



# Volunteer Day

**Date: October 22nd, 2019**

**Theme: Mentorship & PM Skillsets**

# Introduction @ PMI Belgium Chapter

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PMI Belgium Chapter

# Agenda

- **18:00 Welcome and Registration**
- **19:00 Introduction**
- **19:20 Story on The Value of Volunteering**
- **19:30 Importance of Mentorship for PM careers**
- **20:00 Exercise on sharing skill gaps and skill offerings**
- **20:30 More volunteering opportunities & (election) announcement**
- **20:50 Roundup and closure**
- **21:00 Networking**

# Introduce yourself

What do you hope to get out of this event ?

**Two Minutes talk**

# Update by our President @ PMI Belgium Chapter

By Stéphane De Vroey

President PMI Belgium Chapter

# A volunteering Story from the audience



# 1. Importance of Mentorship

By Patrick Kamba, PMP



# Career management: How to make it happen or how to sabotage it?





# Current status on Mentor-Mentee relation

- Definition of a mentor? Who has one?



Who doesn't?



- Mentor relationships  during the last twenty years.



- Executives who have had a mentor:

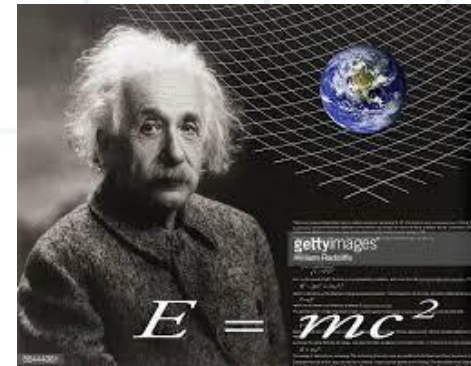


# Current status on Mentor-Mentee relation

Some research studies findings:

- first fifteen years of their career as the learning and growing period. That is the time when they seek mentors.
- By about age 40, targeted highest ranks with high power are achieved. The need of a career sponsor fades

Find the perfect mentor to be brought to the promised land of the senior executive ranks ☺



# Why a new model?


- If you put all your hopes in one person, you'll inevitably be disappointed.



- But do you really want to get locked into one mindset ? Did you forget about VUCA (Volatile-Uncertain-Complex-Ambiguous)
- New concept: build and develop a personal board of advisors
- Like in any company, as a CEO



# New model: let's put it into practice

- An advisory board also allows you to avoid the biggest problem that can arise: seeking a mentor's advice about a job or career shift, specially if your only mentor is your line manager 



- **1. Colleagues.**

- **2. Peers at different companies.**
  - (business school ) “Alumni”.



# New model: let's put it into practice

- 3. Your employees (“n-1”).



- 4. People who have struggled.



- 5. Visionaries.



# New model: let's put it into practice

- Your Fans



- Potential Sponsors



- Your Critics



# New model: what to say? What to ask?

## (1) Your mentor's experience/career progression

- How did they reach their current position/role?
- Compared to their career vision 5 yrs/10 yrs ago, where are they now? What happened?
- Any recipe for success?
- Most important leadership skill?



# New model: what to say? What to ask?

## (2) Your mentor's expertise

- What does it mean to be strategic?
- How to prepare performance discussion?
- How to manage your line manager?

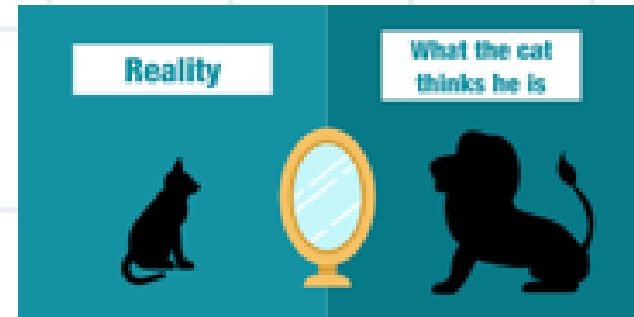




# New model: what to say? What to ask?

## (3) Your self-awareness: the mirror

- How are you perceived as a leader?
- What's your reputation?
- Any feedback on how to improve (build) your executive presence?



# New model: what to say? What to ask?

## (4) Skills building: fitness mode

- What skills are becoming critical today?



- How to be more assertive or a better negotiator?



- Can they role-play with you for a specific request, eg difficult conversation?

# Career Management: the trap (s)

- Your career is moving forward but:
  - you apply to new roles and start to fail on selection process, several times in a row
  - OR it's not going in the direction you're expecting
- Look for root causes: no (bad?) mentor, too many opponents?
- What about reality checks? Bad habits, limiting beliefs, etc?
- Is one of these guys in the place?



- Actually, are you sabotaging your career? What do you think?

# Mindmap to sabotage your career



# Key messages

- I know how I sabotage my career.
- What about you? Where did you find yourself in this presentation?



# Take Home

**What will you do differently from today on ?**

## 2. Knowledge Market exercise

By Shirley Pullan  
and  
Frank Turley

# PM skills sets

*Anything missing for you?*

Agile Techniques: Timeboxes, Delivery, Benefits, ...	Decision Making / Critical Thinking	Managing budget	Problem-solving
Benefits Management	PMO-related	Scheduling	Mentorship in project management
Workshop Facilitation (from unknown to consensus)	Quality Management	Project closing	Project Leadership
Scenario planning	Monitoring and controlling & Managing change controls	Gathering user requirements and defining scope	Creating a WBS
Analysing & working with Stakeholders	Story Mapping	Build a communication plan	Governance
MoSCoW : Prioritisation of features	Environmental factors and influencers and understanding project lifecycle, stagegates	Lessons learned / after action review	Kick off meeting and project charter
Creating a Project Culture (maturity model)	Create a communication plan	Lean Project Management	Risk Management
Estimation - Example of different techniques	Conflict resolution	Using an Information Radiator	Building and maintaining trust
Operational task management - getting it done	Sponsor Management	Lean Startup	



**Take Home**

**Was that fun ?**

**What did you learn ?**

# Volunteering opportunities

[vrms.pmi.org](https://vrms.pmi.org)

- [8657 PMI Belgium Chapter - GROW PROGRAM – Mentor](#)  
Practice interpersonal skills - Realizing your goals as a leader ...
- [16606 TTT trainer](#)  
Give TTT trainings as described in the project plan
- [16614 Creator of Educational material \(courseware\)](#)  
Come up with refreshing ideas on how courseware or education material could look like or alternative ways of using existing material.
- [26335 Project Management Trainer – West](#)  
[26336 Project Management Trainer - East](#)  
In order to extend our project management training initiative (currently at VDAB) for unemployed people at the West/Eastern part of Dutch speaking Belgium we need one more trainer.
  - Get in contact with the right instances to give the courses
  - Adjust training material to match your training event
  - Give the the training (3 times 3 hours)

# More Volunteering opportunities

- [15613 Sattelite Event – Leader](#)

Organise a small event organised by Project Managers for Project Managers in order to meet other members

- [15614 Chapter Event Facilitator](#)

On the day of the event take the responsibility of one or more of the following tasks: \*  
Contribute to the setup of the venue (installation of desks, roll-ups, PC & presentation test, ...) \* Manage the registration desk (installation, registration & badge distribution...) \*  
Guide the attendees at the event

- [22163 Journalist](#)

Provide up-to-date information about Chapter activities to chapter members, sponsors, partners and Newsletter subscribers.

- [26338 PMI Belgium – Webmaster](#)

Help the Director of Marketing and Communication with streamlining the social media communication with the communication that's available on the website

# Chapter Agenda 2019

## Chapter Events

- 22/01 – General Assembly
- 13/03 – 2<sup>nd</sup> Chapter Event
- 25/04 – 3<sup>rd</sup> Chapter Event
- 12/06 – 4<sup>th</sup> Chapter Event
- 19/09 – 5<sup>th</sup> Chapter Event
- **04/10 – PM Fair**
- 26/11 – 6<sup>th</sup> Chapter Event

## Satellite Events

- 21/02 – Brussels
- 22/05 – Leuven
- 29/05 – Liège
- 06/06 – Brussels
- **05/11 - Temse**
- **20/11 – Brabant TBD**

# Chapter Elections

- Candidates announced @ current week
- Voting process open until Nov 25th
- Positions to vote for
  - Director of Events
  - Director for PMFair (one-year function)
  - Director of Communications
  - Director of Educational Outreach
  - Director of Professional Development
  - Director of Sponsorship
  - Director of Finance
  - Associate director of communications
- Election results available at Nov 30th.

**Thank you Folks**

**Now it is time for ...**

**NETWORKING**