President’s Message

By Carin Salonia, PMP

It’s a wonderful season for enjoying the longer days and warm star lit nights. It’s a great time to enjoy hiking, biking, swimming, paddle boarding, the shoreline and anything “outdoors”. It’s a time to rejuvenate.

With the coming of the mid-summer months, the extended chapter leadership joins together to reflect on our 2016 plans, progress against those plans and reforecast and rethink the remainder of the calendar year. At the same time we are looking forward to 2017.

We reflect on both performance of the year in terms of attendance, interest and satisfaction with our programming, continuing education and overall membership value. We utilize data from surveys, membership recruitment and retention, volunteer engagement and candid feedback from our members and non-members, and industry trends and challenges facing program and project management.

Several emerging technologies and methodologies are evident in the global landscape. As a result, we have adjusted our programming to reflect those changes with our education and certification practices, monthly meetings, conference programming and newsletters. You will see several changes announced both by PMI and our local chapter as a result of these emerging trends and challenges. See PMI link for more information on the Pulse of the Profession: http://www.pmi.org/learning/pulse.aspx

In addition to adjusting our programming to meet the changing landscape, we launched a new and improved New Member Orientation Meeting on June 28th at Dakota Steak House in Rocky Hill. The purpose of the New Member Orientation meeting is to: introduce new members to other new members, volunteer leadership and committee members; help our new members navigate the chapter, the region and PMI and to help meet their goals and to meet people who can help them make those goals happen. It was a great evening with some lively discussion and fun. Read more about the New Member Orientation Meeting, the discussion and planning to achieve our goals in this newsletter.

Staying relevant is important. Being current not only in your organization, but across the industry is critical for career mobility and growth. Education, experience and continuing education and certification and networking is the norm. Career development doesn’t stop with a degree, a specific certification, but a journey of experiences, networking, and continual learning. All things, the SNEC chapter strives to offer the membership community. Whatever the reason you chose membership, we continue to deliver on the commitment to provide prep for certification, continuous learning and networking – all focused to start, build and advance your career. See PMI link for credentialing updates: http://www.pmi.org/certification.aspx and continuing education offerings through our chapter as well as online at http://www.projectmanagement.com/

I hope you, like your chapter, is taking the time to reflect half way through 2016. Where you are, where you want to be, and what you need to learn to continue your journey. Important to this reflection is how to position and grow your skills to be relevant and current in our field of competency and expertise.

Join us in creating the future of our chapter and support your future learning and experience. Be a part of the change. Be a member, participate, attend, and volunteer. It makes a difference.

Fond Regards,

Carin
SNEC Volunteer selected for PMI’s Leadership Institute Master Class (LIMC)

The ability to lead is a skill that transcends all industries and professions, and it plays an integral role in many facets of life. PMI’s Leadership Institute Master Class (LIMC) is a leadership development program that offers an incredible opportunity to a select group of participants, combining interactive learning, experiential activities, case studies and personal assessments to equip PMI chapter leaders with the techniques and frameworks to work with and through others to drive organizational success in their communities and beyond.

Congratulations to Mary Frances Gorgas one of the 35 exceptional global chapter leaders chosen to hone their leadership and management skills as the PMI Leadership Institute Master Class (LIMC) of 2017. Candidates were chosen based upon their willingness to become catalysts for change and growth in PMI chapters and the project management profession at large. This one-year leadership development program targets volunteers committed to becoming more effective leaders in both their chapters and respective communities, helping participants hone the skills they already possess and provides the knowledge needed to become a more effective leader. This year’s class kicks off in September with the North American Leadership Institute Meeting in San Diego.

SNEC’s Mentorship Program…. the benefits are mutual!

Did you know SNEC has a mentorship program? Pat Curley recently participated in the mentorship program as a mentee and wanted to share his experience with the Chapter:

“When you become a part of SNEC-PMI you become part of something great. SNEC has a wide network of programs and opportunities to be both contributors and consumers of project management knowledge. As contributor, we share our gifts and experience. As consumers, we can take advantage of career development programs and events. After decades of leadership positions where I had the function of project manager, but not the formal title, I decided to take a new approach. I joined SNEC-PMI and became PMP certified. Being new to SNEC, in spite of being 56 years old, I decided to become an SNEC Mentee. SNEC provided a fantastic Mentor, a great match for me, personally and professionally. Being out of work for a year I was becoming very frustrated. My Mentor assisted me with my marketing plan, was an accountability partner, and provided some great contacts. One of those contacts led to a dream job! It is the opportunity, position, location and industry I was searching for, but could not land.

This isn’t so much an endorsement for any one program (there are so many!), but an endorsement for SNEC-PMI in general. Life is busy, I get that! But we are all gifted in some way. If you think you can share your gifts with this great organization, even if it is for a small amount of time, you will have the opportunity to really make a difference in someone’s career. Also, if you are frustrated and looking for help in career development or any kind, turn to SNEC-PMI. They may very well have exactly what you need.”

Pat has decided to ‘pay it forward’ and became a volunteer within Professional Development, serving as AVP Programs (Thank you Pat!). If you would like more information on SNEC’s mentor program, check out http://snec-pmi.org/knowledge-center/mentoring
When members volunteer their time and expertise, they help shape the future of our profession. If you want to influence your peers while enhancing your technical and leadership skills, there are a variety of ways for you to get involved. Check out SNEC’s current volunteer openings across the chapter: http://snec-pmi.org/get-involved#Current

Please welcome the following new volunteers within Professional Development!

Paul Weaver – AVP Springfield Regional Meetings
John Virkler – AVP Continuing Education Events
Steve Nunziata – PM Continuing Education Events
Adwoa Opoku-Mensah – PM Special Events
Amber Scheer – PM New London Regional Meetings
Kathy Slater – PM Stamford Regional Meetings

Professional Development is starting to schedule its 2017 events and we need your help! Bring your enthusiasm and skills and help make a difference! The following positions are available:

Annual Conference – We are looking for a variety of skills and abilities to help make our 2017 Conference as successful as this year’s! From coordinating with the CT Convention Center, to deciding on giveaways, to planning the day’s events come join the team that puts together SNEC’s largest annual event. If interested, please contact: conference@snec-pmi.org

Programs – Offering over 50 events in 2016, we have lots of great learning and networking opportunities throughout the chapter and need additional support to keep it strong. If interested, please contact: programs@snec-pmi.org Specific needs include:

● VP Programs: Support the acting Board of Directors member in overseeing and managing the members of the Programs Committee and ensuring the committee's objectives and vision are being carried out. Requires on average of 10-20 hours per month.

● AVP Stamford: Responsible for overseeing the Stamford, CT regional meeting; working with the team to identify topics, secure speakers, coordinate venue, communicating event. Requires on average 5-10 hours per month.

● AVP New London: Responsible for overseeing the New London, CT regional meeting; working with the team to identify topics, secure speakers, coordinate venue, communicating event. Requires on average 5-10 hours per month.

● Event PM Cromwell: Assist the AVP Cromwell in the coordination and facilitation of the regional meeting. Requires on average 5-10 hours per month.

● Event PM Stamford: Assist the AVP Stamford in the coordination and facilitation of the regional meeting. Requires on average 5-10 hours per month.

● Event PM New London: Assist the AVP New London in the coordination and facilitation of the regional meeting. Requires on average 5-10 hours per month.

Continuing Education – If interested, please contact: education@snec-pmi.org

● PM Continuing Education Events: Project Manager responsibilities include managing 1-3 class offerings per year along with performing additional specialty committee functions as assigned. Requires on average 5-10 hours per month.

Special Events - If interested, please contact: specialevents@snec-pmi.org

● VP Special Events: Lead a small team in managing and executing 2-3 full-day events during the calendar year. Requires on average 10-20 hours per month.

● PM Special Events: Managing our full day events which include 1-3 events per year, reviewing and selecting speakers, venues, marketing, negotiation, and requires your attendance at the event. Requires on average 5-10 hours per month.
2016 SNEC Annual PM Conference and Workshops

This year’s Conference and half-day Workshops proved to be another successful 2-day event for learning and growing within the profession of project management! With 19 presentations covering topics and skills related to leadership, technical competencies, and setting strategic direction there was a variety of learning opportunities for the over 700 attendees in attendance.

Thank you to our dedicated volunteers that help make the event so successful, as well as YOU the attendees whose Q&A and engaging dialogue during the break out and networking events keeps the conversation going even after the Conference ends. The Conference team has lots of great feedback from everyone that participated in our online survey so we can keep delivering everything that works really well and improving where necessary for next year.

Our event is gaining global visibility… check out PMI’s recent shout-out!

Chapter Highlight

The PMI Southern New England Chapter Celebrates its 11th Successful Professional Development Day Conference

In April, the PMI Southern New England Chapter celebrated its 11th successful Professional Development Day conference with over 750 people participating. To learn more about their conference, please click here.

Here are some highlights from the 2-day event… To see the full photo gallery, please click here.
The Project Management Institute (PMI) is a global organization servicing hundreds of thousands of professionals. To best meet their needs, PMI has established 15 regions to help better service the growing volume of chapters that are globally distributed. The Southern New England Chapter (SNEC) is part of Region 3 which consists of 18 chapters that are located throughout New England and South Eastern Canada. Volunteer leaders from each chapter attend an annual “R3” Summit and meet their peers, learn from each other about what’s working well and how other groups are finding success, and learn from presenters on key topics that the R3 community believes will be beneficial to the participants, much like the SNEC-PMI Annual Conference provides to our attendees.

This year’s R3 Summit was held May 12-14 and hosted by the Moncton Canada chapter, and SNEC’s Michael Smith was the Summit PM. Nearly 100 delegates from the participating chapters were in attendance!

SNEC delegates Carin Salonia, Genevieve Guilmette, Jodette Bentley and Norm Prevost brought back some great insights and knowledge that we are working on distributing amongst our volunteer leaders to improve our offerings to best support you – our valued members! Some ideas being considered include:

- Creating outreach programs at colleges and universities to expand knowledge about the benefits of project management and how to build a career early on
- Offering programs that help people explore their own blind spots when it comes to project management and how addressing those biases can improve relationships and project outcomes
- Enhancing our marketing approach to more tightly tailor SNEC communications to the interests of our members

We also had great learning and sharing sessions on ensuring each Chapter connects to the needs of its members. SNEC knows how vital its active members are to sustaining the growth of the project management profession, and as a Chapter we are committed to understanding your biggest challenges and goals so that we can deliver solutions to address those needs. We recently held a New Member Orientation meeting where we discussed those exact themes and collaborated on ways to support those goals. Our Chapter leaders will be working on ways to best execute on those ideas in the coming months. If you have any goals or objectives for your membership that you would like to share with us, please let us know at membership@snec-pmi.org
New Member Orientation Event

On June 28th, the Board of Directors invited our New Members year-to-date to join them for a New Member Orientation event at Dakota Steak House Restaurant in Rocky Hill.

During this free event, Carin Salonia, SNEC PMI President, and other SNEC PMI Leaders facilitated small group conversations centered on creating a custom experience for each New Member. The discussions focused on understanding new members’ goals (prepare for a certification, networking, etc), and exploring how PMI and SNEC’s offerings can assist in achieving those goals.

This new offering is aimed at helping members understand all of the resources available through PMI as well as the local Chapter, SNEC.

One of the takeaways included visiting key websites and articles, such as:

Project Management Institute - pmi.org
- The [Sitemap](http://pmi.org) is a great way to see all the content at once!
- The [Pulse of The Profession](http://pmi.org) can be found under the Learning Section, as well as additional white papers and publications.
- [www.projectmanagement.com](http://www.projectmanagement.com) – Offers a variety of project managements assets such as templates, webinars, as well as helping with questions you might have.

Southern New England Chapter - snec-pmi.org
Main site for our local Southern New England Chapter.
- The site includes an event calendar or list for all our events – from satellite meetings to education events.
- Check out the Grow Skills tabs!
- We have a Job Alert feature under Knowledge Center

Additional initiatives being planned around New Member Orientation and Onboarding include a fresh, updated New Member Welcome packet. The next New Member Orientation is being planned for the Fall… stay tuned!
SNEC Upcoming Events 2016

There are several events to get excited about and there is plenty to get involved in as summer turns into fall! This is just a sample of the amazing events offered by your local chapter: PMP Prep, Scrum, Agile, Monthly Meetings in New London, Shelton, East Hartford, and Cromwell - there is a lot to choose from! Whether you live in Hartford, Shelton or Fairfield (or somewhere in between) there is something for you, and more offered all the time!

Certified Scrum Master Training (via Apple-Brook Consulting) July 2016

SNEC-PMI Special Event: The Agile PMO: Leading the Effective, Value Driven, Project Management Office

Certified Scrum Master Training (via Apple-Brook Consulting) July 2016

PMBOK Educational Series - Risk Management - August 2016

SNEC FREE Webinar (via Level8Leadership): Partnership Synergy: Being Great Isn’t Good Enough Anymore!

Hartford Eastside Project Management Roundtable - September 2016

SNEC-PMI Fundamentals of Project Management

SNEC-PMI SAFe SA (Scaled Agile Framework Certification) Course - Fairfield

SNEC-PMI PMP Exam Prep Class - Fairfield

New London Project Management Roundtable - September 2016

SNEC-PMI Special Event: How to Communicate to Influence Stakeholders Up, Down, & All Around

Hartford Eastside Project Management Roundtable - October 2016

Certified Scrum Master Training (via Apple-Brook Consulting) October 2016

Please be sure to follow all the SNEC events on our web site at: http://www.snec-pmi.org/events
SNEC-PMI (via LEVEL8LEADERSHIP) FREE WEBINAR

Partnership Synergy: Being Great Isn't Good Enough Anymore!

presented by

Enette Pauzé
Level8Leadership

Earn 1.0 PDU - Strategic and Business Management

Thursday, August 25, 2016
12:00 p.m. - 1:00 p.m.

Registration for this Free Webinar is open, and closes on August 22nd at Midnight!

* The session will be recorded and available for 7 days following the webinar. You must register in order to receive access to the recording.

Webinar Information:
Every day you engage in stakeholder relationships that influence your reputation, risk and results. Your relationships within and across organizations can be collaborative or competitive, transactional or transformational. Partnership synergy is about learning to leverage the best of others for mutual benefit and growth. In this session we’ll talk about critical factors that influence your key metrics of cost, time, quality and above all, client satisfaction.

What you’ll learn:
● 3 critical criteria to help you strengthen relationships
● Strategies to engage your stakeholders sooner, better and longer
● Steps to reducing risk by partnering more effectively

Speaker Background Information:
Enette Pauzé, PhD, is an expert on helping business leaders focus on what is most important. One of the greatest challenges and opportunities for leaders is to change how they think, so they can see the value hidden in their lives, in their businesses, and in their strategic relationships. Transform your perceptions, and you transform your behaviours, habits and results.

Enette’s experience comes from leading provincial and national multi-stakeholder and cross-sector partnerships, training partnership leaders globally, conducting primary partnership and collaboration research, and writing articles, books and educational resources (on the topics of partnerships, leadership, collaboration, and coaching). She completed her PhD at the University of Toronto, specializing in organizational partnerships. Enette is a member of the Global Speakers Federation, Purposeful Planning Institute, Canadian Association of Family Enterprise, and the Institute for Family Enterprise Advisors. Join her: https://ca.linkedin.com/in/enettepauze
Presently it seems that organizations can adopt four product delivery patterns: Not doing Scrum and not being Agile, doing Scrum and not being Agile, not doing Scrum and being Agile and doing Scrum and being Agile. Which is yours?

There is a core difference between the goals of Agile and Scrum. Agile strives to get the right products that our users want quickly. Scrum is a process consisting of ceremonies and artifacts for managing product development. Nevertheless, for many, Scrum rituals became a goal and they fail to enjoy the benefits of being Agile.

Product development is complex. Achieving agility requires discerning right from wrong in order to adapt to changing circumstances while focusing on the goal. Scrum can surely help; however, too much Scrum might lead us to the dark side of the force.

As Yoda would have said; …“to the team listen you must…, the team behaviors observe, the language they are using notice”…– and ask yourself- are we just going through the motions of Scrum? Or are we directing ourselves to the goal of being Agile?

Over the years I have noticed that companies achieve four possible patterns on their Agile and Scrum transformation:

1. Not doing Scrum and not being Agile
2. Doing Scrum and not being Agile
3. Not doing Scrum and being Agile
4. Doing Scrum and being Agile

Which one are you???

Which one do you want to be?

Let’s further discuss the four patterns:

1. **Not doing Scrum and not being Agile** is rather straight forward; there is no intent on being Agile and Scrum is just a word people sometimes use. The project management organization employs a top down managerial approach coupled with a waterfall phase gate methodology. There is abundant use of templates, registries, project documents, processes, tools and techniques. Usually this means that the project managers succeed in spite of an overarching, often encumbering and wasteful project management methodology. Project managers do deliver projects by maintaining a three level reporting structure: In the first, they conjure reports using the mandated templates for phase gate approval. In the second, they apply green traffic-light status for PMO and executive management control, using the software tools in place (Microsoft Project anyone?). In the third, they issue tracked spreadsheets to REALLY manage projects. Probably in the near future this type of organizations will consider implementation of Agile approaches in order to remain competitive.

Understanding the differences between the three other options is therefore important for organization leadership.

2. **Doing Scrum and not being Agile** is more challenging to discern. It occurs in organizations adopting Scrum as their preferred Agile approach. The astute observer will notice team behavioral patterns that suggest mechanical adoption rather than assimilation. The psychological pattern is that of introjection – similar to chewing on a mouthful of dry biscuits not being able to swallow.

Similar to other managerial process, it is easy to adopt the Scrum ceremonies rather than their intent. We have seen it occur previously with Six Sigma, Total Quality Control, and other managerial processes. Achieving the intent requires a cultural change; cultural change requires organizational change; organizational change requires buy in from key stakeholders which in turn requires people championing the new process across the organization. Without the cultural change adoption easily falls into doing Scrum rather than being Agile.

3. **Not doing Scrum and being Agile** is the best result organizations should target. If you think about it: Scrum is a method to achieve a goal rather than the goal itself. Being Agile is a mindset prevailing in the organization. Agile organizations follow the Agile Manifesto as a set of values and principles that identify what Agile is supposed to be. They implement fast feedback for value delivery, shorten development cycle time, innovate the process and the product and involve and collaborate with stakeholders.

4. **Doing Scrum and being Agile** – is the holy grail of companies setting out on their Agile transformation. They embrace team Scrum as a starting point however; in order to become agile they implement technical practices on the team level, as Scrum doesn’t suggest delivery
practices. In addition they impact the organization on levels beyond the team level Scrum. These organizations understand that Scrum is a part of a successful agile transformation; a starting point rather than a constant state.

Where is that Holy Grail? How do we become Agile?? The first important step would be to understand the core difference between the goals of Agile and Scrum.

What is the goal of Agile?

Get the right products that our users want quickly, using fast feedback loops employing continuous removal of waste. In other words, faster throughput, less work in process, more aligned with what our users want based on their feedback to actual features we provide. Jim Highsmith has a good definition of agility: “Agility is the ability to both create and respond to change in order to profit in a turbulent business environment” http://jimhighsmith.com/what-is-agility/

What is the goal of Scrum?

Depends who you ask and what you want to hear.
If you consult the Scrum.org you will find the following definition:

Scrum is a management and control process that cuts through complexity to focus on building software that meets business needs. Management and teams are able to get their hands around the requirements and technologies, never let go, and deliver working software, incrementally and empirically.

Or you can consult the Scrum Alliance:

Scrum is an Agile framework for completing complex projects. Scrum originally was formalized for software development projects, but it works well for any complex, innovative scope of work. The possibilities are endless. The Scrum framework is deceptively simple.

There are elements within Scrum that when embraced properly lead to an Agile mindset: Time boxed planning session, collaborative team process and retro are highly effective elements in the Scrum framework that when guided well, lead to an Agile mindset.

Unfortunately, a dogmatic use of Scrum can lead to results that are not Agile at all. During agile coaching engagements I have noticed that when teams focus too much on the Scrum process they receive unwanted results. To give some examples:

● A team is spending its first five Sprints discussing the proper way to size stories;
● A Scrum Master too intent and prescriptive on all team members’ participation in the retrospective which resulted in alienating himself from the team and later asked to move to a different one;
● A team that “fired” their product owner for making a suggestion during a stand up, because she irked team members while resolving an issue;
● A team that continued arguing about backlog refinement timing, whether to include it in Sprint planning or rather schedule it to the previous week;
● A team that wanted to speed the refinement process and had stories pre-refined by two members, only to be snubbed by the Scrum master for not having everyone participate.
● A team that was going through retro touching all the process points however failing to follow the improvement mindset

For many teams following the rituals perfectly has become a goal. It is seductive, focusing on the rituals and completing them precisely as prescribed; since it’s enticing to follow them exactly as they were meant to be. It is what many blind religious followers (Zealots) practice. It is Scrum dogma, focusing on the rituals, rather than embracing the intent.

Organizations that practice Scrum zealotry have failed to enjoy the benefits of being Agile. I assume that this is how the term: going through the motions in regards to Scrum was coined.

Maybe it is no coincidence since when we consult the Scrum guide it is difficult to identify what exists apart from the motions, the ceremonies, and the artifacts. This makes adopting the ceremonies rather than the intent easier. Thus teams cling to the rituals like dear life, and in the process lose being Agile.

Some of the zealotry of doing Scrum without being Agile emerges from the Shu, Ha, Ri – levels of mastery; Scrum evangelists inform us that to achieve mastery, to become Agile, we need to repeat the motions many times (Shu) in order for them to become a habit (Ha) and then we can achieve mastery (Ri) and become truly Agile. Jeff Sutherland relies on the same Shu-Ha-Ri philosophy when he expounds "You enter the

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dojo and do what the Sensei (teacher) says. You repeat exercises over and over until it is part of muscle memory. Only when you have mastered
the basic practices are you allowed to improvise. And the last and most important – Before you have gained discipline, centering, and flexibility,
you are a hazard to yourself and others.” See: Shu Ha Ri – What Makes a Great ScrumMaster?.

But, can Agile Jedi mastery flow from repetitive Scrum practice? I think not. Rather it is a fine balance between following ceremonies on the
one hand and discussing merits and embracing a pragmatic process approach on the other. Remember that a Jedi is above all a master of political
compromise rather than a blind follower. Moreover, product development is not Karate and Scrum is not an undertaking performed by separate
individuals. See more: Shu-Ha-Ri Considered Harmful?.

Teams developing products are more than a group of individuals practicing kicks together; they actually produce sophisticated results rather
than draw blood. Their interactions and respected team dynamics resemble more a well-tuned Jazz band, than individuals in a martial art Dojo.
See more: Everything I Needed to Know About Scrum, I Learned from Jazz.

The latest addition to the battle field state-of-mind of Scrum can be found in the Sutherlands book – Scrum: The Art of Doing Twice the Work
in Half the Time.

Sutherland, relates Scrum origins to his experiences in the military. The Long Gray Line” p.45 Scrum: The Art of Doing Twice the Work in
Half the Time

Personally, I find making a parallel between how teams interact in a business environment and how soldiers form teams in a totalitarian military
regime, offending. Using the metaphor of a military company marching at a parade as an example of team transcendence is missing the point
– repetition can sometimes lead to greatness however more often it leads to mindless compliance and horrendous results. Yes we want this
behavior in the military, no – we don’t want to have it in business and democratic environments.

There must be something else to guide us, to move us away from the motions to the intent. How can we master the force?

Agile Jedi’s do train. Moreover they also listen to their hearts – what is right and what is wrong – in order to adapt to changing circumstances.
They also listen to the team’s heartbeat and rhythm, which is different than the training of individuals. Great teams are more than the sum of
their parts, moving towards mastery. Read here for more.

Being Agile rather than doing Scrum – it is important to focus on what we want to achieve - getting the right products that our users want
quickly yet in the required quality, using fast feedback loops, employing continuous removal of waste. In other words, faster throughput, less
work in process, more aligned with what our users want, based on their feedback to actual features we provide. Scrum can surely help, however
too much Scrum might lead us to the dark side of the force.

And as Yoda might have said ..”to the team listen you must…, the team behaviors observe, the language they are using notice”…– and ask
yourself- are they just going through the motions of Scrum without directing themselves to the goal of being Agile?

Maybe you can start your next retro with a discussion about:

There are four options for companies embracing Agile and Scrum -

1. Not doing Scrum and not being Agile
2. Doing Scrum and not being Agile
3. Not doing Scrum and being Agile
4. Doing Scrum and being Agile

And may the force be with you…

About the Author

Michael Nir - M.Sc. Engineering, SPC, PMP, PMI-ACP, president of Sapir Consulting, is a management consultant,
Agile coach, speaker, and best-selling author. He has been helping organizations overcome business challenges and
deliver value for over sixteen years.

He is passionate about Gestalt theory and practice, which complements his civil and industrial engineering background
and contributes to his understanding of individual and team dynamics in the business setting and elsewhere.
# NEW SNEC-PMI CHAPTER MEMBERS
March through June 2016

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<td>Bob Czajkowski</td>
<td>Cheryl Koda</td>
<td>Barbara Pokora</td>
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SNEC-PMI MEMBER ANNIVERSARIES

SNEC-PMI would like to acknowledge long term chapter members celebrating their 5, 10 and 15+ year anniversaries March through June, 2016. Congratulations to everyone and thank you for your continued and valued membership!

### 5 Year Anniversaries
- James Amendola
- Mildred Aybar-Reyes
- Magaly Barajas-Roman
- Daniel Capetta
- Donna Renee Cook
- Jonathan Cottle
- James Dowers
- Joseph Drew
- Richard Earls
- Pearl Espino
- Jeff Galdenzi
- Mark Heiss
- Karen Hope-Murray
- George Klein
- Lawrence Konopka
- Neeraj Koul
- Cheri Lavigne
- Nancy Nee
- Carolyn Nee
- Jennine Notestine
- Jacqueline Robinson
- Tim Rolfes
- Danny Santos
- Eleanor Scott
- Theresa Shepherd
- Diane Shiek
- John Stanko
- Lu-Cheng Sun
- Yahman Tomin
- Svetlana Vepinsky
- Debra Ward

### 10 Year Anniversaries
- Suzanne Aberg
- Howard Berger
- James Bertini
- Nadine Bristol
- Joanne Brunelle
- Ann Collins
- Paul Coughaine
- Roberta Ferguson
- Joseph Festa
- Gary Fleisch
- Diane Fuore
- Mehrdad Haghpasand
- Paul Kaminski
- Edward Koziol
- Carsten Lingemann
- David McCormick
- Caren Osborne
- Craig Plourde
- Richard Prior
- Willis Schmidt
- Richard Sena
- Carlton Sutherland
- Gary Teodore
- Mark Tschiegg
- Lynn Van Sweden
- Jay Wissler

### 15+ Year Anniversaries
- Brian Betts
- Carol Coppa
- Sonal Dottor
- Jack Duggal
- Sharon Dukett
- P. Gopalakrishnan
- Thomas Gunn
- Paul Hawkins
- Susan Houle
- John Inserra
- Peter Jalbert
- David Kaherl
- Christopher Lanzano
- David Martancik
- Jo-Ann Martin
- William McKernan
- Stephen Pellegrino
- Christopher Richards
- Bernice Rocque
- Clare Settle
- Gary Shuster
- Kenny Tassoulas
- Normand Thibodeau
- John Thomas
- Catherine Webb
- Peter Yorio

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**Tell us what SNEC Means to YOU!**

We are interested to hear your stories of what SNEC membership means to you – from the new learning, recent certification to new friendships and volunteer experiences. Share them!! Please send to content@snec-pmi.org, visit our Facebook page or LinkedIn group. Send your moment, your story, your victories and the support your colleagues at SNEC provide!
SNEC-PMI CERTIFICATION UPDATE

Congratulations from our Board of Directors and our Membership to those obtaining PMI Certification March through June in our chapter:

April Adams, PMP
Greg Amy, PMP
James Belcastro, PMP
Jeffrey DeWitt, PMP
Jacklyn Duffy, PMP
Sandra Falcetta, PMP
Alison Gain, CAPM
Raymond Gambardella, PMP
Kelly Geyer, PMP
Jack Glanzrock, PMP
Jeffrey Greenwood, PMP
Amber Haugeto, PMP
Aleksandra Irving, PMP
Savitha Katham, PMI-ACP
Doris Landaeta, PMP
Laura Matthews, PMP
Kate McDonnold, PMP
Bhavini Raithatha, PMI-ACP
Paul Ritchie, PMI-ACP
Robert Schaff, PMI-ACP
Patricia Schmitz, PMP
Mark Schneider, PMI-ACP
Joseph Schwork, PMP
April Shines, PMP
Andrew Swanton, PMI-RMP
Sundar Varadarajan, PMI-ACP
Brandy Williams, PMP
Chuck Womeldorf, PMP

Membership Certification Facts

As of July 6th, 2016 we have 1,720 members! Of our members, 78% are certified, and of those 75% are PMPs.

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<td><strong>Total</strong></td>
<td><strong>1,348</strong></td>
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</tbody>
</table>
SNEC-PMI 2016 BOARD OF DIRECTORS

Carin Salonia, PMP
President and CEO
Carin.Salonia@snecc-pmi.org

Norm Prevost, PMP
Past President
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Genevieve Guilmette, PMP
Vice President and COO
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SNEC-PMI

Mission Statement
To provide resources, professional development and networking opportunities to enhance Project Management.

Vision Statement
A better Southern New England through Project Management.

Quick Links

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Seeking your PM Stories, Tips, Techniques or Experiences!

The SNEC-PMI Newsletter aims to reflect our outstanding membership.

Please feel free to submit a story, tip, technique, or experience that you have found particularly helpful as a project manager. Submit your content (50-250 words) to our editor at content@snecc-pmi.org.

All items are subject to change at the discretion of the editor.