

Mr. Ian Akong; Ms. Camille Alexis; Mr. John Andrews; Mr. Hardeo Bahall; Mr. Emile Baptiste; Mr. Nigel Baptiste; Mr. Trevor Davis; Mr. Albert De Freitas; Ms. Audlyn Fadlien; Mr. Owen Field; Ms. Nichole Greaves; Ms. Loriella Hodges; Mrs. Prya Maharaj; Mr. Shashi Mahase; Mr. Phillip Ephraim Marksman; Mr. Ronald Ouditt; Mr. Reynold Patrick; Mr. Jerry Singh; Mr. Terrence Singh; Sarmad Yaseen.

If you have any suggestions regarding membership, I would be very happy to hear from you. Thank you.

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**Schedules**

- ❑ *Board Meetings* are held on **the second Monday of each month.**
- ❑ *Technical sessions* are scheduled monthly, generally on Wednesday of the last week of the month but special sessions may be scheduled dependant on availability of special speakers.

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**Strategic Planning Session**



**VP-Finance, Suzanne Hydal**, facilitated a Strategic Planning Session of the Board on Saturday, March 18<sup>th</sup>. The session revisited our Mission, Vision, Goals, Strategies and Tactics that will form our business plan for the next two years. Many interesting ideas were discussed and the final draft is being prepared. We plan to have an interactive session with our membership, possibly at one of the monthly meetings, to share our upcoming plans. You will be advised of this in a separate announcement. We look forward to working with our membership to implement our plans. Any member who is interested in assisting in this exercise is asked to contact Suzanne at via email at [Suzanne.Hydal-Bridgemohansingh@petrotrin.com](mailto:Suzanne.Hydal-Bridgemohansingh@petrotrin.com)

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**Feature Article – UPWARD TREND by Ross Foti, reprinted from PMI PMP Passport**

***What’s behind the trend toward Project Management Professional (PMP) certification, and why do companies like Procter & Gamble and Atrion put so much stock in its holders?***

It’s a hot commodity. Multinational companies demand it. Governments have adopted it as standard.

The Project Management Professional (PMP) credential has gone a long way toward global acceptance as the certification standard.

Based on growing demand for certified professionals in the global job market, the number of practitioners taking the PMP examination arced sharply higher during 2005. This growth resulted in 87,776 PMP’s earning certification by year’s end. Currently, 179,214 holders of the PMP have achieved the credential worldwide.

Providing some insight into the corporate thinking behind this trend, Procter & Gamble (P&G) and Atrion Networking Corp. have invested in the PMP training programs. Both companies implicitly trust their PMP holders as leaders, and see certification as a strategic business necessity.

**Recognized Skills**

Historically, P&G has used internally developed methodologies for many of its business processes. Recently, the company has taken steps to be more externally focused in identifying best practices, according to Russell Beautyman, PMP, Western Europe Healthcare R&D IT Manager with Procter & Gamble, Surrey, UK.

“Project management has always been a key skill of P&G managers,” he says. “As the profession develops, P&G recognizes the advantage of managers becoming more skilled to an externally recognizable level. This helps in setting expectations of the project manager and also ensures that a level of quality can be achieved and exceeded.”

P&G employs around 2,500 IT staff, including 110 in its UK operation and PMP-qualified IT staff work with people at all levels within the company. Project management training is undertaken through a network of trainers who

practice project management on a day to day basis. Many of these trainers have the PMP credential.

P&G has historically been a primarily “promote from within” company, believing that this enables us to sharpen staff development.” Mr. Beautyman says. “The company benchmarks and assesses its staff using external qualifications, such as PMP. Supporting our staff through their PMP qualifications enables the company to consistently maintain high levels of professional competencies.”

To continue this trend toward PMP-credentialed staff, a study group of seven experienced project managers met during early 2005 with the goal of passing the PMP exam in September 2005. They worked through a series of lectures, study sessions and other published materials, and as a result of their work, the whole group took the exam with 100% pass rate.

“Training staff in the use of PMP skills helps to ensure that these commercial interactions are professional, consistent and on target, both for unique projects and routine work,” Mr. Beautyman says. “P&G considers project management training as key competency for IT management.”

Based on their success another study group has been formed. “We have an ongoing aim to continuously improve project management processes within the company,” Mr. Beautyman says. “PMP’s have a responsibility to ensure their projects are executed with excellence, and also to model the required behaviour and skills for successful project management to other project managers within the company.”

### **Market Advantage.**

Moving to standardize its project management processes has allowed Atrion Networking Corp., Warwick R.I.,

USA to grow its project office and validate its ability to successfully complete IT projects, according to Kevin J. Carbone, PMP, senior project manager with the technology and management service provider.

Atrion’s project office began in 1998 as part of an initiative to shift from informal to formal project management, and PMP’s were a large part of the strategic implementation. “Our project office has recently moved completely to PMI-based methodology using *A Guide to the Project Management Body of Knowledge (PMBOK guide)*,” Mr. Carbone says. “We currently have six PMP’s on staff and are constantly working to further define our formal processes using the *PMBOK Guide* and *PMI Resources*.”

PMP holders not only help Atrion deliver projects successfully, but also are a marketable resource. To Atrion executives, the credential means its staff can demonstrate its project knowledge and experience. “We’re able to sell project management because people are realizing that the cost of an unsuccessful project is much more than having somebody who knows what they’re doing,” he says. “The PMP designation is different than a lot of certifications because it requires you to demonstrate a lot of experience. You have to demonstrate an understanding of project management – a lot of companies want to move toward a formalized process; and the best way to do that is with PMP’s.”

Atrion’s career path is designed around the project team’s level of customer contact and the complexity of a project. There are three levels:

- Project coordinators who have minimal client contact. They meet the project requirements of clients’ smaller projects and time and material engagements

- Project managers who have moderate contact while dealing with medium sized projects
- Senior project managers who have extensive direct contact and deal with large implementations

Senior project managers also mentor team members on how to make processes more effective across functional areas. “We almost have an apprentice system,” Mr. Carbone says. “Having a formalized approach means everyone is on the same page when working with the customer.”

Credentials are so important to Atrion that the company funds a PMP training course – all staff coming into the project office can make project management their dedicated career. “The PMP credential is very valuable. If you’re going to work in our project office, you have to work toward your PMP,” Mr. Carbone says. **“The customer values that, and so we do also.”**

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**PMISCC Headquarters Update**

**PMI Southern Caribbean Chapter**

**Secretariat Contact Information**

- Gemma Ramjattan,  
Telephone No. 868 658-4206 x 2179

**PMI Website**

- <http://pmi.org/>

**Informative Website**

- <http://allpm.com/>

Good information at no cost to members.

**Newsletters**

- will be distributed electronically on the last week of each quarter - we invite members to submit articles.

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**Invitation to the eLounge for all PMI Chapters**

PMI has just created the eProject eLounge and would like to invite you and your chapter members to join. The eLounge is your portal to everything project management related including blogs, forums, files, job postings, white papers and more! All FREE!!!

The eLounge is open to anyone interested in the project management arena. eProject customers will find an abundance of product-related materials and can collaborate with other eProject users. Non-eProject users will enjoy access to the latest methodologies and insights from thought-leaders in the industry. In appreciation of our eLounge members, all community activities will earn you ePoints towards eProject prizes, promos and privileges.

Forum topics are yours to define and keep alive. We will even “Host” private Chapter or Region forums if you want to maintain an access listing. If you don’t want to maintain the listing and want the forum public, just let me know the name of the forum and I will set it up. We already have a PMP Certification forum and® have many other knowledge component areas.

Please join us at <http://elounge.eproject.com> and send this invitation to your members. We look forward to your joining and participation!

**John F. Filicetti, PMP, MBA | Marketing Development Manager, eProject, Inc**

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**PMI SOUTHERN CARIBBEAN CHAPTERBOARD MEMBERS-2005-2006**

| <b>BOARD MEMBER</b>            | <b>POSITION</b>            | <b>E-MAIL ADDRESS</b>                                                                                          | <b>TELEPHONE</b>            |
|--------------------------------|----------------------------|----------------------------------------------------------------------------------------------------------------|-----------------------------|
| Michael P. A. Charles          | President                  | <a href="mailto:mcharles@damusgroup.com">mcharles@damusgroup.com</a>                                           | 657-7351 x 235<br>684-9543  |
| Brian M. Besson                | VP-Compliance              | <a href="mailto:bessonbm@bp.com">bessonbm@bp.com</a>                                                           | 623-2862 x 5359             |
| Adrian Nunez                   | VP-Strategic Alliance      | <a href="mailto:nuneza@bp.com">nuneza@bp.com</a>                                                               | 623-2862 x<br>684-9193      |
| Carolyn Z. Beharry             | VP-Marketing               | <a href="mailto:asbc@tstt.net.tt">asbc@tstt.net.tt</a>                                                         | 671-7113                    |
| Krishna Rampersad              | VP-Technical Sessions      | <a href="mailto:krapersad@powergen.co.tt">krapersad@powergen.co.tt</a>                                         | 636-2525 x 4299<br>750-2004 |
| Krishna Narine                 | VP-Special Events          | <a href="mailto:Krishna.Narine@petrotrin.com">Krishna.Narine@petrotrin.com</a>                                 | 658-4206 x 2180             |
| Rodney Jagai                   | VP-Publications            | <a href="mailto:rjagai@tstt.net.tt">rjagai@tstt.net.tt</a>                                                     | 652-3571                    |
| Cynthia Hayes                  | VP-Education/Certification | <a href="mailto:chayes@planning-endeco.com">chayes@planning-endeco.com</a>                                     | 627-6102                    |
| Lincoln Mathura                | VP-Sponsorship             | <a href="mailto:lincolnm@ngc.co.tt">lincolnm@ngc.co.tt</a>                                                     | 636-4662 x 359              |
| Suzanne Hydal-Bridgemohansingh | VP-Finance                 | <a href="mailto:Suzanne.Hydal-Bridgemohansingh@petrotrin.com">Suzanne.Hydal-Bridgemohansingh@petrotrin.com</a> | 658-4206 x 2045             |
| Tara Manick                    | VP-Membership              | <a href="mailto:tara.manick@etecktt.com">tara.manick@etecktt.com</a>                                           | 675-1989 x 169<br>741-7703  |
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| Janice Koylass-Abraham         | Corporate Secretary        | <a href="mailto:Janice.Koylass-Abraham@petrotrin.com">Janice.Koylass-Abraham@petrotrin.com</a>                 | 658-4206 x 2033             |
| Jemma F. Ramjattan             | Coordinator, Secretariat   | <a href="mailto:Jemma.Ramjattan@petrotrin.com">Jemma.Ramjattan@petrotrin.com</a>                               | 658-4206 x 2179<br>778-8292 |
|                                |                            |                                                                                                                |                             |

***We invite your comments, suggestions and any other feedback. Please let us know how we can better serve the membership, which technical topics you are interested in and generally how you can contribute in achieving our mission and vision.***

***We are also looking for volunteers to participate in the working committees with each VP. If you are interested, please contact the VP of your area of interest to learn more about how you can assist your Chapter to develop.***