



MAXIMUM FLOAT

Michigan Capital Area Chapter Newsletter

Volume X, Issue XII April 2010



PMI-MCAC Program Meeting April 20, 2010 – Lexington Hotel of Lansing

AGENDA

Registration/Networking: 5:30 – 6:00 p.m.

Speaker 1: Amy Montgomery and Chuck Baird, 6:00 – 7:00 p.m.

Department of Technology, Management and Budget
Presentation: "Enhancing User Experience"

Speaker 2: Lisa Ramos 7:00 – 8:00 p.m.

Michigan State Police, Forensic Science Division, Serology and DNA
Presentation: "A Day In The Life of A Crime Lab"

Hearty appetizers will be served throughout the evening.

This event provides 2 PDUs!

Registration Link: <http://www.acteva.com/booking.cfm?bevaaid=197711>

The deadline for registration is April 16, 2010 at 12:00 noon. We will be able to accommodate a limited number of walk-ins.

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PMI-MCAC Announcements

Lunch and Learn

Date: Tuesday, April 13, 2010
Time: 11:45 a.m. – 1:00 p.m.
Location: Dewpoint, 1921 E. Miller Road, Lansing, MI 48911
Presenter: Information Builders
Tool: Performance Management Framework

To Register: <http://www.meetup.com/PMI-Capital-Area-Chapter-Lunch-and-Learn/calendar/12836633/>

Seating is limited, so sign-up soon! This no cost event provides free lunch and 1 PDU!

PM Study Group **REVISED DATES!!**

When:	Thursdays, 5:30 p.m. to 7:30 p.m. April 15th, 2010 through May 27th, 2010				
Location:	PTD 3001 Coolidge Road, Suite 403 East Lansing, MI 48823				
Online Registration:	Extended http://www.acteva.com/booking.cfm?bevoid=200381				
Cost:	\$250 for PMI-MCAC members \$300 for non-members				
Required Material:	PMBOK - http://www.pmi.org/Marketplace/Pages/ProductDetail.aspx?GMProduct=00101095501 <table border="1" data-bbox="300 1291 1015 1375"> <tr> <td>Price:</td> <td>\$65.95</td> </tr> <tr> <td>Member Price:</td> <td>\$49.50</td> </tr> </table>	Price:	\$65.95	Member Price:	\$49.50
Price:	\$65.95				
Member Price:	\$49.50				
Required Material:	Rita Mulcahy – PMP Exam Prep – Project Management http://www.rmoproject.com/product/pmp-prep.aspx \$99.99				
Contact:	professionaldevelopment@pmi-mcac.org				

Disney’s Approach To Business Excellence – 06/07/2010

The PMI-MCAC has joined The Disney Institute and Michigan State University as a Promotional Partner for an engaging, affordable, one-day event at Michigan State University on June 7, 2010. You and your colleagues will gain invaluable insight into Disney’s exceptional leadership and management practices that excite and motivate employees to perform and commit to unprecedented customer service at all times.

PMI-MCAC members will receive a discounted rate! Please stay tuned for more information.





Message from the President



Marjorie Greer McIntyre, PMP

Greetings to all PMI-MCAC members and friends! Time passes ever so swiftly! We only have three remaining months in the current program year (July 1, 2009 – June 30, 2010). This brings us to Chapter Elections!

Chapter Elections will be held during the month of May. Please consider running for one of the open Board positions:

1. President (12 month term))
2. Vice President of Programs (24 month term)
3. Vice President of Communications (24 month term)
4. Vice President of Logistics (24 month term)
5. Vice President of Professional Development (24 month term)

Detailed information will be sent to the membership regarding Chapter Elections later this month. Your skills and expertise are greatly needed to keep this Chapter a strong, growing and vital concern. Our Chapter needs you!

Our Lunch and Learn sessions have proven to be a valuable tool for attendees. This free, no cost, session also provides not only lunch, but 1 PDU! The next Lunch and Learn will be held on April 13, 2010, at 11:45 a.m., and will feature Information Builders showcasing their Performance Management Framework. Brad Olsen, Director of Media Relations, will host this event at the Dewpoint office on Miller Road in Lansing, MI. For more detailed information, and to register, follow this link: <http://www.meetup.com/PMI-Capital-Area-Chapter-Lunch-and-Learn/calendar/12836633/>

We also look forward to seeing you at our PMI-MCAC Program Meeting on Tuesday, April 20, 2010. We have a dynamic speaker lineup:

1. Amy Montgomery and Chuck Baird, Department of Technology, Management and Budget
2. Lisa Ramos, Michigan State Police, Forensic Science Division, Serology and DNA

Come out and join us!

We are extremely excited about our promotional partnership with The Disney Institute and Michigan State University! The Disney Institute will present a one-day workshop on, "Disney's Approach To Business Excellence". This event will be held on June 7, 2010 at Michigan State University. PMI-MCAC members will receive a discounted rate. More detailed information will be provided soon.

As always, this is your Chapter. Please continue to submit your suggestions and feel free to share your skills and knowledge! Have a great month!





Vice President's Corner

Vice President – Professional Development



Teri Hanes

Planning is underway for our 2010 Professional Development Day. Please hold the date on your calendar and contact me (professionaldevelopment@pmi-mcac.org) or any board member if you have any suggestions to make this the best Professional Development Day MCAC has ever had!.

What	Where	Day/Time	Date	PDU's
Professional Development Day	The Lansing Lexington Hotel 925 South Creyts Road Lansing Mi 48917	Monday 7:30 am – 4:30 pm	Oct 18	TBD

PDU tip:

Did you know you can get 5 PDU's for just going to work and managing projects?

Log into <http://www.occe.ou.edu/aia/pmi/PDUlogin.php3> and choose PDU Category 2H to claim these PDU's.

Thanks,
Teri





Vice President – Logistics



Cathie Coens, PMP

Benchmarking is a great way to assess how we measure up with similar organizations. The entire Board actively strives to provide the highest quality member services at the lowest possible rates. I recently reviewed program costs and registration practices for other lower Michigan PMI chapters to understand how we compare.

Here is a comparison of the April, 2010 chapter program and registration information, member cost, and PDUs. I hope you'll agree PMI-MCAC provides a *great* value!

Chapter	Program format	Registration Provider	Chapter Member Cost	PDUs
Michigan Capital Area Chapter	5:30-6:00 pm Appetizers / Network 6:00-7:00 pm Speaker 1 7:15-8:15 pm Speaker 2	Acteva	\$20	2.0
Great Lakes Chapter (There are two segments that members register and pay for separately-a Forum and Dinner/Speaker)	5:30-6:20 pm Forum 6:00-8:30 pm Dinner and Speaker	Acteva	Forum- \$20 Dinner/ Speaker- \$35	1.5
Thumb Chapter	5:30-6:00 pm Bonus 6:30-8:00 pm Dinner and Speaker	EventBrite	\$25	1.5
Western Michigan Chapter	5:15-6:15 pm Optional bonus speaker 6:15-6:30 pm Social Time 6:30-7:30 pm Dinner/ Announcements 7:30-8:30 pm Speaker	Website feature	\$30	Bonus 1.0 Speaker 1.0





Vice President – Finance



Steve Williams, PMP

Greetings to all! Below is the latest balance sheet for the Chapter. The statements are generated from the Chapter's accounting system and do not suggest audited information. If you have any questions regarding the finances of the Chapter, please feel free to contact me at any time.

Michigan Capital Area Chapter PMI Balance Sheet As of March 31, 2010

March 2010

ASSETS

Current Assets

Checking/Savings

1000 – Checking

30,190.11

Total Check/Savings

30,190.11

Total Current Assets

30,190.11

TOTAL ASSETS

30,190.11

LIABILITIES & EQUITY

Equity

1110 – Retained Earnings

20,840.20

3100 – Net Assets

8,000.34

Net Income

1,349.57

Total Equity

30,206.27

TOTAL LIABILITIES & EQUITY

30,190.11





Vice President – Membership



John Oldham, PMP

I would like to take this opportunity to welcome the following members - new to the Chapter since our last newsletter:
Jessie Jackson

The following Chapter member has recently attained their Project Management Professional (PMP) certification and gave permission for this listing:

Matthew Vandlen, PMP

Please join me in congratulating Matthew who recently completed his PMP certification!

The Michigan Capital Area Chapter includes 156 PMPs in our 201 total membership count. I am looking forward to seeing you during our April 20th Meeting at the Lexington Hotel.

John

Vice President - Publicity



Gwen Wyma, PMP

Thank you to Stanley Samuel for submitting his article, “The Invaluable Employee” to the Maximum Float. I hope you all enjoy his contribution. As Stanley has shown, this is your forum to mentor and/or inspire others and gain valuable feedback to help you grow in your chosen field. Keep in mind that you can earn PDUs for having an article that you write published in the newsletter. Contact me (publicity@pmi-mcac.org) if you want to discuss possible articles or information you believe would be of value to share.





Vice President - Outreach



Arun Sampath, PMP

The Annual National Letter Carriers Food Drive Volunteer Schedule for Saturday, May 8, 2010

1. **Delta Post Office** at 6101 W. Michigan Avenue, Lansing 48917
On the event day report to Cathy Kesler at the loading dock
Questions: Call (517)282-1165. On event day call (517)282-1165.

Sorters Schedule

Time slots:	10:00 a.m. to 1:30 p.m.	1:30 p.m. to 5:00 p.m.
Volunteers needed:	5 sorters needed	5 sorters needed

Drivers Schedule

Time slot:	9:30 a.m. to 3:00 p.m.
Volunteers needed	12 drivers needed

2. **Clark Crossings** at 1161 E. Clark, Dewitt 48820 (the corner of Old 27 and Clark Road near I69/ also known as the Lansing Factory Outlet Stores)
On event day report to Sherry Horvath at the event trailer in the parking lot
Questions: Call (517).282-1165. On event day call (517)282-1165.

Sorters Schedule

Time slots:	11:00 a.m. to 1:30 p.m.	1:30 p.m. to 4:30 p.m.
Volunteers needed:	5 sorters needed	5 sorters needed

Drivers Schedule

Time slot:	9:30 a.m. to 6:30 p.m.
Volunteers needed	12 drivers needed

3. **South West Carriers Annex** at 3285 Express Court, Lansing 48910
(Just one block west of Martin Luther King, Jr. Boulevard on Holmes Road)
On event day report to Jo Ellen or Val Marsh at the loading dock
Questions: Call (517)282-1165. On event day call (517)282-1165

Drivers Schedule

Time slot:	9:30 a.m. to 4:00 p.m.
Volunteers needed	20 drivers needed





4. **Lansing Catholic Central High School** at 501 Marshall Street, Lansing 48912

On event day look for an event trailer in the north east corner of parking lot
Questions: Call (517)282-1165. On event day call (517)282-1165.

Sorters Schedule

Time slots:	10:30 a.m. to 12:00 p.m.	12:00 p.m. to 2:00 p.m.
Volunteers needed:	2 sorters needed	2 sorters needed

The Mid-Michigan Food Bank

Volunteer Schedule for May 10-14, 2010

Mid-Michigan Food Bank at 2116 Mint Road, Lansing 48906

Report to Kathe Smith at the site
To sign up or with questions, call Pat at (517)203-5022.

Volunteers needed to sort and pack each day

Time slots	# of Volunteers
9:00 a.m. to 12:00 p.m.	15
1:00 p.m. to 3:30 p.m.	15

Member Article

The Invaluable Employee

In this world of crumbling economies & financial crises, layoffs and unemployment seem imminent. In such situations, the immediate loss might appear to be individuals who have lost their job. However, in the long term, it's the organization's loss. The employer has lost an asset that money can't buy. The employer has lost the relationships with internal/external customers, knowledge of business functions gained over the years and the commitment that these employees have had over the years of working in the organization. Unfortunately, this reality is often ignored.

When these individuals are forced to leave, all of a sudden, there's a vacuum in the company, since they were the ones who truly ran the company. They were the ones who established the relationships. They were the fuel for the organization. I am not talking about employees who just have a job to fill a vacant spot, but those who are truly committed to the mission & vision of the organization. Sadly, the organization fails to recognize them.

In corporate economies business deals are made through relationships. Yes, it is true that talent and skill are prerequisites to get a client, but it's the relationship that continues a revenue stream and keeps it strong. Any employee, who has knowledge about the organization's business practices, protocols, and understands their clientele, is very valuable. The loss of such committed employees can become a huge cost for the employer, in terms of re-hiring and training new employees in the future.





I am reminded of the time when I was managing a \$25 million account for a large Fortune 500 firm. Our division was one of the cash cows of the organization. The customer was very happy with our product and service and we were getting new orders even when the organization was bleeding. Then top management decided it was time to lower expenses and randomly picked groups to cut. My Vice President was laid off and our whole division went down with him. The cash cow account was given to another Vice President who had clout with senior management. As time went by, the new project manager, who replaced me, couldn't retain the relationship. Nor could they establish the service network that I had established. After three to four months, the client emailed me and wrote they were planning to cut back on orders, since the service provided by the new project manager was poor and the product was not being delivered on time. His final words in the email were, "If you were there, this would not have happened."

Although it was encouraging to hear my client had appreciated my services, I was saddened that the organization where I loved to work was losing business. The company thought they were trying to improve their bottom line, but failed to realize the potential of the relationships this employee had established.

Today as I look around I am shocked to see so many talented individuals in the market looking for a job. Sometimes I feel for them and have a desire to hire most into my organization. But alas, I do not have the bandwidth or projects to hire all of them. Maybe some day, I just might get to that stage. Talking to some of them, I realize not only are they talented, but passionate about their work and were faithful to their employers. These individuals would be an asset to any company.

I believe the market is ripe for organizations to pick and choose the best talent from those who have been thrown down into the unemployment lines. This is an opportunity for organizations to see the value in the people they have lost and those they still have. This is the time for companies to find that employee who will take them to heights they could never reach.

So what should employers do?

- (1) Recognize that they, the employer, work for its employees, rather than having the mindset that the employees work for the organization.
- (2) Not think employees belong to the organization, but help the employee feel the organization belongs to them.
- (3) Recognize the key individuals who are truly the "rainmakers" in the organization, rather than focusing on the employees who have more political clout.
- (4) Compensate the "rainmakers" well. However, if the organization is struggling for cash, then find creative ways to appreciate and encourage their employees.
- (5) Hire individuals truly committed to their work, based on past experience & reference.
- (6) Make every effort to retain these committed employees.

In closing, I would say the value of a committed employee is invaluable. Such employees can never have a price tag on them, for the work they do in an organization. Organizations need to recognize it is not about numbers, but about people. When they focus on the people, success will automatically follow.

Stanley Samuel, MBA, PMP

Project Director, Business Solutions 21 & Past President, PMI Michigan Capital Area Chapter

<http://www.linkedin.com/in/samuels>





PMI NEWS

Exposure Draft Period Approaches for *The Practice Standard for Estimating*

PMI is scheduled to release a new practice standard in the fourth quarter of 2010.

The exposure draft for this standard will be made available for comments on PMI's website at PMI.org on 29 March 2010. The comment period will remain open until 5:00 p.m. EST on 13 May 2010.

This is the time to voice any concerns, share perspective or lend professional insight. We encourage all members, volunteers and the greater project management community to take this opportunity to get involved.

Participation in the exposure draft process is open to the public. Your review and input are desired and appreciated!

Register for the PMI Research and Education Conference 2010

The conference will take place at the Gaylord National Hotel and Conference Center, Washington, D.C., USA, on 11–14 July 2010.

Conference registration is limited to 500 attendees. Secure your spot today and save hundreds of dollars on your fees by registering before 9 April 2010.

The [Research and Education Conference 2010](#) is PMI's premier biennial international project management research and education event. Be one of the first to learn about the three distinguished [plenary speakers](#), Kathleen Eisenhardt, PhD, Lisa Lahey, PhD, and Charles Pellerin, PhD, highlighting the event.

The conference will begin with the [GAC Academic Forum](#), 11 July 2010, that will explore approaches to distance and blended learning in project management. The forum will feature presentations on trends in teaching and learning as well as demonstrations of available technologies supporting distance and blended learning.

[Go to the event website for more information.](#) [Register today.](#)

More Organizations Requiring PMP Certification for Employees

Don't think that certifications make a difference for your career and organizational success? Not so according to the [Wall Street Journal](#).

Read the latest news on why the PMP® is a leading certification companies are requiring their project managers to have.





Professional Development Day (PDD) Sponsorship Program

We offer the opportunity for your organization to support our next Professional Development Day, October 18, 2010. As a sponsor, you will be able to interact with approximately project management professionals within the mid Michigan area. For more details, please contact professionaldevelopment@pmi-mcac.org

PDD Sponsorship Levels

- \$1000 – Platinum
- \$750 – Gold
- \$500 – Silver
- \$250 – Bronze





Monthly Program Meetings

The MCAC Chapter Program Meetings are held at the Lexington Lansing Hotel, 925 S. Creyts Road, Lansing, MI.

MCAC Chapter Program Meetings are held on the third Tuesday of each month, September through May, excluding October (PDD) and December. Please go to <http://www.pmi-mcac.org> for additional information on program speakers, agenda, and registration.

Registration

MCAC uses Acteva.com for online registration. Watch for monthly program emails from our Vice President of Communications containing an event link or go to our website. Online registration is available until three (3) business days in advance of the event. Registrations after this time are available as "walk-ins" at the door with payment by cash or check and are subject to availability.

Typical costs

\$20 for PMI-MCAC members and \$25 for non-chapter members. A "speaker only" option is available for \$10 to PMI-MCAC members and \$15 to non-chapter members. Walk-in registration is subject to availability and a \$5 registration surcharge.

Cancellation

Cancellations received by noon three (3) business days in advance of the event can be refunded (less applicable fees) or a credit for attendance to the next program can be granted. You may send a substitute in your place with advance notification.

Please contact the Vice President of Logistics with all registration concerns at logistics@pmi-mcac.org.

MAXIMUM FLOAT

Michigan Capital Area Chapter Newsletter



Published Monthly prior to Chapter Meetings

Gwen Wyma	Managing Editor	John Oldham	Contributor
Marjorie Greer McIntyre	Contributor	Cathie Coens	Contributor
Arun Sampath	Contributor	Steve Williams	Contributor
Teri Hanes	Contributor		

