PMI Belgium Chapter Event
17TH March 2018

Hosted by TOBANIA

Tobania – Welcome message

Guy Peeters
Director Professional Services
Guy.peeters@tobania.be

The digital enterprise is now

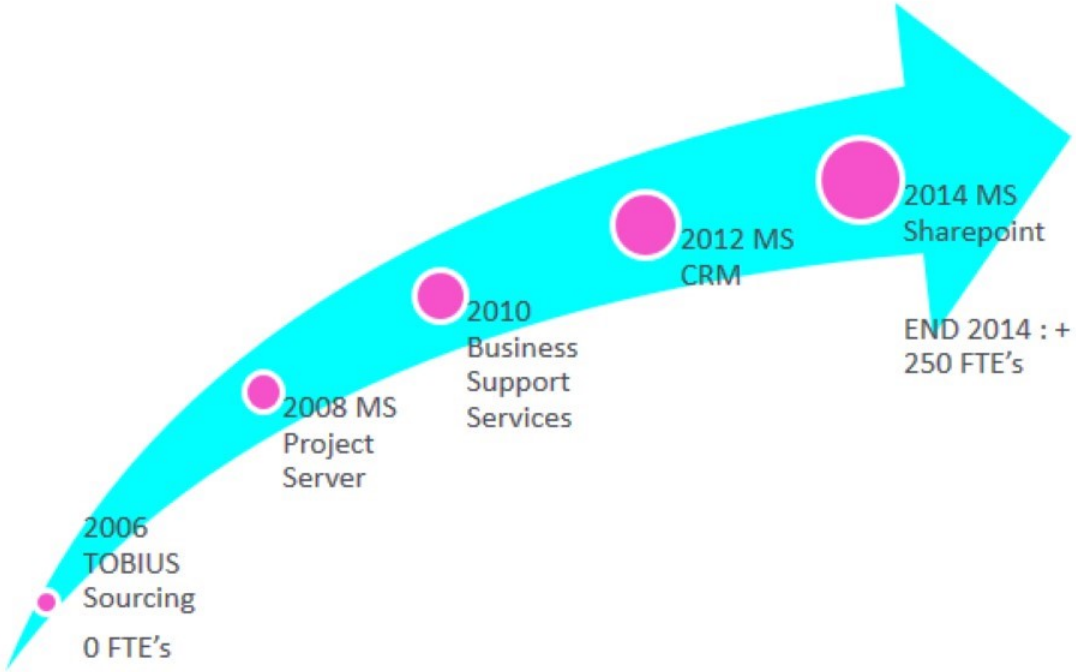
put digital to work

The digital enterprise is now

put digital to work

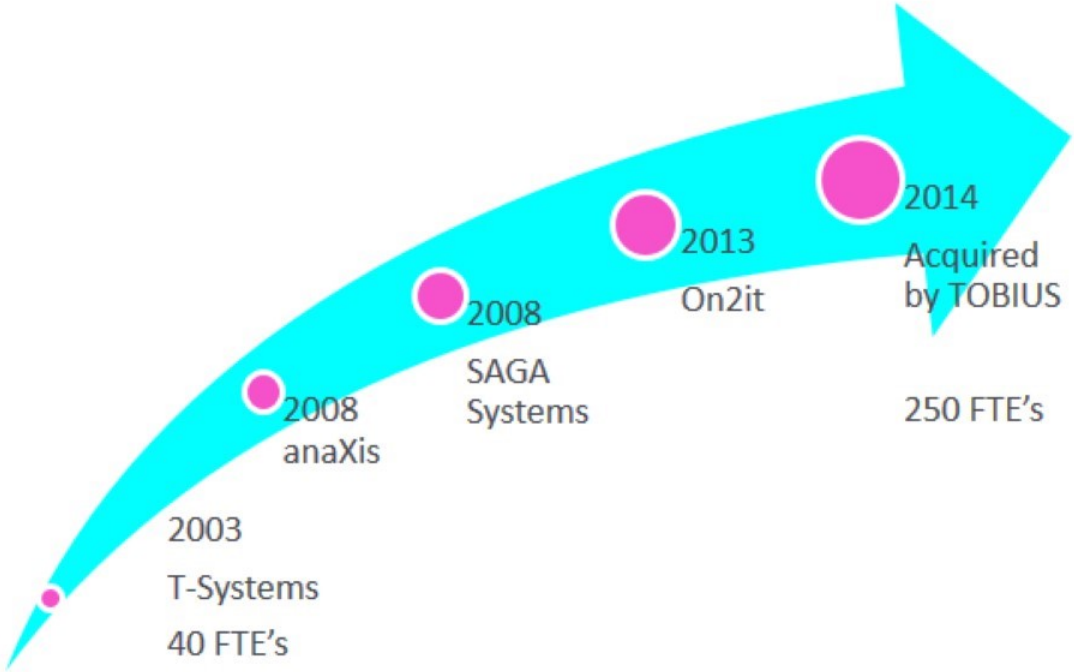
HISTORY
put digital to work

TOBIUS



put digital to work

SAGA


2003
T-Systems
40 FTE's
2008
anaXis
2008
SAGA
Systems
2013
On2it
2014
Acquired
by TOBIUS
250 FTE's

TOBANIA

put digital to work

Tobania: Facts & figures

5	+575	+20.000	+450	+60
Locations Brussels (Zaventem & Strombeek-Bever), Hasselt, Ghent, Wavre	**Active consultants**	**Expert profiles**	**Customers**	**Total revenue** 2015 (Mio EUR)

Privately owned, headquartered in Brussels

Shareholders are

Etienne Schreurs	(President of the Board of Directors)
Lode Peeters	(CEO and Secretary of the Board of Directors)
Xavier Van Looy	(CFO)
Guy Peeters	(Director Professional Services)
Rudi Van den Wyngaert	(Sales Director)

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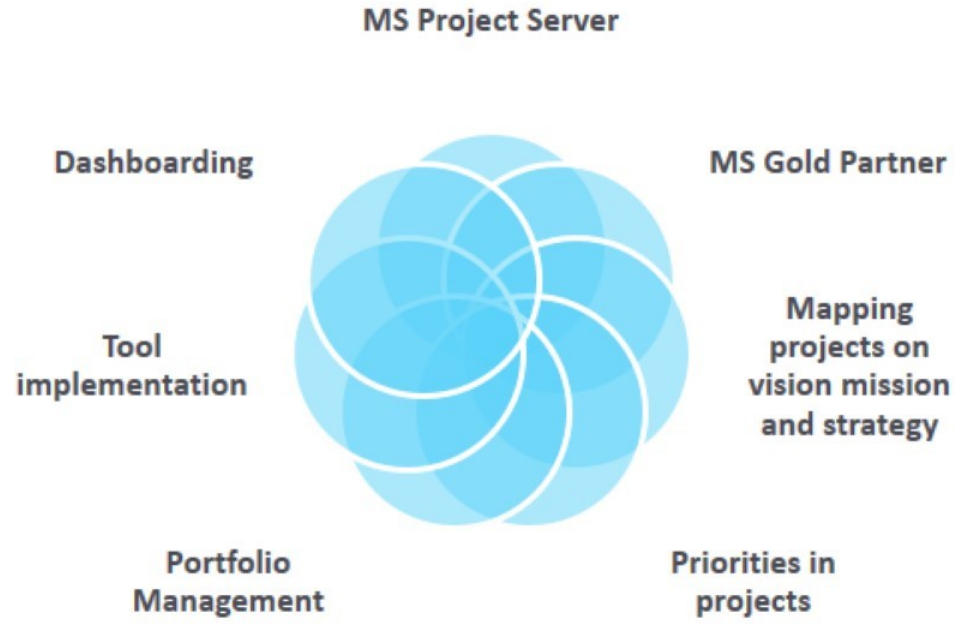
Tobania: Solutions portfolio

Operations

Organizational strategy, change & efficiency

"Optimizing the organization of today & shaping it to support strategic programs"

Project & Portfolio Management



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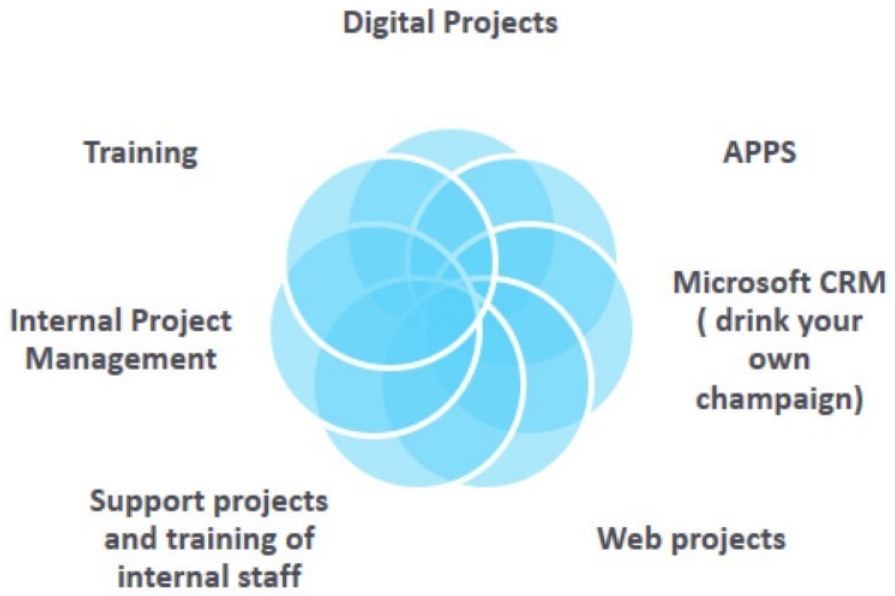
Tobania: Solutions portfolio

Marketing, Sales and Services

Branding, commercial & customer excellence

"Turning your customer's journey into an exceptional experience"

Sales Automation
Mobile, Online & Social presence
Customer Support



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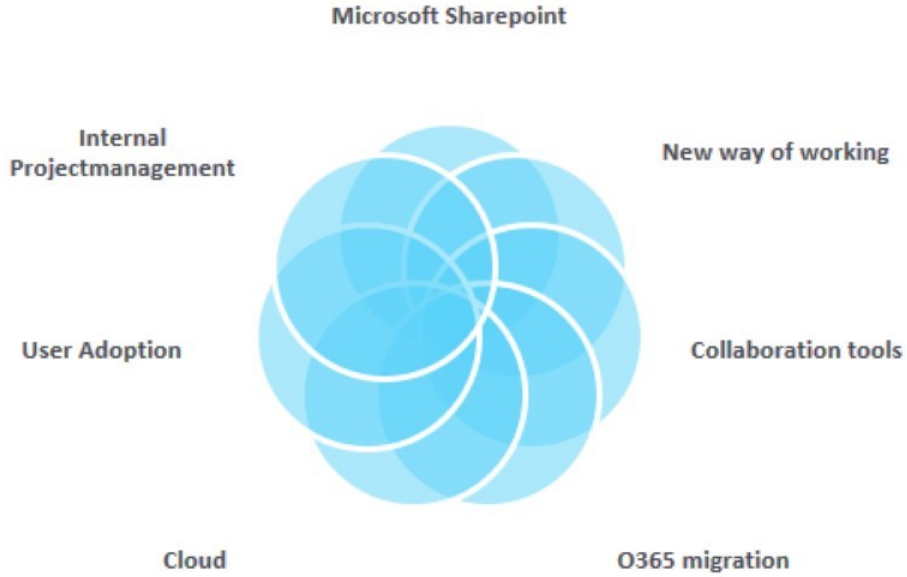
Tobania: Solutions portfolio

HR & Internal communication

People & collaboration

"Shaping the culture & enabling people to outperform the competition"

Enterprise Collaboration
Workforce Management



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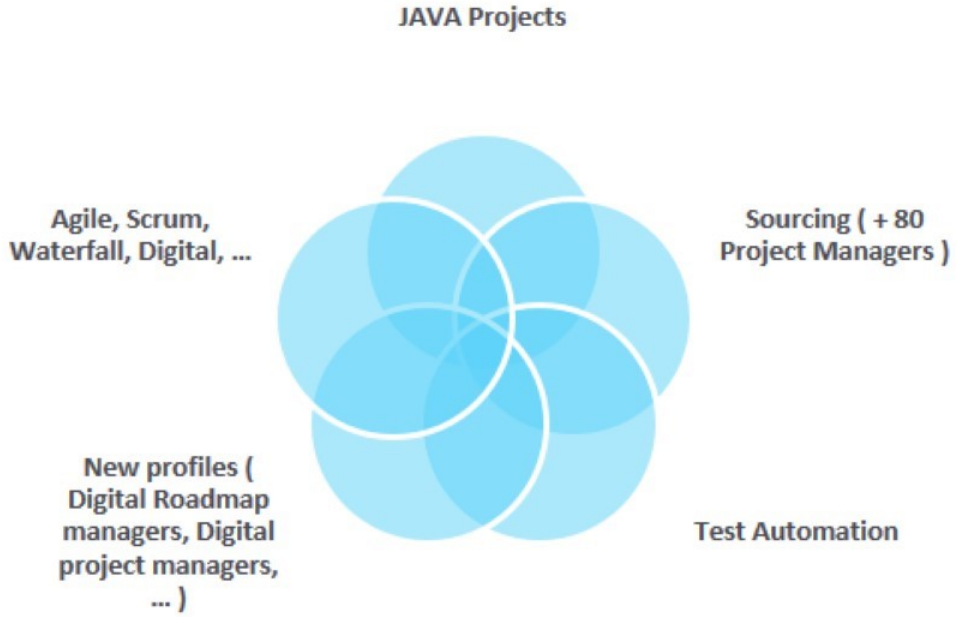
Tobania: Solutions portfolio

ICT

Enabling Technology

"Delivering reliable technology solutions that support various business models"

Software Development Factories
Testing Services
Security & Infra Services
Professional Staffing Services



put digital to work

Tobania: Why?

Adaptive Sourcing: hybrid model
Local: Belgian organization
Triple WIN: Customer - Consultant - Company
Broad solutions portfolio: recognized technology partner

put digital to work

put digital to work

Guy Peeters
Director Professional Services
Guy.peeters@tobania.be

Presentation Event 17th March 2016 – TOBANIA

3 roads to professionalisation

Pascal Vanden Bossche (PMP) – pascal@propellor.be

PROJECT MANAGEMENT

3 roads to professionalisation

PROPELLOR
CHANGING PROJECTS

Pascal Vanden Bossche (PMP)

pascal@propellor.be

+32 477 61 92 39

We guide organisations towards successful project & change management.

To this end we train people and give pragmatic advice on the practical approach to accomplish the projects or the change. And we facilitate large and complex group processes that can make or break the desired change.

Professionalisation

- You?
- Others?
- What does it mean?
  - Better
  - Faster
  - Cheaper
  - Less stress…

Social constructionism

- Kenneth J. Gergen
  'An organisation is a set of relations between people'

Complex responsive processes

- Ralph Stacey
  'Organisations are population-wide patterns of responsive processes that form a collective identity'

- As opposed to system thinking
  'Organisations are a set of processes in which you can look for errors and improve them'

3 roads to professionalisation

- Top down, expert based
- Core team
- Co-creation

Top-down, expert based

- Often based on consultant's expertise
- Clear set of templates and guidelines
- Rolled-out to rest of the organisation

Core team

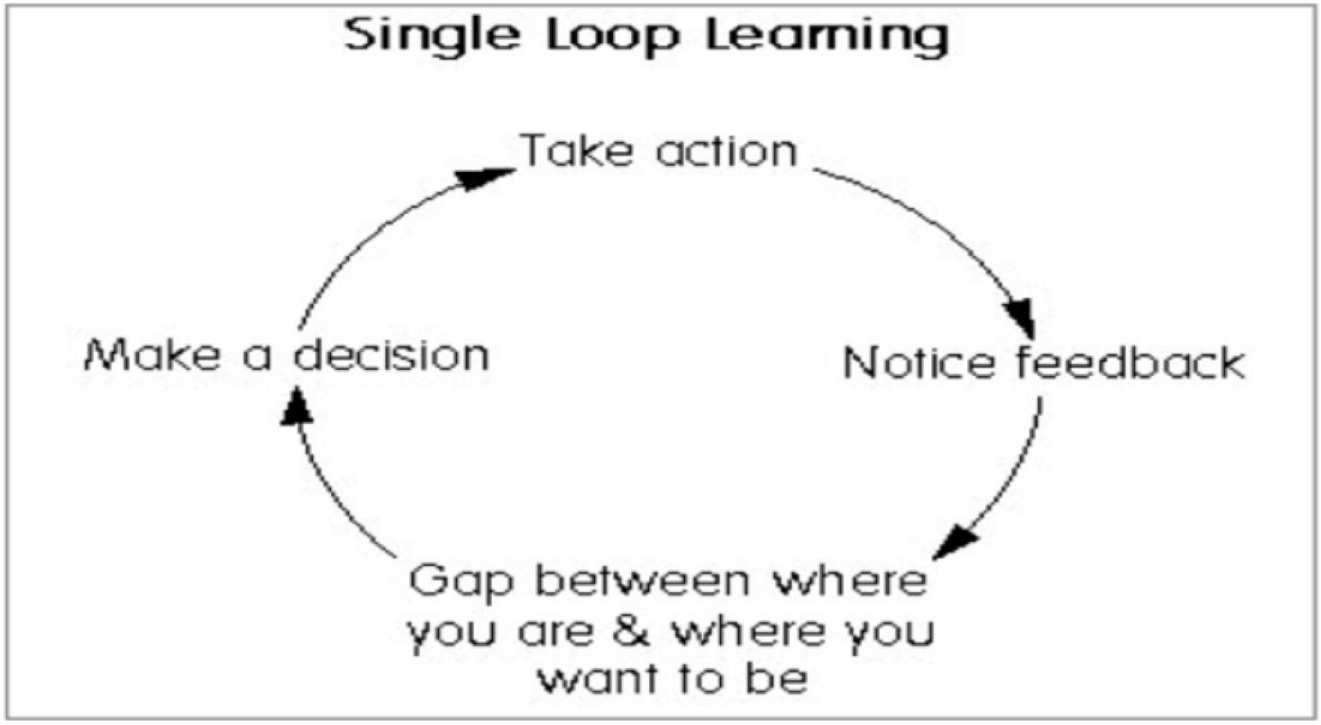
- Set of internal and external experts
- In interaction with community

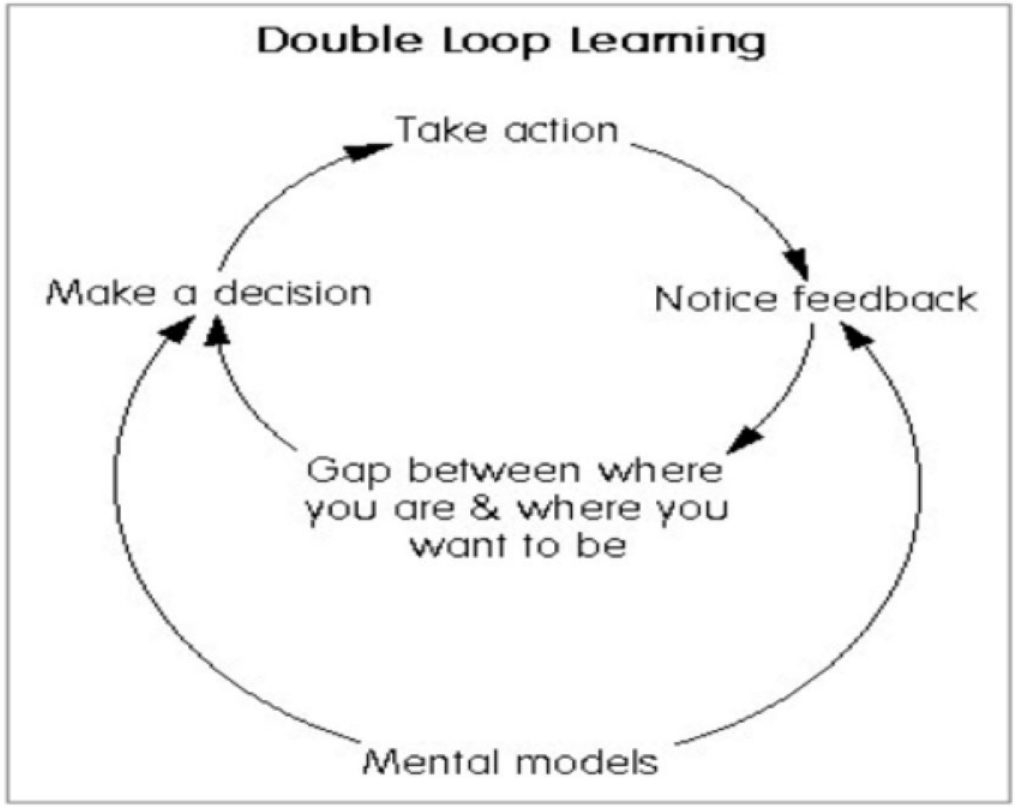
- PMO driven
- Often incremental

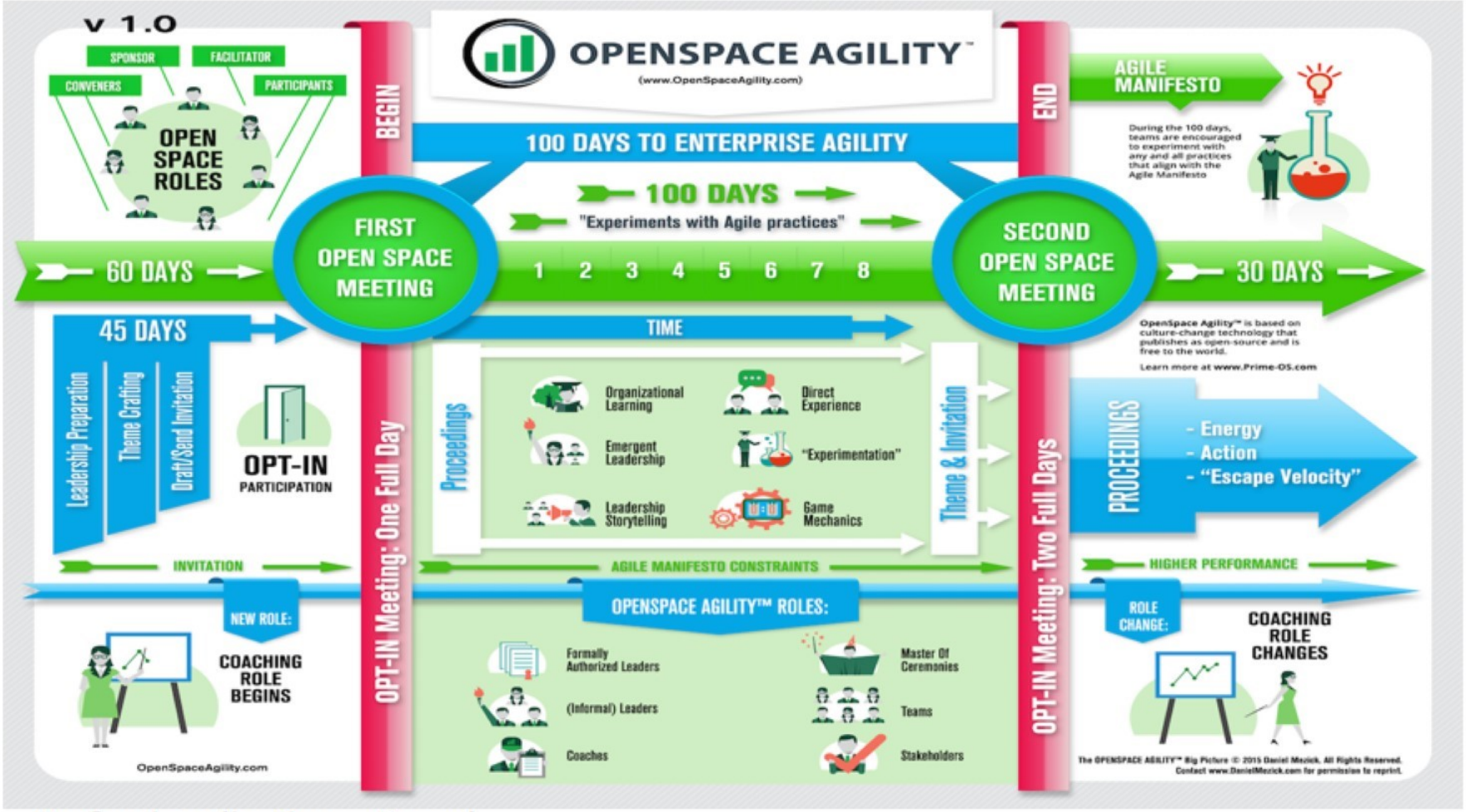
Co-creation

- Based on experiments

- Strict process but free on content
- Fail often, fail early … and learn from it


Single Loop Learning
Take action
Notice feedback
Gap between where you are & where you want to be
Make a decision


Double Loop Learning
Take action
Notice feedback
Gap between where you are & where you want to be
Mental models
Make a decision


v 1.0
SPONSOR
FACILITATOR
CONVENERS
PARTICIPANTS
OPEN SPACE ROLES
OPENSPACE AGILITY™
(www.OpenSpaceAgility.com)
BEGIN
END
100 DAYS TO ENTERPRISE AGILITY
100 DAYS
"Experiments with Agile practices"
1 2 3 4 5 6 7 8
60 DAYS
FIRST OPEN SPACE MEETING
SECOND OPEN SPACE MEETING
30 DAYS
AGILE MANIFESTO
During the 100 days, teams are encouraged to experiment with any and all practices that align with the Agile Manifesto
45 DAYS
Leadership Preparation
Theme Crafting
Draft/Send Invitation
OPT-IN
PARTICIPATION
TIME
Proceedings
Organizational Learning
Direct Experience
Emergent Leadership
"Experimentation"
Leadership Storytelling
Game Mechanics
Theme & Invitation
OpenSpace Agility™ is based on culture-change technology that publishes as open-source and is free to the world.
Learn more at www.Prime-OS.com
PROCEEDINGS
- Energy
- Action
- "Escape Velocity"
INVITATION
AGILE MANIFESTO CONSTRAINTS
HIGHER PERFORMANCE
NEW ROLE:
COACHING ROLE BEGINS
OPENSPACE AGILITY™ ROLES:
Formally Authorized Leaders
(Informal) Leaders
Coaches
Master Of Ceremonies
Teams
Stakeholders
ROLE CHANGE:
COACHING ROLE CHANGES
OPT-IN Meeting: One Full Day
OPT-IN Meeting: Two Full Days
OpenSpaceAgility.com
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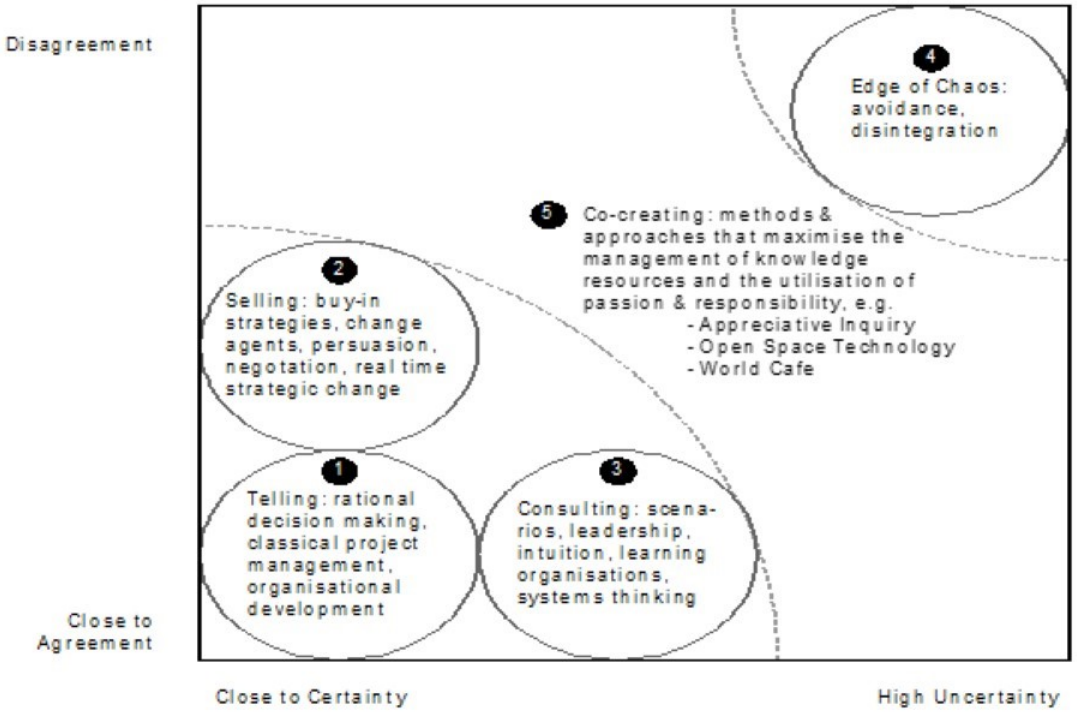
When to use what road?
Ralph Stacey



Perception

"L'enfer, c'est les autres"

Sartre

"Heaven is other people"

P.J. O'Neil Smyth

Our learning from co-creation

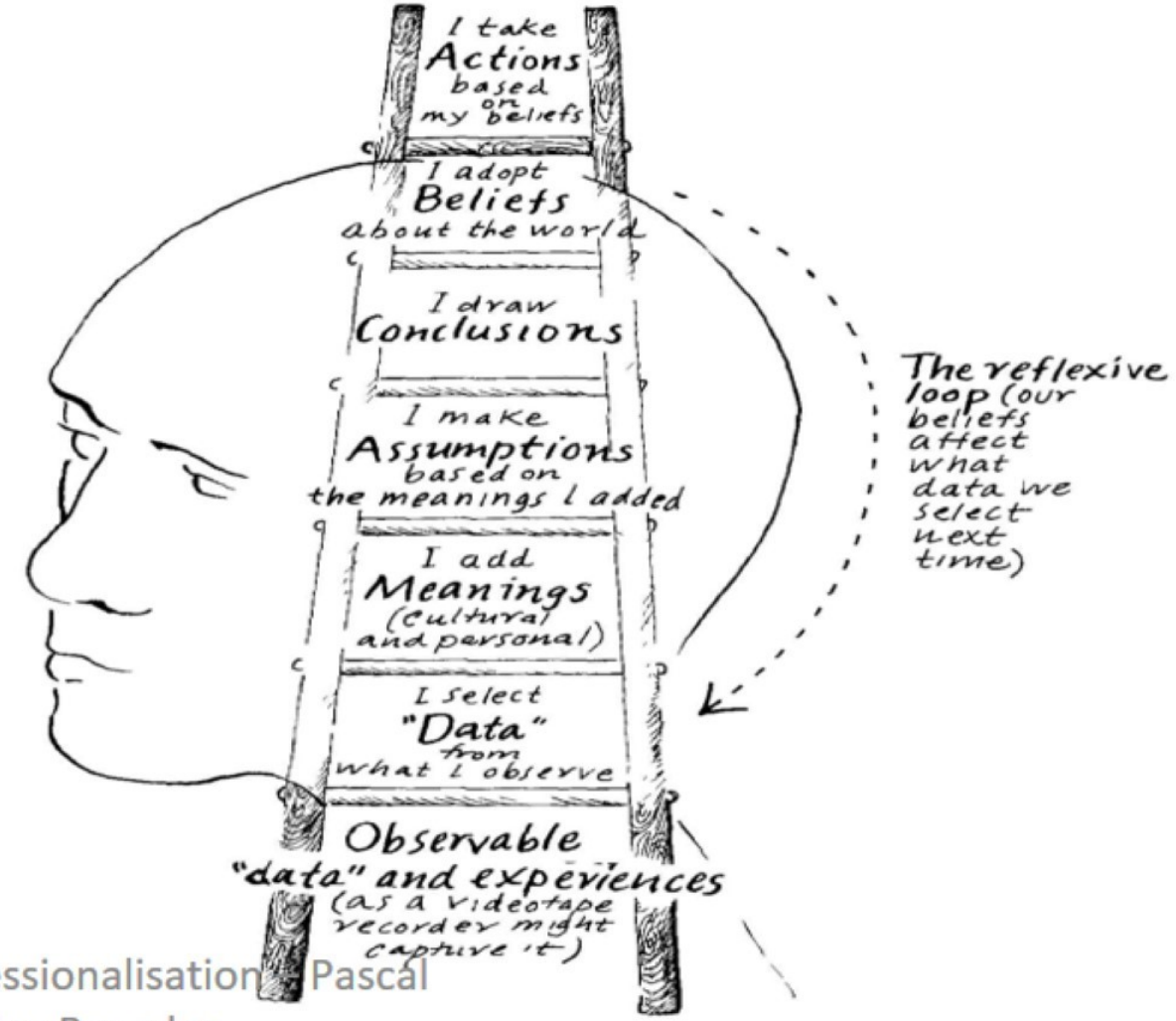
- Looks easy, …
  and it should look that way
  but first and foremost mind the process!

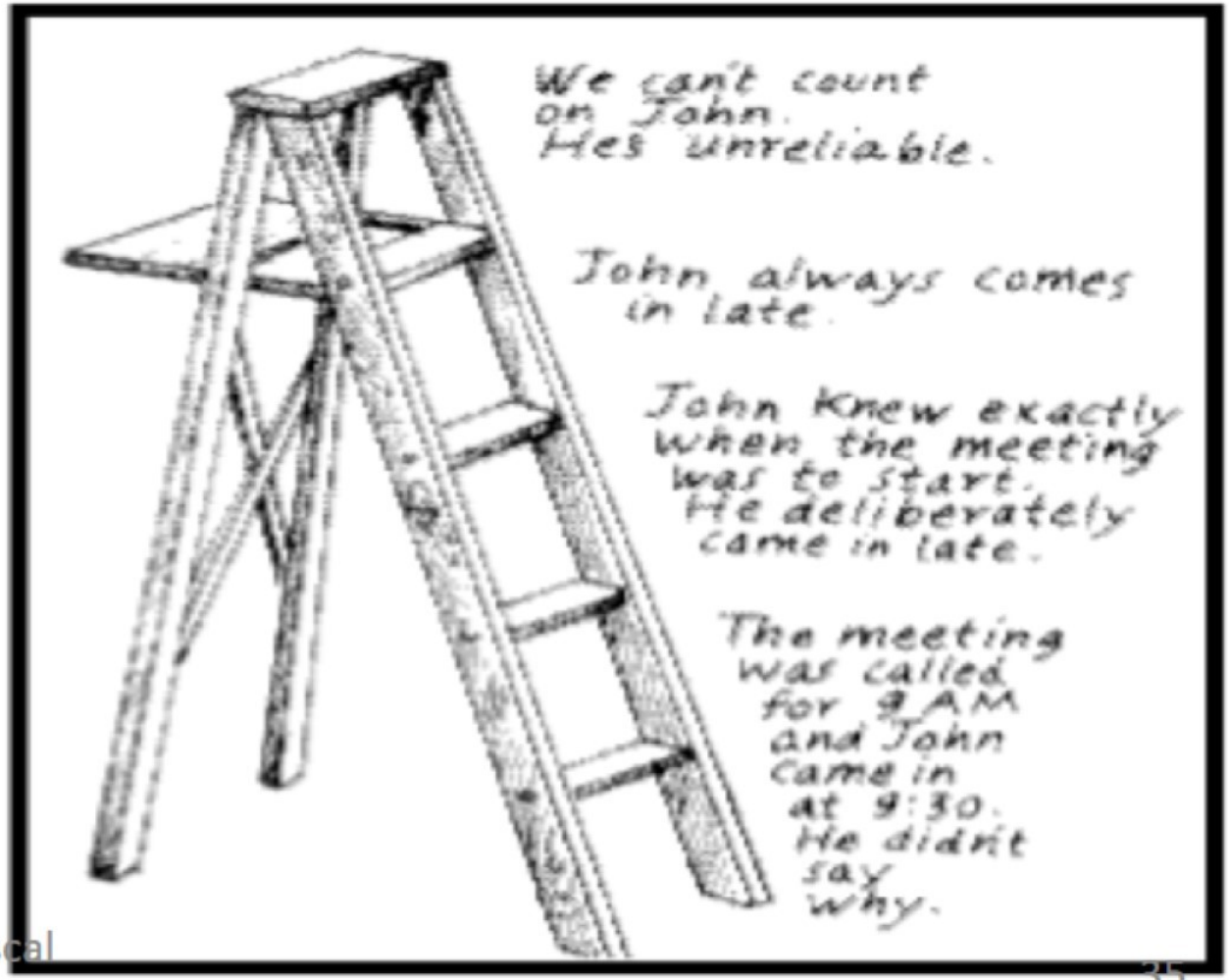
- Get the whole system in the room
- Provide clear mandate by leadership to experiment
- Guard the process and keep it alive
- Trust people's ability to self-organize

Open space technology

Harrison Owen

- 1 law
  - The law of the 2 feet
- Guidelines
  - Whoever comes is the right people
  - Whenever it starts is the right time
  - Wherever it is, is the right place
  - Whatever happens is the only thing that could have, be prepared to be surprised!
  - When it's over, it's over
- Process
  - Opening circle
  - Agenda building
  - Discussions
  - Closing circle


I take
Actions
based
on
my beliefs
I adopt
Beliefs
about the world
I draw
Conclusions
I make
Assumptions
based on
the meanings I added
I add
Meanings
(cultural
and personal)
I select
"Data"
from
what I observe
Observable
"data" and experiences
(as a videotape
recorder might
capture it)
The reflexive
loop (our
beliefs
affect
what
data we
select
next
time)


We can't count on John. He's unreliable.
John always comes in late.
John knew exactly when the meeting was to start. He deliberately came in late.
The meeting was called for 9 AM and John came in at 9:30. He didn't say why.

PMI BELGIUM CHAPTER

The thesis project

Very difficult this year due to the high quality of the thesisses and a great winner!

The 3 thesisses and our judgement

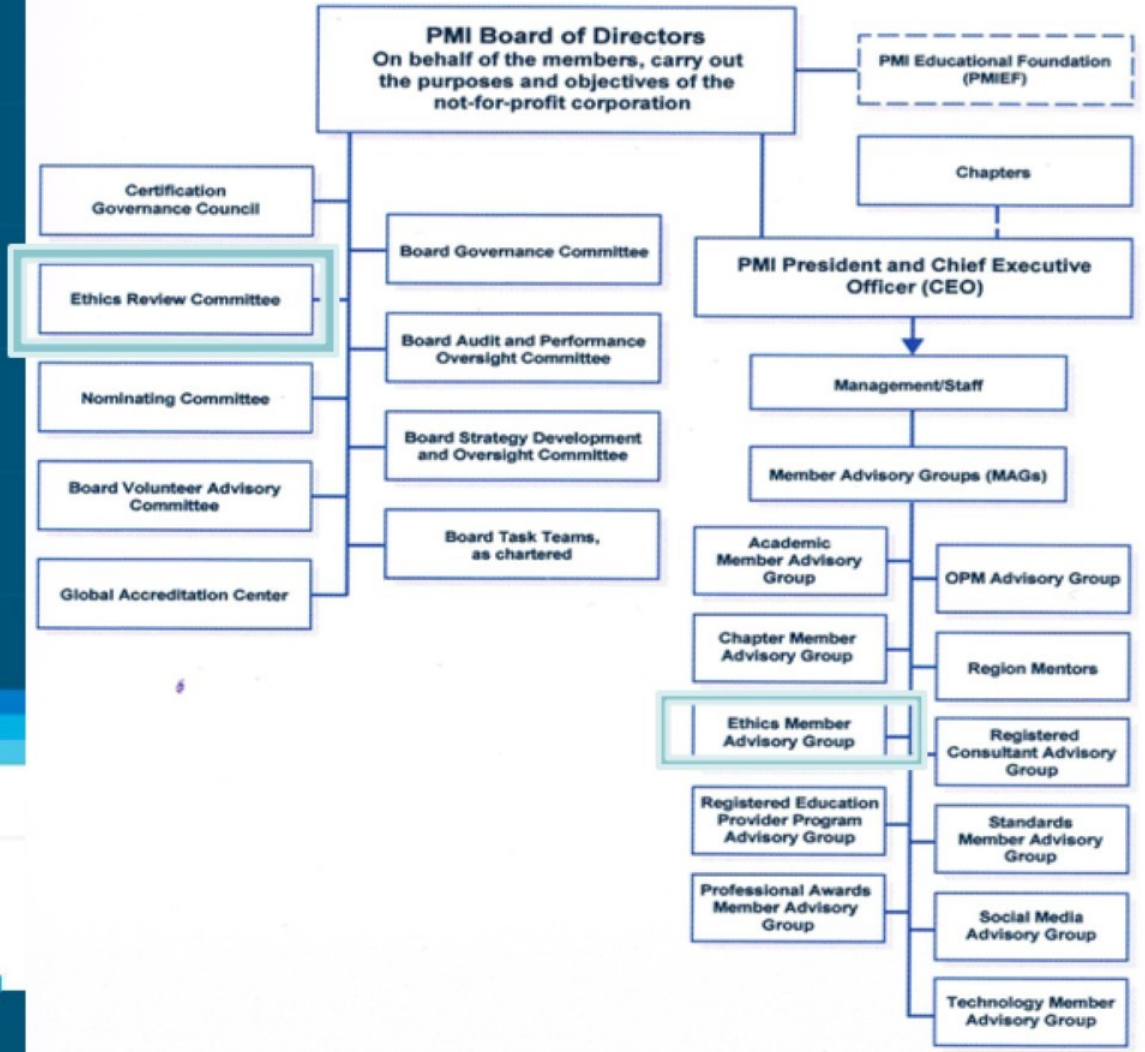
- Measures of Success and Critical Success Factors in Start-ups
  - Subject is nicely covered but less overall interesting for PMI
- A comparison between Critical chain/ Buffer management versus Agile
  - Interesting discussion about two methods, lots of fun for geeks?
- “De Waalse Krook”: Risk Assessment using the Fuzzy Set Theory
  - Very good study on Risk Management in Construction: interesting for everyone envolved in Project Management
  - OUR WINNER!!!

PMI BELGIUM CHAPTER

Review Code of Ethic & Professional Conduct

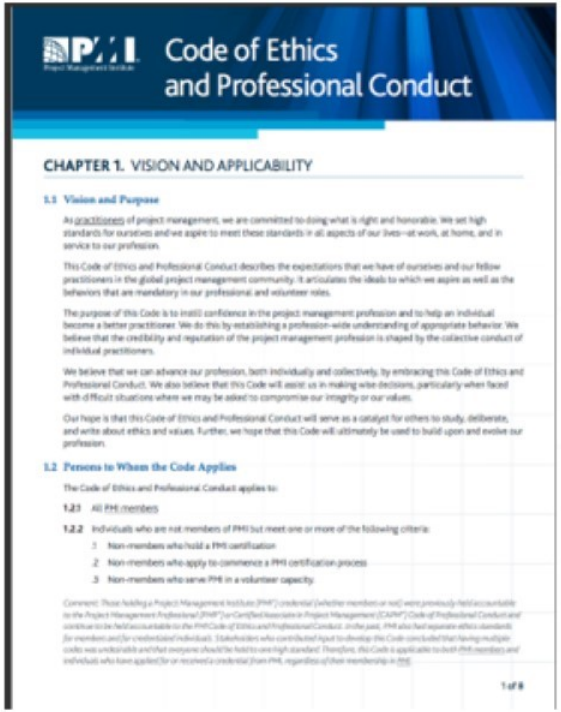
Chris Kindermans

PMI
BELGIUM CHAPTER



© PMI

Code of Ethics
and Professional Conduct


PMI Code of Ethics and Professional Conduct

CHAPTER 1. VISION AND APPLICABILITY

1.1 Vision and Purpose

As practitioners of project management, we are committed to doing what is right and honorable. We set high standards for ourselves and we aspire to meet these standards in all aspects of our lives—at work, at home, and in service to our profession.

This Code of Ethics and Professional Conduct describes the expectations that we have of ourselves and our fellow practitioners in the global project management community. It articulates the ideals to which we aspire as well as the behaviors that are mandatory in our professional and volunteer roles.

The purpose of this Code is to instill confidence in the project management profession and to help an individual become a better practitioner. We do this by establishing a profession-wide understanding of appropriate behavior. We believe that the credibility and reputation of the project management profession is shaped by the collective conduct of individual practitioners.

We believe that we can advance our profession, both individually and collectively, by embracing this Code of Ethics and Professional Conduct. We also believe that this Code will assist us in making wise decisions, particularly when faced with difficult situations where we may be asked to compromise our integrity or our values.

Our hope is that this Code of Ethics and Professional Conduct will serve as a catalyst for others to study, deliberate, and write about ethics and values. Further, we hope that this Code will ultimately be used to build upon and evolve our profession.

1.2 Persons to Whom the Code Applies

The Code of Ethics and Professional Conduct applies to:

1.2.1 All PMI members

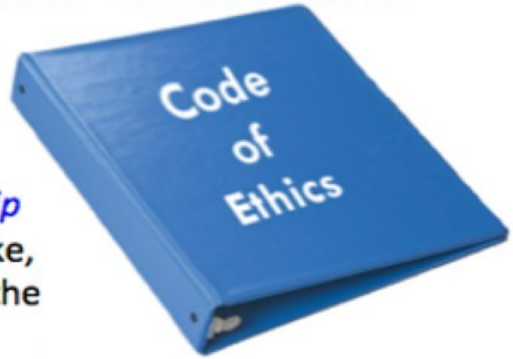
1.2.2 Individuals who are not members of PMI but meet one or more of the following criteria:

1. Non-members who hold a PMI certification
2. Non-members who apply to commence a PMI certification process
3. Non-members who serve PMI in a volunteer capacity

Comment: Those holding a Project Management Institute (PMI®) credential (whether members or not) were previously held accountable to the Project Management Professional (PMP®) or Certified Associate in Project Management (CAPM®) Code of Professional Conduct and continue to be held accountable to the PMI Code of Ethics and Professional Conduct. In the past, PMI also had separate ethics standards for members and for credentialed individuals. Stakeholders who contributed input to develop this Code concluded that having multiple codes was undesirable and that everyone should be held to one high standard. Therefore, this Code is applicable to both PMI members and individuals who have applied for or received a credential from PMI, regardless of their membership in PMI.

1 of 8

The Code



Responsibility is our duty *to take ownership* for the decisions we make or fail to make, the actions we take or fail to take, and the consequences that result.

Respect is our duty *to show a high regard* for ourselves, others, and the resources entrusted to us. Resources entrusted to us may include people, money, reputation, the safety of others, and natural or environmental resources.

Fairness is our duty to make decisions *and act impartially and objectively*. Our conduct must be free from competing self interest, prejudice, and favoritism.

Honesty is our duty *to understand* the truth and *act* in a truthful manner both in our communications and in our conduct.

PMI continuing Certification Requirements (CCR)

Bernard Claeys – Director of Professional Development

PMI continuing Certification Requirements (CCR)

PMI Talent Triangle

60 (30) PDUs / 3 year cycle

PDUs based on PMI talent triangle

EDUCATION:

1. Course or Training
2. Organization Meetings
3. Online or Digital Media
4. Read
5. Informal Learning

Minimum **35 (18)** PDUs

Minimum 8 PDUs per talent area

GIVING BACK:

1. Work as a Practitioner
2. Create Content
3. Give a Presentation
4. Share Knowledge
5. Volunteer

Maximum **25 (12)** PDUs

Maximum 8 in "Working as a Practitioner"

0 PDU	:	CAPM
60 PDUs/3 year cycle	:	PMP / PgMP / PfMP / PMI-PBA
30 PDUs/3 year cycle	:	PMI-ACP / PMI–RMP / PMI-SP

PDUs reports for PMI Belgium Chapter events

- 2 ways to report PDUs for PMI Belgium Chapter events:
  - Reported as **"Course or Training"** provided by PMI Belgium:
    PDU codes for events: C133 - 20160317
  - Reported as **"Organization Meetings"**
    No PDU codes – just provide the requested information by PMI

- 1 way to report PDU for PMI Belgium Satellites events:
  - Reported as **"Organization Meetings"**
    No PDUs codes will be created centrally - just provide the requested information

- New PDU rules from PMI related to Chapter events:
  - Limited to **maximum 2 PDUs per event**.

- Any questions, please look at PMI Belgium Website or contact
  professional.development@pmi-belgium.be

PMFAIR

The Fair Lady

PMI Belgium National Congress 2016

Project Management Fair
Friday, 07 October 2016

PMFAIR

New Year, New Team...
New Ideas, New Theme…

The Delighted Project Manager

Our goal:
Make it a unique and memorable event

Your Benefits:

- **7 PDUs for the full day event**
- **3 additional PDUs through free Webinars**
- **Free well-being sessions**
- **Networking opportunities**
- **Make the learning experience great fun**
- **Company group discount**

PMI Belgium National Congress 2016

Project Management Fair

PMFAIR

Opportunities

Become Presenter/speaker

Do you have an exciting project journey, experience, lessons learned, techniques, new skills that you want to share with the audience?
Contact: Erik Leung

Entertainment

Do you have any Management Games, Puzzles, Tools that can infuse more **FUN** and improve **INTERACTION** alongside the presentations and workshops?
Contact: Gregor Nicolas

Sponsoring

Sponsoring the event will provide you an ideal opportunity to present your company directly to the participants as well as to the Belgium project management community through our well-developed communication network. We have several sponsor packages that fits all budgets and benefits.
Contact: Anja Vandenbergh or Danny Eykholt

Project Management Fair

PMI BELGIUM CHAPTER

THANK YOU

HAVE A SAFE TRIP HOME

Our Sponsors

PMI BELGIUM CHAPTER