Project Management Institute Bangalore India

PM Essence

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PM Essence

"The mission of PM Essence is to facilitate the exchange of information among professionals in the field of project and program management, provide them with practical tools and techniques, and serve as a forum for discussion of emerging trends and issues in project management. PM Essence is YOUR Newsletter and the Bangalore Chapter welcomes story ideas and/or suggestions to make it better. More information can be found on the Chapter's website".

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"Something Beautiful is on the Horizon"
Photo shot at : Kerala
Photo Shot by – Biswas K, Ingersoll Rand
Collected by Chankit Jain

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Editor's Note

"You are not here merely to make a living. You are here in order to enable the world to live more amply, with greater vision, with a finer spirit of hope and achievement. You are here to enrich the world, and you impoverish yourself if you forget the errand." - Woodrow Wilson

I am pleased to present you the July edition of the PM Essence Newsletter, in this edition we are covering a variety of topics from some esteemed guest authors.

PM Footprint Article, Leveraging Organizational network analytics (ONA) to unleash the power of your relationships. The author introduces the audience with a new-age and innovative concept – "Organizational network analytics (ONA)", a tool that maps and analysis the hidden social networks in an organisation and generates insight on various aspects. And further goes on to elaborate Change Management, Enhancing Collaboration and Driving Innovation as Some direct benefits that ONA can provide to the organisation.

Voice of Volunteers session with Senior Leaders, Veteran volunteers, and new aspiring volunteers as participants, where veterans share their experience and help the new volunteers to know more about volunteering and benefits of the same. The New aspirants introduces themselves.

Successful Project Managers are Great Marathon Runners; Being successful manager is a marathon effort. The author brilliantly explains the process of managing a project is just like planning for a marathon, emphasizing the five steps – Initiations, Planning, Executing, Monitoring & Controlling and Closing.

Trifles make perfection, and perfection is no trifle, Here the Author speaks about the importance of small things that make a huge difference. The article throws light on self-micromanagement, where you are trying to identify your own mistakes and try to correct them, which in turn plays a vital role in success stories. Further emphasising on the rhythm of the biological clock, one can build a healthy and happy life with more productivity.

We have our reader's favourite Cartoon by Chankit, Quiz compiled by Nikita and Highlights of Annual Member's Meeting which was held on June 26, 2021.

Thank you for your continued readership and looking forward to presenting you with more such insightful content.

Kindest Regards,

Team Essence

Editorial Content Credit : Chankit Jain

For feedback - avpmarcom@pmibangalore.org

PM Cartoon



Leveraging Organizational Network Analytics (ONA) to unleash the power of your relationships

Togy Jose

PM Guest Article

Everyone is familiar with the importance and benefits of Networking in career and personal development, but there is curiosity around how these networks and their analysis can fuel the success of an organization. Togy Jose introduced the audience with a new-age and innovative concept - "Organization Network Analytics - ONA". Togy's talk was centred around what is ONA, Sources for ONA, and how it can help the CEO and top leadership.

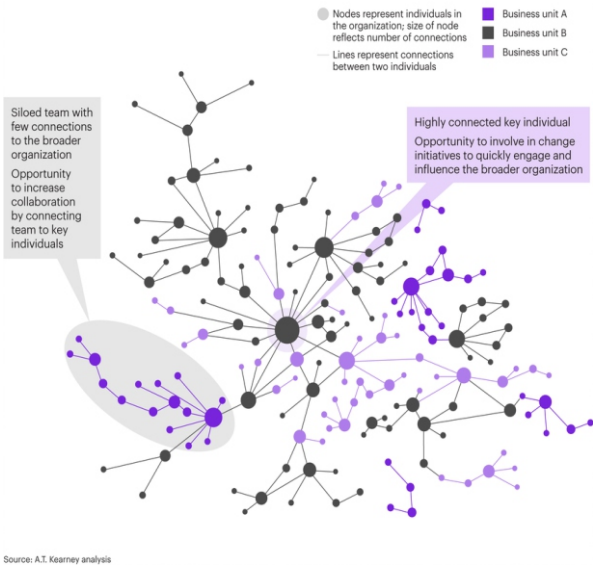
Organizational Network Analytics is an analytics tool that generates an X-Ray of the organization to "Reveal the Real Networks" that are foundational to Employee Engagement and Operational Excellence. It maps and visualizes the hidden, informal, social network in an organization and generates insight on culture, engagement, inclusion, collaboration, high potential, and influential employees, new hire integration, and many more.

ONA makes it possible to identify key employees and major informal communities, ONA can also be utilized to identify silo behaviour and lack of inclusivity in an organization. There is some tacit information which is limited to team leads or project managers for example details about a subject manger expert or an influential employee, with ONA, CEO and senior management will have access to tacit information and can make the best and timely use of that.

ONA can be bucketed in two categories Active ONA where data sources are Surveys and Passive ONA where data sources can be messaging and email data. ONA is most effective when it leverages multiple data sources like Surveys and Conversational Data to generate Converged ONA.

Some direct benefits that ONA can provide are Change Management, Enhancing Collaboration and Driving Innovation. Togy explained pain points associated with each of these areas and how ONA can help to drive change, overall collaboration and innovation.

Change Management - Most organizations are unable to effectively drive change because either the message



isn't effectively reaching employees or on account of active resistance. ONA can help by identifying key influencer and most vocal proponents for change. ONA enables organizations to leverage the influence of positive sentiment of the key employees to drive change and counter the effects of resistors.

Enhancing Collaboration - Silo Behaviours is a key phenomenon impacting collaboration across departments/locations/teams. This problem is acute in large organizations and with new mergers. ONA can help quantify and improve Collaboration within silos using Connectors and using Critical employees who are serving as Silos Bridges between silos. Togy mentioned that Silos are not always bad and Project managers can play a particularly significant role of silos bridges.

Driving Innovation - Innovation is the must for any organization to thrive and grow. Innovation can happen only with enhanced collaboration across team with diverse set of skills. The key ingredients of an Innovative team is the diversity and effective cohesive structure to implement ideas. ONA can help quantify the diversity of connections at an Individual and Team level to access the level of innovation that can be expected from the Organization.

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Togy Jose

Togy Jose is a cofounder and Head - Product and Innovation in OrgLens. He is a Talent Analytics leader with 16 years of experience spanning Talent supply chain, Product development, Process optimization and transformation consulting. As a Lean Six Sigma belt, extensively worked with organizations to drive data-driven decision making and enabling Network effects.

Guest Article

Voice of Volunteers

On a beautiful Saturday morning, Ms. Lakshmi Ramchandran hosted the "Voice of Volunteer" meeting and welcomed all the attendees to share their experiences and expectations of being a PMI Volunteer. In attendance were a good mix of Senior Leaders, Veteran volunteers, and new aspiring volunteers. Meeting began with a video message from PMI India leaders on the benefits of volunteering. One beautiful message from the video that struck a chord with me - "as in the game of tennis volunteering start with love-all and the one who serves well win the game".

As the meeting progressed new volunteers introduced themselves. Veteran volunteers share their heart-warming experiences of supporting an NGO that works for underprivileged children to support them in their higher education, supporting the covid relief programs, helping small and medium enterprises in applying PM practices, reaching to colleges to include PM practice in the curriculum to make students job ready. Volunteers work on a wide spectrum of areas like Academic relations, Outreach, marketing and communication, Technology, and many more.

Everyone echoed the sentiment that the mindset of volunteering and value adding work as a give back to society, not only brings satisfaction and fulfilment, but also provides a great opportunity to learn and network, and in fact, it is the best strategy for professional development.

Towards the end of the meeting, Col. Harsha emphasized an important point that volunteering comes with great responsibility and urges all volunteers to be committed, disciplined, and manage their time well.

Aspiring volunteers can apply for volunteer roles across various portfolios in the tool VRMS (https://vrms.pmi.org).

Please send feedback and suggestions to volunteering@pmibangalore.org

Happy Volunteering!!

~ Compiled by Roona Shree



Successful Project Managers are Great Marathon Runners

Vedamurthy Mallikarjunaswamy

Every Marathon is like a new project. Each marathon can be broken down into five stages: Initiation, Planning, Executing, Monitoring & Controlling and Closing. Further, every race cam be broken down into a Work Breakdown Structure (WBS). The initiation stage involves identifying the race and the dates. Planning involves the training program and then collecting the race bibs, scouting the start point etc. Execution involves implementing the take-aways from the training program. Monitoring and Control involves listening to your body and ensuring your physical and mental well-being through the race. Closing involves the cool down routine, savouring the success of race completion and posing for photos.

It is quite easy to identify the parallels in project execution. Marathons teach us strong planning, execution and patience. It helps us to utilize the available resources efficiently and also helps in improving our risk management strategy. On successful completion, it provides us with a sense of lifetime achievement. They also help us in reflecting and identify the opportunities to improve. It is no wonder running a marathon is quite similar to executing projects successfully. This gives us an insight into why successful project managers are Great Marathon Runners.

~ Compiled by Vignesh Sundaram

Vedamurthy Mallikarjuna swamy

Vedamurthy is a Project Management Leader at Ingersoll Rand. He possesses proven Track record with 21+ years' experience with Project & Program Management, Product Engineering, Manufacturing Engineering, Team Leader, Engineering Excellence and with handling Customer facing projects.



Trifles make Perfection, and Perfection is no Trifle

Mohammad Sayeed Qureshee

PM Guest Article

Small things or small acts are of immense importance, but they are mostly ignored almost in all walks of life. Even in the business world, micromanagement that is quite linked to the core idea of small act and big impact has a bad connotation. One of the main reasons is that employees who are being micromanaged feel distrusted and undervalued. They often attribute this problem to the behaviour of others- to the micromanager whom they feel mistreating them. This is one side of the coin but rest assured, in this article formal micromanagement is not going to be discussed at all. But the focus lies on the other side of the coin that is self-micromanagement. How it impacts positively and adds to our success is the main idea of this write-up.

Success is not only the result of proper planning, good management, and nice execution but also cumulative effects of small things. Here small things mean small acts performed in our day today life. Sometimes, desirable results are not gained even after good planning, hard work and perseverance. May be, small acts are not counted well or overlooked.

One needs to be soft to others and hard to self. It means we should not overlook or neglect our own errors and mistakes. On the contrary, we tend to find faults in others and excuse our own mistakes. This is not less than an autocratic behaviour keeping us away from optimum results out of our actions. Here comes self-micromanagement as a rescue for us. Self-micromanagement plays a vital role in all the success stories. Great things are not done by impulse but by a series of small things brought together. Holistic positivity in our approach is brought by noticing small things and acting upon them. There are various points where we need improvement but here one and only point to be dealt briefly covering the greater part of our life...

Act accordingly the Biological Clock for more productivity in life. All living beings have adapted all their biological processes to 24-hour day night cycle. This cycle is regulated by biological clock aka circadian rhythm. Biological clock pertains to various mechanisms that regulate biological rhythm such as- sleep-wake up cycle, patterns of hormones secretion, blood pressure, alertness level, even metabolism etc. To put it simply, all humans including all living organism have an inner clock that tells when to wake up and go to bed; when to eat; when to take rest, when to work hard mentally and physically etc. If we don't follow the signals of our bio clock, we tend to feel lethargic, more vulnerable to diseases, low in productivity and have a slow metabolism leading to obesity and what not...

Merely by correcting our daily routine and restoring rhythm of biological clock may help you become more productive in action, better in health and happier in life.

Sleeping: Do you want to be a night owl or a morning lark? Choice is yours. Humans are designed to work at day light and rest at night. Adults are supposed to go to bed early and get up early. This enhances your energy level. It may take a dip in the early afternoon. Here one needs to take a power nap or a quick break to be become a better performer.

Eating: Studies suggest that eating at a certain time provides with better health. It may control your weight gain, keep your metabolism fast and make you feel more energetic.

Restrict your eating to a 12-to-14-hour window during a day can be helpful. Eating late at night can have negative impact on your sleeping pattern and health. So, take your last meal at least 3 hours before going to bed.

Exercising: Research suggests that regular exercise can help regulate your circadian rhythm and improve your metabolism and sleeping quality. Workouts must be performed between 3 pm to 6 pm to get best out of it and avoid injuries. Evening might be the best for yoga and flexibility exercises. This is because body is at its most relaxed and least prone to injury.

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Mohammad Sayeed Qureshee

Recipient of "Governor Award for Teachers."

Lecturer Eng. Experience – 23 years of teaching at high school level, Teacher training- 11years, worked in various ELT projects of CG state government., Designed training modules for PS, MS and HS teachers. And Running a Ride N Teach mission individually to reach to unreached student by riding cycle and teach them English in rural, tribal, remote jungle area for last 4 years.

Guest Article

Highlights of Annual Meet

Annual All Members Meet on 26th June 2021

Somashekar N T

Summary

1. **Invocation of the meeting**

a. 75 members participated in the AMM meeting the Quorum required.

2. **Welcome address by the President.**

a. Points presented by President – Muktesh Murthy

PMI Bangalore India Chapter –

- Vision – To be the Most Admired Professional Body for Advancement of Project Management in the Region
- Mission – To serve Project Management community by dynamic advocacy of standards & practices to advance professional development.
- Chapter activities (Learn, Qualify, Advance)

3. **Presentation of audited accounts and its approval & Appointment of External Auditors - by Secretary – Sachin Sood**

a. Chapter Annual Report

b. Financial Report 2020 - 21

c. Resolution passed successfully.

i. Approval and Adoption of Accounts for the year ending 31st March 2021

ii. Confirmation and reappointment of Statutory auditor's M/s Anand Kulkarni & Co., Chartered Accountants, Bangalore for the Chapter for the financial year 2021-22.

4. **Chapter Strategy for 2021 – 22 by the Secretary & Board Members**

a. Points presented by Secretary – Sachin Sood

i. Efforts during the Year 2021

ii. Portfolio Updates

1. MARCOM strategies for 2021

iii. Social Media Standings

b. Membership Services update by Balakrishna Chinnaiyan

c. Updates by Palash Gupta

i. Professional Development,

ii. Continuous learning,

iii. PMP Quest

iv. Feedback from the PM community

v. ATP accreditation, Trainers and Handholding other chapters

d. Volunteering portfolio – Yashita Arora

i. Objectives (Enticing, Engaging and Enriching)

ii. Actions (Streamlining, Enabling and Effective volunteer partnership)

iii. Key updates and Initiatives

iv. Volunteering meet – 03rd of July

e. Special Programs – 2021 -22 – Priya Batra

i. Goal – "To enable effective forums and impart best in class project management knowledge and learning experience to our members and community at large"

ii. Updates on PM Footprint, PM Open Space and PM Enrich

f. Engineering and construction forum

I. Introduction of the team members

ii. 5th Edition of Engineering & construction Symposium held on

g. Corporate Relations – Eswari Rao

i. Speakers and SMEs

ii. Inhouse training

h. Academic Relations – Karthikeyan Ramamurthy

i. Objectives and Engagements

ii. Our partners

iii. Plans for 2021-22

iv. Updates on PMIEF

i. Outreach – Subramanyam Krishnamurthy (Mani)

i. Zero Hunger

ii. Quality Education

iii. PM Fundamentals workshop

iv. NGO Trainings

v. Participant's feedback was shared.

Continued on Page 7 ...

Chapter News

Arun Malavalli

The Chapter conducted below events successfully

PM Footprints Webinar: Chapter conducted PM Footprints webinar on 12th June 2021. Topic was "Leveraging Organizational Network Analytics (ONA) to unleash the power of your relationships". Speaker was Mr. Togy Jose. The event was well received with over 120 participants attending.

E&C PM Footprints Webinar: Chapter conducted E&C PM Footprints webinar on 12th June 2021. Topic was "Successful Marathon Runners are Great Project Managers". Speaker was Mr. Vedamurthy Mallikarjunaswamy. The event was well received with over 110 participants attending.

PMP QUEST: PMP QUEST was successfully conducted on 19th, 20th, 26th & 27th June 2021.

Annual All Members Meeting (AMM) : Annual All Members' Meeting was held on 26th June 2021. It was held virtually.

Highlights of Annual Meet ... continued from Page 6

j. Technology – Srivathsa ES
i. Objectives and Services delivered.
ii. Planned Initiatives
k. Quality – Muktesh Murthy
i. Update on Quality
ii. Way forward
l. Way Forward
i. Affiliate portal product catalogue
ii. Digitization of Chapter Assets
iii. Collaboration with chapters and PMI
iv. More CSR Activities
v. Add New products and services to the portfolio.

5. Any other business

a. Q&A

6. Vote of Thanks by President – Muktesh Murthy extended thank you note to

a. Board members & Members
b. Office members
c. Secretary – Sachin Sood

Organizational Network Analytics (ONA) ... continued from Page 3

Togy provided crisp description of ONA with very interesting analogies and examples, and this ignite lots of questions from the audience, some of the logical questions were "Is that legal to capture messaging and email data", "can insights for ONA be use to weaponize against employees, "how can the ONA be developed for IT organizations where most of employees works behind client networks" etc. Togy patiently responded to all these inquisitive questions.

ONA is an emerging area with applications in various spheres like HR Analytics, Talent Management, promoting acquisition and mergers. Some tools that are available for ONA are Zephy, NodeXL etc. Orglens also provide a platform for ONA. Companies have start using ONA to understand their social capital and leverage that for business advantage.

~Compiled by Roona Shree

Trifles make perfection ... continued from Page 5

Thinking: you may need to adjust your schedule to make the most of your mental power. Studies suggest and accordingly Indian philosophy, early morning to morning hours are best time to keep your metal level sharpest. Post lunch hours are not suitable for cognitive skills. Even if one needs to work after lunch in any creative work needs a power nap or a quick break to be more performing.

Sleeping pattern, eating timing, work out hours, thinking activities etc. are the part and parcel of our life. But a little mismatch of them with your biological clock may make or mar the quality of your life. Hence, by restoring or tuning our biological clock or circadian rhythm can improve our performance level in all arenas. Believe me to do a small act well is the best proof of ability to do what is great....

PM Member's Corner

We welcome all new members and thank members who have renewed their membership in June 2021.

Members completing their Anniversaries in June 2021

There are a total of 96 chapter members who have completed their anniversaries in June 2021. We from the chapter would like to thank them all for being with us through thick and thin and support us for these long years. Some of the notable long terms (10 years and above) are given below.

18 Years (Since June 2003)

- Mr. Venkatadurga Nageshbabu Garapati
- Mr. Suresh Prabhu

16 Years (Since June 2005)

- Mr. Naresh Tanwani
- Mr. Venkatesh Shamabhat

15 Years (Since June 2006)

- Mr. Achuth Nayak Kodange

14 Years (Since June 2007)

- Mr. Konakalla Manoj Kumar
- Mr. Sandeep Shastri

12 Years (Since June 2009)

- Ms. Selva Cangatharan
- Mr. Chandra Shekhar

11 Years (Since June 2010)

- Mr. Ravindra Chalamalasetty
- Mr. Balakumar Chinnaiyan
- Mr. Basawaraj Pagade

10 Years (Since June 2011)

- Mrs. Eswari Rao
- Mr. Anand Sethurathinam
- Mr. Yeldo Varghese
- Mr. Jayaraj Narayana
- Mr. Sujay Tendulkar
- Mr. Sudeep Patil

For any queries or suggestions, please write to **Balakumar Chinnaiyan,** VP Membership, PMI Bangalore India Chapter at **membership@pmibangalorechapter.org**

PM Quiz

Questions:

1. _____ ,_____ and _____ form Project Manager's sphere of influence
2. Project Selection Methods can be categorised in to _____ & _____
3. Lowest level in a Work Breakdown Structure is known as _____
4. Three-point estimating technique comprises of weighted averages of ____, _____ and _____.
5. A _____-Chart is a matrix-based chart known also as a responsibility assignment matrix (RAM)

Answers:

1. Project, Organisation and Industry
2. Benefit Measurement and Constrained Optimization
3. Work Package
4. optimistic, pessimistic and most likely estimates.
5. RACI

Compiled by Nikita Pareek

Member Benefits:

PMI membership includes many free resources that can help you power your career and earn valuable PDUs.

- 1000+ tools, templates and webinars
- 4 virtual events each year
- Discounts up to 30% off live events, online courses and popular books in the PMI Store
- Networking with project managers around the world

Plus, PMI membership includes free access to these digital publications:

- PMBOK® Guide (available in 12 languages)
- 19 digital editions of the PMI Standards
- 57 digital editions of PMI-published books

Happy Learning and earning PDUs!!! Feel free to revert for any further clarifications.

https://www.pmi.org/membership

CHAPTER EVENTS

PMP QUEST
PMI BANGALORE CHAPTER

Important Online PMP QUEST Training Dates :
17th, 18th, & 24th, 25th July 2021

E & C PM Footprints Webinar — July, SAT 10

PM Footprints Webinar — July, SAT 10

ValueWorks; mail@valueworks.co.in