



MAXIMUM FLOAT

Michigan Capital Area Chapter Newsletter

Volume IX, Issue V February 2008



Program Meeting Announcement

Tuesday, February 19, 2008

Program Meeting at 6:00 PM
Clarion Hotel and Conference Center
3600 Dunckel Drive, Lansing, MI

Dinner Speaker: Dewey Hou

Vice President, Product Development
TechSmith Corporation

Topic:

" Scrum Development at Techsmith "

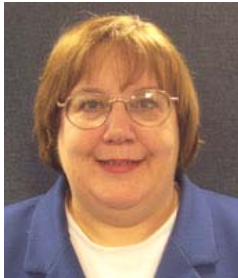
To Register go to : <http://www.pmi-mcac.org/>
And use the Monthly Program Meeting Link

Special Reduced Rate for Only Attending Speaker Portion of Meeting
at 7:00 PM

See the above link for details!

Inside this Edition

Message from the President	2
Vice Presidents Corners	2-4
Financials.....	4
DISC Overview	5-7
Monthly Program Information	8



Message from the President

Amy J. Piper, Ph.D, PMP

Most months I focus on what the Michigan Capital Area Chapter is doing locally. This month I would like to focus more globally and encourage you to take a look at www.pmi.org. There is always something new at the Global PMI site.

One important thing that you should take a look at is the exposure drafts of *The Project Management Body of Knowledge (PMBOK® Guide)*—Fourth Edition, *The Standard for Program Management*—Second Edition, *The Standard for Portfolio Management*—Second Edition, and *OPM3®*—Second Edition. These documents are [available for comment](#) through **March 22 at 5:00 p.m. EST**. No comments will be accepted after this date. This will give you a chance to see what's proposed, to voice any concerns, share perspective or lend professional insight. All members, volunteers and the greater project management community are encouraged to take this opportunity to get involved.

Also, PMI is approaching its 40th anniversary. They are encouraging members to e-mail them up to 200 words on what PMI means to you by 29 February. Your response to pmimeans@pmi.org will help them prepare for our 40th anniversary, in 2009. They value your input, whether you have been a member since the beginning or you have just joined. Take a few minutes and provide some input!

PMI Michigan Capital Area Chapter Officers

President

Amy Piper, PhD, PMP
President@pmi-mcac.org

Past President

John LeTourneau, PMP
pastpresident@pmi-mcac.org

VP Membership

John Oldham, PMP
membership@pmi-mcac.org

VP Finance

Alireza Namvar, MBA, PMP
Finance@pmi-mcac.org

VP Communications

Amita Das, PMP
Communications@pmi-mcac.org

VP Professional Development

Marjorie Greer McIntyre, PMP
ProfessionalDevelopment@pmi-mcac.org

VP Programs

Sam Roberts, PMP
Programs@pmi-mcac.org

VP Publicity

Charlie Kidd, MA, PMP
Publicity@pmi-mcac.org

VP Logistics

Pamela R. Sawatzki, PMP
Logistics@pmi-mcac.org

VP Outreach

Arun Sampath, PMP
Outreach@pmi-mcac.org

VP Special Projects

Karl A. Meier
Specialprojects@pmi-mcac.org

Vice Presidents Reports continued on page 3



Vice President – Professional Development

Marjorie Greer McIntyre, PMP

Greetings my fellow PMI-MCAC members. The PMP Exam Study Group is forging ahead. We are now midway through our studies and ramping up to complete at the end of March. As the participants prepare to take their PMP exam, if you should have any tips, study methods that worked well for you, or information you would like to share, please do so by contacting me and I will share with the Group. If you would like to participate in a future Study Group, we are collecting names and will provide details in the near future.

Save the date! We have scheduled this year's Professional Development Day (PDD) to be held on Monday, October 13, 2008 at the Sheraton Lansing Hotel on Creyts Road. We will keep you apprised of our plans as they unfurl. If you are interested in assisting in planning and executing this significant event, please contact me. Or, if you have any suggestions on making this event more beneficial for you, please contact me or any of the Board members. Have a great month!

Vice President – Special Projects

Karl Meier

PM Eye on Roman Laszuk, PMP

Roman manages projects and programs for the automotive manufacturing industry, an industry in which Lansing was once the world capital.

Roman attends monthly MCAC meetings for several reasons, including: networking with other Project Management professionals; listening to interesting speakers that present topics outside of his area of expertise; an easy and pleasant way to get PDUs; and many others too numerous to list.



Roman is a regular at our monthly program meetings and always has a clarifying question or two for the speaker. In addition, he has been a featured past speaker. So even if you have not yet met Roman, if you attend the meetings, you know Roman. If you have not had a chance to personally speak with Roman, take advantage of the networking session and introduce your self. Roman is a very interesting person and has had the opportunity to apply his trade in different countries, and most likely has a story or two to tell from his experiences.

Vice Presidents Reports continued on page 4



Vice President – Finance

Alireza Namvar, MBA, PMP

Michigan Capital Area Chapter PMI Balance Sheet As of January 31, 2007

Assets	
Current Assets – Checking/Savings	\$24,988.52
Total Assets	\$24,988.52
Liabilities & Equity	
Liabilities	\$0
Equity	
Retained Earnings	\$25,791.65
Net Income	(\$803.13)
Total Equity	\$24,988.52
Total Liabilities and Equity	<u>\$24,988.52</u>

The above Balance Sheet is generated from the Chapter's accounting system and does not suggest audited information.

If you have any questions regarding the finances of the Chapter, please feel free to contact me at any time.

Vice President – Membership

John Oldham, PMP

I would like to take this opportunity to welcome the following members... New to the Chapter since our January meeting:

Andreas Hestermeyer

Thomas Michael Kubit

Anthony Nahrwold

James Sunday

The following Chapter members have recently attained their Project Management Professional (PMP) certification:

Mr. Nitin Kundeshwar, PMP

Mr. Thomas Michael Kubit, PMP

Ms. Beth Ann Wilson, PMP

Mr. Susanta K Basak, PMP

Please join me in congratulating our newest PMPs!

The Michigan Capital Area Chapter includes 147 PMPs in the 211 total membership counts.

I am looking forward to seeing you during our next Chapter Program Meeting on Tuesday, February 19th.

[*Newsletter continued on page 5*](#)



Project Management Corner

DISC Overview

Richard Chulski, MBA, PMP

January's dinner speaker, Sid Henkin of Prism Learning Solutions depended heavily on the DISC behavioral model in his presentation. Henkin referred to DISC extensively, but did not explain the model. This article will make a brief overview of the DISC model and relate it to Henkin's presentation.

A quick web search found some interesting information. Dr. William Moulton Marston of Columbia University introduced the DISC model in 1928, in his book, *Emotions of Normal People*, during the early years of psychology. Freud was still alive at the time and there was excitement about how much psychology would improve people's lives. The DISC model evolved over the years and is different from Marston's original presentation.

Here is some detail to add to Henkin's DISC slides.

Category	Attributes	Weaknesses	Relates to...
Dominance	Wants challenge and control, freedom from control and authority. Works well with varied, difficult assignments and chances for advancement. Deals with choices rather than ultimatums.	Works poorly with others; does not relax; ignores controls, bosses and self-control; does not focus on finishing; insensitive to others' feelings.	Direct answers; getting to the point; pressure; reminders to stay on-task; freedom to pursue personal accomplishments.
Influence	Wants recognition, approval, prestige and friendly relationships; paints broad brushstrokes, an "idea" person; helps and motivates others.	Manages time and deadlines poorly; overly optimistic; irresponsible; poor listener.	Fair and friendly management; getting recognition in front of the team; rewards for taking risks.
Steadiness	Wants stability and support; established work patterns; security; familiarity. Long, laborious tasks. A specialist.	Sees change as a threat; overreacts to corrective action; risk averse.	Relaxed, friendly environment; time to adjust to changes; working at an individual pace; getting recognition one-on-one.
Conscientious	Wants quality and accuracy; clearly defined tasks; detailed work; limited risk; time to think.	Uncomfortable with even low amounts of risk. Misses deadlines. Tends to be pessimistic.	Personal reassurance; detailed operating procedures; active listening.

continued on page 6

MAXIMUM FLOAT

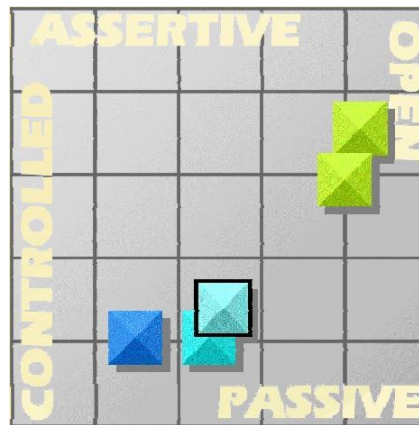
Michigan Capital Area Chapter Newsletter



“Steadiness” was “Submission” and “Conscientiousness” was “Caution” or “Compliance” in Marston’s time.

The key to the grid is to recognize very quickly which DISC category a team member is in, appeal to that person’s strengths and weaknesses, and relate in a way that will get a favorable response.

Henkin showed us a five-by-five grid like this:



An analytic view of the grid looks like this.

	Task Focus Assertive		Social Focus Passive	
	Dominance		Influence	
Extrovert Open				
Introvert Guarded				
	Conscientious		Steadiness	

- The top-to-bottom aspect on the left-hand side of the grid indicates a continuum from extrovert to introvert.
- The left-to-right aspect at the top of the grid indicates a continuum from task-focus to social-focus.
- The combination of the extrovert-introvert dimension and the task-social dimension determines the Dominance, Influence, Steadiness, or Conscientious personality characterization.
 - We can re-describe Dominance as a task-focused extrovert.
 - Influence as a social-focused extrovert.
 - Steadiness as a social-focused introvert.
 - Conscientious as a task-focused introvert.

continued on page 7



Industrial psychologists administer lengthy questionnaires to individuals and assign them cells on the grid. After analyzing the questionnaire, ideally, the practitioner reviews the results with the individual, does some training about dealing with people in each DISC category, and does some role modeling to practice recognizing and responding to people in each category.

Not surprisingly, the DISC model has some criticism and failings.

- Practitioners often administer the DISC questionnaire as a fun self-awareness exercise without follow-up about dealing with working relationships.
 - The model is diminished without understanding the interacting factors between the DISC types.
 - Henkin emphasized the relationship aspect, but a lot of practitioners do not.
- The model does not predict performance.
 - Its use as a job selection tool is suspect.
- They key value for managers is estimating others' DISC categories quickly, "during the 60-seconds it takes to meet someone and shake their hand."
 - Instant analysis depends on a raft of notoriously inaccurate prejudices and stereotypes.
- Explaining human behavior on four traits is oversimplification.
- Human behavior is situational and dynamic.
 - People's placement on the grid will change from one situation to another; from one context to another.
 - Sitting at a desk answering questions is only one situation and context from which the organization will derive and assume behaviors in all situations and contexts.
 - Henkin described the situational, contextual aspect, but practitioners pigeon-hole people based on the DISC type discovered in the questionnaire.
- Everybody is a combination of DISC types.
 - The extrovert/introvert and task/social aspects are not mutually exclusive.
 - Someone who is equally strong in all four aspects will be in the same cell as someone who is equally weak in all four aspects; yet, both people will be profoundly different.

DISC has a lot of adherents. They like DISC for several reasons. It is easy to administer, easy to explain, easy to understand and easy to promote. The DISC model is stable and mature, if not out-dated. It explains a lot about human behavior, despite its simplistic description of a complex subject.

If you are struggling with team performance, learning and using DISC skills can be helpful. After having learned, practiced and perfected DISC skills, some problem can persist. In that case, other models are available.

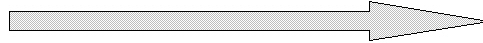
About the Author: The author, Richard Chulski, MBA, PMP, is Project Manager at Farm Bureau Insurance in Lansing. Richard can be reached at rchulsk@fbinsmi.com.

Newsletter continued on page 8



MAXIMUM FLOAT

Michigan Capital Area Chapter Newsletter



Published Monthly prior to Chapter Meetings

Charlie Kidd	Managing Editor	Amy Piper	Contributor
Pam Sawatzki	Contributor	John Oldham	Contributor
Karl Meier	Contributor	John LeTourneau	Contributor
Arun Sampath	Contributor		
Marjorie Greer		Alireza Namvar	Contributor
McIntyre	Contributor		

Monthly Program Meeting Information

The MCAC Chapter Program Meetings are held at the Clarion Hotel and Conference Center, 3600 Dunckel Drive, Lansing, MI 48910

MCAC Chapter Program Meetings are held on the third Tuesday of each month, September through May, excluding December. Bonus Programs are often held prior to the Program Meeting (normally from 5:15 PM to 6:00 PM). Networking begins at 6:00 PM and Dinner at 6:30 PM. The Main Program begins at 7:00 PM. Please go to <http://www.pmi-mcac.org> to registration and for additional information.

Costs: \$25 for members and \$30 for non-members which includes dinner. A presentation-only option is available to members for \$10 and non-members for \$15. Anyone who does not register in advance will be charged an additional \$5 at the door. If you are not pre-registered, we may be unable to accommodate you due to restaurant limitations