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## A Toast to Thriving through Change

*A message from PMI Charleston President, Marie Bedard*

Dear PMI Members,

I was thinking of what I had to share with you, so I decided to try out my new juicer to go with the Costco size bag of limes that were going to go bad if I didn't do something with them. And then I remembered... 2 years ago and the COVID19 lockdown. My adult daughter had come to stay with us. Like so many others, we decided a little gardening would be good for the soul. I am no gardener, ergo my contribution to this endeavor was to plant mojito mint and basil. Yes, specifically, mojito mint. If you love a good mojito, like I do, then this is a no brainer. And, well, what is better than a cocktail on the porch while your very talented chef-daughter is preparing something delicious on the grill? Did I think to buy a juicer to forgo squeezing all of those limes 2 years ago? Nope, never crossed my mind. But then again, there was no risk of the limes going bad, back then...in the Spring of 2020.

But March 2022 is different. My daughter went home a long time ago, fell in love and was married last week; I got over my mojito habit (I wish I could get over those extra calories hanging around) and next week my office is lifting its mandatory maximum telework requirement. We are returning to the office, but in a "hybrid" work environment maximizing telework where feasible and desirable. We already had flexible telework policies, so will this just be "more" flexible? I read many articles stating that people don't want to come back to an office environment. However, I just sat through 24+ interviews for a leadership program. Over half of the applicants



inquired if it will be held in person or virtually. To a one, they want as much in-person engagement as possible. During the dialogue, the applicants voiced the challenges the virtual environment had on their teams and how they overcame. I felt like I was listening to a Project Management speaker, "Communication, Communication, Communication". Frequent, deliberate, intentional, genuine, personal and professional communication is the key to success. We all know this to be true, but doing it is an entirely different story. How many of us had to adapt and overcome? Change our style of communication? Between the start of the pandemic and now, how many of us went from wearing pajamas as we banged out an email during a conference call on our phone, to using our laptops for audio, video and chat (and yes, having to at least wear a respectable shirt for the camera)? We are not just project managers, each and every one of us is a change manager. During the onset of the pandemic, we may not have had the systems in place but as time went on, we implemented strategies for effecting and controlling change and helping our teams to adapt. Change is what we do. So raise your mojitos and let's toast to the change that is in the air this Spring of 2022.

Fondly,  
Marie

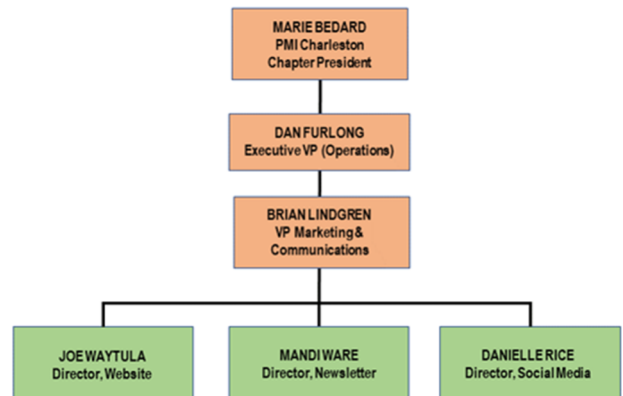
# Contributing to the Local PM Community

*A Message from Brian Lindgren, VP of Marketing/Communications*

This is my first formal communication as PMI Charleston Chapter VP of Marketing & Communications. Late last year, our illustrious chapter President Marie Bedard persuaded me to run for office, and the rest is history. As I started checking out the interior of this new “apartment” in which I’ve taken residence, I heard of a quarterly chapter newsletter. Imagine my embarrassment when I confessed to the rest of the BOD that despite having been a chapter member off and on (mostly “on”) since 2006, I was completely ignorant of a newsletter. It turns out it was a less-than-formal publication, so blinking quickly would explain why I hadn’t seen it.

Around the time I learned of the newsletter, I saw the chapter org chart and saw that three positions mapped to me: Directors for Website, Media, and Newsletter. Having developed, edited, and written for many newsletters over the years, my lack of awareness of this one wasn’t going to stand in my way. Luckily, I quickly met two great chapter colleagues – Mandi Ware and Danielle Rice – who were more than happy to take this journey with me.

Mandi agreed to be Newsletter Director, and Danielle is the Director of Social Media, The third position, Website Director, was being unofficially handled by Joe Waytula, and happily he will continue doing so, now with the formal designation. So because all three of these individuals have been more active in our chapter over the years than I have, formally appointing them to those positions was fairly intuitive.



We will definitely try to avoid becoming a newsletter that seems self-serving, like ego trips for the executives that publish them. Too often newsletters have lengthy articles about a company or association president, almost like a justification of why they have that position. I see a newsletter’s purpose as communicating to the audience – whether that means developing a reference point to find information, report on a story that’s pertinent to the topic, or broaden the perspective of the reader relative to the topic at hand. In the case of the PMI Charleston Chapter, many of the BOD members have been involved for a while, and many are known if you’ve attended any meetings over the past few years.

This ties into one of the first thoughts I had regarding “marketing” the Chapter – who is in the chapter? I have supported NIWC/ SPAWAR for nearly 20 years, and while NIWC is one of the larger employers in the area (for government and contractors), I’m aware that many in the chapter are connected to MUSC and medical fields. What matters to one person might not be as critical to another; and individuals in one profession might be curious to learn more about other fields. We want to find out who is in the chapter, not just names on a page or statistics of who works where, but what it is we can provide that will make you want to actively participate in Chapter activities. What types of speakers would interest you? What does your PMI membership mean to you? What certifications might best suit you?

We thought it would be nice to put the spotlight on other members of the chapter. This issue has some samples of “Meet the PM” which will ask the same questions of various members to enable us to learn more about them, which will help us all with the networking process. In what might seem like a contradiction to what I stated above, not focusing on the people who compile the newsletter, to get things started a few of us have filled out the Meet the PM template. Ultimately, we hope to feature five or more of these profiles in every issue.

As for the newsletter itself, we will initially start off with PDF publications to make them easy to download, read offline,

print pages, and so on. Eventually we might adopt more of a web page format. These are the thoughts of the newsletter team, but what type of newsletter would make you want to read it?

Regarding social media, the primary platforms Danielle uses include LinkedIn, Slack, Facebook, and of course our chapter website. Will these work for you? Are any blocked by your organizations' firewalls? Any platforms you use that would help spread the word about our chapter?

Even though we are all PMI members, different paths led us here, and our connections to project management are varied. We want to learn about some of those paths and the project management roles you play. That will help us tailor the newsletter to your interests and needs, which in turn will enable us to plan meetings that will resonate with more of you, not only by aligning to your comfort zones but also exposing you to new areas in a conscious way that we hope will be enlightening.

At some point in the not-too-distant future I'd like to send out a member survey to not only better market this newsletter but also to enable all of us on the Board of Directors to have a better sense of who we're serving. Until then, please feel free to drop me a line at [vp\\_marketingcommunications@pmi-charleston.org](mailto:vp_marketingcommunications@pmi-charleston.org) or leave a message on the PMI Charleston LinkedIn page at <https://www.linkedin.com/groups/97450/>

## PDU Requirements for PMI Certifications

If you hold a PMI certification, PDUs (Professional Development Units) are required to maintain your certification. Detailed information on PDUs can be found [here](#), but here's a quick overview:

### **PMP, PgMP, PfMP, PMI-PBA**

- 60 PDUs per three-year cycle
- 35 Minimum Education (8 from each of the Talent Triangles)
- 25 Maximum Giving Back

### **CAPM**


- 15 PDUs per three-year cycle
- 9 Minimum Education (2 from each Talen Triangle)
- Maximum 6 Giving Back


### **Ways to Earn PDUs**

Earning PDUs ensures that you keep up with the perpetually changing realm of portfolio, program, and project management. You can find resources on earning PDUs [here](#), but here's a brief list:

- Course or Training
- Global Events
- Local Meetings (like Charleston PMI!)
- Online or Digital Media
- Reading, and
- Informal Learning

# PMI Charleston May 2022 Virtual Meeting

 May 19, 2022  
12:00 PM - 1:15 PM

 Virtual Zoom Meeting

[Add to Calendar](#)

**Practical Adaptive Leadership: Turning Leadership into a Verb**  
***A powerful tool to drive employee engagement and empowerment***  
**Presented by David Mantica**

## Overview

Leadership is no longer about the presence of a positional powerbase. One must start thinking in terms of self-leadership, and how to utilize the referent powerbase, shifting his or her concept of leadership from a noun to a verb. Through a focus on the details of Adaptive Leadership, this program will show individuals how to build the skills necessary to properly utilize Adaptive techniques.

Adaptive Leadership was developed out of Harvard University, specifically around how human psychology, evolutionary biology, and behavioral economics impact leadership when faced with the fast-paced and ever-present change of today's world.

An Adaptive leader must change their approach to problem solving, testing, communicating, and executing. These individuals must understand the implications of their work on the overall system, and they must constantly filter their work based on the value of the outcomes produced.

Innovation professionals are beginning to find themselves asked to support the development of the "future state," and be the trusted advisors to ensure the value of that "future state" is properly defined. Adaptive Leadership skills have proven to be a critical tool in ensuring success for innovation professionals.

## Learning objectives:

- Identify the critical elements of defining value
- Exposure to systems thinking and dealing with adaptive challenges over technical issues
- Understand the mindset required for adaptive leaders
- Understand the work approach and critical concepts

## Speaker bio:

David has 25 years of business-to-business services, consulting, coaching, and training industry experience in roles from operations, service delivery, marketing, product management and executive management. Just recently he successfully sold his business-to-business training firm having taken it from \$1.2m to \$13m in seven years all done organically. Currently David is the VP and General Manager for SoftEd US, a leading provider of transformational training services, working to support companies in embracing agile methods for achieving business results. Along with his work at SoftEd, David provides business owner coaching services to several companies in the Raleigh-Durham area through DTM Services. He also provides pro bono career coaching services and presentations to individuals and organizations throughout the US.



**Date:** May 19, 2022  
**Time:** 12pm-1:15pm  
**Cost:** \$5 member, \$10 non-members  
**PDU:** 1 Leadership PDU

# PMI Leadership Institute Gathers in Orlando

From March 31 through April 2, PMI hosted a Leadership Institute (LI) Region Meeting – North America in Orlando, FL. This was the first in-person event in more than two years, due to the COVID-19 pandemic. It was also unlike previous PMI LI meetings in that the scope was much broader, with 161 chapters invited to send up to two representatives each. The Charleston Chapter sent two of our newest board members, VP of Professional Development, JJ Jenkins, and VP of Marketing & Communications, Brian Lindgren. PMI personnel in attendance included Brantlee Underhill, Managing Director, North America; AJ Filipas, Manager, Chapter Engagement, North America; Jennifer Tharp, Chair of the Board of Directors; Mike DePrisco, COO and Interim CEO; and Jason Dolfi, Director, Global Chapters and Volunteers. In addition, many region mentors and operations analysts were present, including Sarah Maxwell, Chapter Engagement Partner, and Kitty Heite, Chapter Operations Analyst, both representing Regions 5 and 14 (the Charleston chapter is in Region 14).

Following Thursday afternoon check-in was a reception and dinner which featured, among other things, an array of women in full flamingo regalia, complete with stilts. Friday morning's opening session featured several of the leaders mentioned above and laid out milestones, addressing PMI objectives, goals in North America, and recent chapter achievements around Chapter 4.0 strategy. This was followed by four concurrent breakout sessions with the following topics:

- Chapter Board Succession Planning: Building the Volunteer Pipeline
- Building Virtual Communities
- Chapter Management: Guide to Governance
- Engaging Military Project Managers

Following a networking luncheon was another general session focusing on the PMI Culture Journey Workshop, with four additional breakout sessions in the afternoon:

- Engaging Youth
- Promoting the Chapter: Tips on Marketing
- Social Impact
- Accessing & Using Data

Next were four concurrent sub-region breakouts:

- Region 1 (Northwest North America) and Region 7 (Southwest)
- Region 2 (North Central) and Region 3 (Northeast)
- Region 4 (East Central) and Region 6 (South Central)
- Region 5 (Mid-Atlantic) and Region 14 (South North America and Caribbean)

Saturday morning started with four concurrent breakout sessions:

- Engaging Volunteers
- Professional Development/Events (Live/Hybrid/Virtual)
- Recruiting & Retaining Members
- Leading the Chapter

After a short networking break there was another General Session focusing on meeting highlights and key takeaways, and the closing keynote featured entertainment from the comedy-juggling duo Jon Wee and Owen Morse, aka The Passing Zone. Closing remarks were presented by our own Region 14 Mentor John Doran and AJ Filipas.

More than 200 chapter leaders were present (in addition to PMI personnel). Although this was billed as a "reunion," Kitty Heite also indicated it was a different type of meeting that what they've done in the past. It was considered a trial event, superseding the previous, smaller, localized LI meetings. The idea was to bring together all the regions to facilitate networking across the micro regions while also celebrating the return of in-person events. Karen Scott, President of the Tallahassee, FL chapter, had been to previous events, the last of which had been in Philadelphia in 2019. She indicated that they are all fairly similar, with different themes, but noted that "This year, coming out of a two-year pandemic which caused all of us to think differently - including PMI Global, the conversation is just different. I think 'being back' is that it is so much easier to establish relationships when we are in person."

The PMI Global team continued with meetings after this event. As of this writing there is no indication as to how well it hit the goals or if there will be a 2023 event. From the standpoint of PMI Charleston, there was definite value in attending as it revealed that our challenges are consistent with other chapters', and it helped provide insight into possible resolutions.



Sarah Maxwell, Chapter Engagement Partner, PMI Regions 5 and 14, confers with a flamingo.

## Meet the PM

Virtual meetings have allowed our chapter to continue meeting regularly, and while effective, it can still be difficult to get to know other Chapter members. We want to hear from you! Introduce yourself by filling out [this brief form](#).

### Meet Brian Lindgren <https://www.linkedin.com/in/brianlindgren>



- **Joined PMI Charleston:** First joined circa 2006; then 2014-present
- **Current professional role, company and industry:**  
Senior Business Development Manager, Hill/Alion Science, Government Contracting
- **What led you to a role in project management?**

Most of the work I sought - writing, editing, designing - was defined by projects. It wasn't until years after I had been doing it that I realized project management was a specific discipline.

- **Share a typical day in your current role:**

A big reason I enjoy my job is there is no typical day. I research opportunities; identify teaming partners and build teams; develop briefings to decide whether to pursue an opportunity; make presentations; coordinate meetings with project stakeholders. I get to apply logic and creativity to achieve the goal

- **Are you from the Charleston area? If not, what brought you here?**

Have lived here 30 years; moved here in 1992 because of a job.

- **What are your hobbies?**

Music (playing, writing, some podcast-style radio DJ programs)

- **What's your favorite quote?**

'There are those that look at things the way they are, and ask why? I dream of things that never were, and ask why not?'

- **What's your dream project?**

Something artistic – designing and publishing a book of artwork, photographs, poems, or essays; coordinating a musical collection where I help to write, record, and produce the songs.

### Meet Mandi Ware <https://linkedin.com/in/mandiware>



- **Joined PMI Charleston:** 2019
- **Current professional role, company and industry:**  
Asst. Program Manager/Project Manager, Berkeley County Transportation Sales Tax, Engineering

- **What led you to a role in project management?**

I managed my first project in 2004 while working in the court system. Gaining over a decade of legal experience eventually opened the opportunity to assist with right of way acquisition for public transportation projects. My role quickly expanded to overall project and program support, as well as management of individual projects.

- **Share a typical day in your current role:**

A typical day in my current role includes planning for upcoming projects (supporting right of way acquisition staff, permitting, procurement), monitoring and controlling current projects (attending progress meetings, site visits, etc.) and overall program management support (monitoring operating budget, responding to FOIA requests, updating public website).

- **Are you from the Charleston area? If not, what brought you here?**

Born and raised in Berkeley County

- **What are your hobbies?**

Cheering my son on from the sidelines (currently basketball) and sharing my passion for mental health awareness and suicide prevention. I participate each year in AFSP's Out of the Darkness Community Walk — ask me about my 2022 team!

- **What's your favorite quote?**

"It's good to be curious about many things." Fred Rogers

- **What's your dream project?**

I'd love a project that positively impacted the lives of others in my community, particularly disadvantaged individuals and/or groups.

## Meet Lisa Villeponteaux <https://www.linkedin.com/in/lisavilleponteaux>



- **Joined PMI Charleston: 2019**

- **Current professional role, company and industry:**

I currently work for Berkeley County Government as the Contract Administrator.

- **What led you to a role in project management?**

Several years ago, I took a class in Lean Six Sigma and loved the organization and processes. I feel for any task that is undertaken, there should be a starting point and endpoint, with everything along the way documented. Project Management takes that concept to the next level; I thrive on the process of cradle to grave that is displayed in this process.

- **Share a typical day in your current role:**

I wear a lot of hats around here, so it really depends on the day. Usually first thing in the mornings, I do administrative tasks like pay app approvals, emails, and voicemails. Mid-mornings are usually taken up by construction or project update meetings. My direct project management work is planned for the afternoons, whether that be site visits, paperwork, or project tasks that have been assigned to me.

- **Are you from the Charleston area? If not, what brought you here?**

I am from this area; my family still lives in Moncks Corner.

- **What are your hobbies?**

In my spare time, I love spending time with my dog, family, and anything on the water. I love the lake, the beach, or even just being around the pool.

- **What's your favorite quote?**

Everything you have ever wanted is on the other side of fear. George Addair

## Meet Danielle Rice <https://www.linkedin.com/in/riceda/>



- **Joined PMI Charleston:** August 2016
- **Current professional role, company and industry:** Senior Program Manager, Blackbaud
- **What led you to a role in project management?**

I've been a project manager (although not always by title) for two decades in various industries (defense, healthcare, education, tech) as it was a natural evolution of the types of work I was good at - organizing and leading meetings, developing and tracking project plans, reporting, managing schedules and budgets. I got my PMP certification in 2016 as it was required for the government contract I was working on.

- **Share a typical day in your current role:**

It really varies depending on what project/programs I'm working on - and the variety is one of the things I like best. Currently, I'm doing a lot of work with Agile transformations so a lot of change management and coaching as well as learning and professional development.

- **Are you from the Charleston area? If not, what brought you here?**

I've lived in Charleston since January 2010. I'm originally from Rochester NY, but moved to the Northern VA area right after college and spent almost 20 years there. We'd visited Charleston often for vacation and loved everything about it - so decided to move our family for the weather, beaches, slower pace, less traffic. And are so glad we did!

- **What are your hobbies?**

## Find PMI Charleston on Social Media



Our community holds a wealth of knowledge and experience. Get engaged!

**Slack:** For PMI Members only (except students) – your request to join will be approved by an admin. This is a great tool for communication and collaboration. We have channels (organized around topics) for Job Postings, Mentoring, Monthly Chapter Meetings, PMI Testing, Students, Volunteers and more. Members are encouraged to join and share info, ask questions, network with fellow PMI Charleston members.

**Facebook Group:** Public group to promote PMI Charleston news and events.

**Linked In Group:** Approval needed to join, all members can post news and announcements. This is where we share announcements about PMI Charleston chapter meetings, PMI events of interest to our community, project management content, and other news that members might be interested in. Members are encouraged to post about jobs, networking, PM best practices, blog posts/newsletters/articles – to support fellow chapter members and build our community.

**PMI Charleston Website:** Look to our website for the calendar of chapter events, bios of our board members, volunteer opportunities, and information about professional development.

**Meet the PM:** Introduce yourself to the Chapter by filling out this brief form. We want to hear from you!