



PMI-AGC Announces 2009-2012 Board of Officers Elections Results

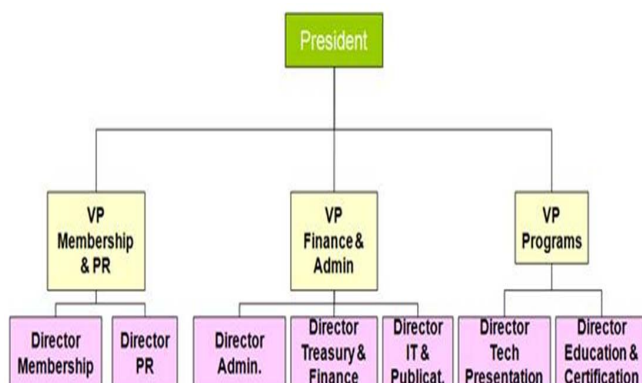
Mr. Al-Rifaa'i elected Kuwait President

On 23 April 2009, PMI AGC announced the results of its 2009-2012 term Board of officers. Mr. Hashim Al-Rifaa'i, Chairman & Managing Director of Oil Development Company (ODC), was elected Kuwait Branch President. For the previous term, Mr. Al-Rifaa'i was also leading the Kuwait Branch in the capacity of a Vice President (VP). The new PMI AGC structure promote regional heads from VP's to Presidents status with larger responsibilities and influence.

Typically, each branch is responsible for defining its organizational structure and officers' duties. A significant achievement from last term, was the development of branch organizational structure and documented bylaws and duties of Kuwait branch officers. The proposed structure

and duties were approved for Kuwait branch, and recommended for the remainder of AGC branches consideration.

- For the full list of the PMI AGC 2009-2012 officers please visit <http://www.pmi-agc.com/pages/board.html>
- For the detailed duties of Kuwait Branch Officers please contact Mr Wael Al-Jasem, VP Finance and Administration (w.jasem@knpc.com)



PMO setup & Rollout workshop May 09 Kuwait

On 10 May 2009, PMI AGC organized its first Kuwait "PMOC Training and Certification Workshop". The event which was run by Nada Abandah (OPM3, PgMP), of intrinsic management and attended by 12 participants from leading organizations, covered the concepts and challenges associated with PMOs setup and roll out, including PMO types, functions, Roles, Roadmap and Return On Investment (ROI). On the last day of the workshop, 10 out of the 12 participants sat for the PMOC certification exam. All 10 passed the exam.



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PM Tip of this issue

Late change requests, are symptoms of late stakeholders involvement.

Statistics Corner		
	Members	PMPs
Kuwait	249	76
PMI AGC	4,071	1,300
There are 257 chapters worldwide.		
PMI-AGC is ranked 7th in terms of membership		



PMI Vocabulary

Project Management Office (PMO). *An organizational body or entity assigned various responsibilities related to the centralized and coordinated management of those projects under its domain. The responsibilities of a PMO can range from providing project management support functions to actually being responsible for the direct management of a project (PMBOK 2008, p. 435).*



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Managing Change (*miniseries*): Strong guiding coalition is needed to support and drive change

We discussed the importance of managing change and creating a sense of urgency in order to create momentum for change in the first two articles of this series. We now turn to leadership. John C. Maxwell, well known leadership guru, states that "everything rises and falls on leadership". Because major change is so difficult to accomplish, a powerful force is required to sustain the process. A strong guiding coalition is needed to drive the change, one with the right composition, level of trust and shared objectives. The leadership must have credibility and should work well together as a team. The kind of leadership needed is **transformational leadership**. Transformational leadership is where leaders are agents of change. These leaders develop a vision for the organization, inspire and collectively bond the employees to that vision and gives them a "can do" attitude that makes the vision achievable.

Leaders need to shape a realistic and attractive future involving all employees. Leaders need to energetically model the future by

communicating and "being" the vision. Leaders need to understand the dynamics of change management and need to apply the principles that make change effective. This involves displaying honesty and integrity, whilst ensuring stability and promoting change. Figure 1 below illustrates the fact that leaders have to balance various factors during change, because the external environment never stops changing.

Transformational leadership, which focuses on a vision for change, is needed, driven actively and visibly by senior management functioning as a team. Not only should the change be driven by senior managers, but also by all levels of management that strive to make the change work, balancing their own personal and business objectives. Middle management, specifically, needs to also be involved in these initiatives with trust existing between all levels of management, which is visibly noticed by all employees.

Article by:

Andre Peters of Gulf Bank in Kuwait



Figure 1: Leadership Paradox

(Source: Moran, J.W., Brightman, B.K. (2004), Leading organizational Change, MCB University Press, Emerald Library, 2004)

PMI AGC-K Presentation to AIChE KU

Kuwait University AIChE Student Section (American Institute for Chemical Engineering), under the leadership of Dr. Khaled Mahdi and Mr. Nasser Al-Hattab, hosted a presentation by the local PMI AGC Kuwait region on Wednesday 6 May 2009. The presentation, conducted by Eng. Wael Al-Jasem, PMI-AGC Kuwait Chapter VP Finance and Administration, provided a brief on the Project Management Institute (PMI) and the Arabian Gulf Regional Chapter. The students were made aware of the project management standards developed by PMI including the Project Management Body of Knowledge (PMBOK). The PMBOK is considered the international standard for project management and is the main reference for the PMP certification, the Project Management Professional. The students were also introduced to the 5 project management processes and 9 knowledge areas. Furthermore, the presentation included a section on the PMI AGC Kuwait region achievements and activities.



Planning for Examination Which PMBOK edition to Study?

1 Jul 09 PMP Exams reference 4th ed.

Examination Type	Planned Date to Sit for Examination	Study Recommendation
Project Management Professional (PMP) SM	After 30 June 2009	<i>PMBOK[®] Guide—Fourth Edition</i>
Certified Associate in Project Management (CAPM) [®]	Prior to 31 July 2009	<i>PMBOK[®] Guide—Third Edition</i>
CAPM [®]	After 31 July 2009	<i>PMBOK[®] Guide—Fourth Edition</i>
PMI Scheduling Professional (PMI-SP) [®]	Prior to 31 August 2009	<i>PMBOK[®] Guide—Third Edition</i>
PMI-SP [®]	After 31 August 2009	<i>PMBOK[®] Guide—Fourth Edition</i>
PMI Risk Management Professional (PMI-RMP) SM	Prior to 31 August 2009	<i>PMBOK[®] Guide—Third Edition</i>
PMI-RMP SM	After 31 August 2009	<i>PMBOK[®] Guide—Fourth Edition</i>
Program Management Professional (PgMP) [®]	Prior to 31 August 2009	<i>The Standard for Program Management—First Edition; PMBOK[®] Guide—Third Edition</i>
PgMP [®]	After 31 August 2009	<i>The Standard for Program Management—Second Edition; PMBOK[®] Guide—Fourth Edition</i>

Upcoming Local Events for Q3

- Jul** PgMP - Managing Programs Professionals
- Jul** People Management Skills for Project Managers
- Jul** Breakfast Meeting - Agile Project Management & PM Best Practice
- Aug** Essential Insights & Tools for Future Leaders
- Aug** OPM3 - Standard Knowledge Training Course
- Aug** Technical Presentation - Flure
- Aug** Breakfast Meeting - Integration Management
- Sep** PgMP - Managing Programs Professionals
- Sep** PMO Certified Professional - PMOC
- Sep** Technical Presentation - Portfolio Management
- Sep** Breakfast Meeting - Time Management

For more details please contact Ahmad Khalil, VP Programs, ahmd.samir@gmail.com

Register for our Mailing List

In order to be up-to-date with the Kuwait Region local activities, you can register by emailing your details as follows:

Name: _____ **Company:** _____
Title: _____ **Department:** _____
PMI ID: _____ **PMP ID:** (If applicable)
Email: _____ **Contact No.:** _____

Please email to Mr. Rami Al-Haddad - rami.alhaddad@gmail.com

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With more than 300000 members in over 171 countries, PMI is the leading membership association for the project management profession. PMI is actively engaged in advocacy for the profession, setting professional standards, conducting research and providing access to a wealth of information and resources.

PMI also promotes career and professional development and offers certification, networking and community involvement opportunities.

The **PMI - Arabian Gulf Chapter (AGC)** was formed in August 1992 and was officially registered in December 1992. The PMI-AGC has seen substantial growth since then and currently has more than 4000 active members.

Within Kuwait, PMI related activities were started in 2002 in coordination with PMI AGC. The **PMI-AGC Kuwait (AGC-K)** region was formed in September 2006 and has been active ever since to serve the demands of the local members and industry while improving awareness of the tools and practices of project management.

PM Useful Links

PMI: <http://www.pmi.org>

PMI AGC: <http://www.pmi-agc.com/>

eReads & Reference:

<http://www.pmi.org/Resources/Pages/eReads-and-Reference.aspx>

Free PM Templates:

<http://www.e-projectmanagers.com/joomla/>

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To contribute to the **PMI AGC-K eFlash**, please send your

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To: rami.alhaddad@gmail.com

Editor's Photo Cartoon of this Issue



Assigning Project Managers!

Dilbert by Scott Adams (www. Dilbert.com 2008)