

# PMI SUN CITY NEWSLETTER

February 2023

Issue 02

## Hello, Sun City!

In case you missed it, we are excited to announce that we have introduced a new role to the Chapter Board of PMI Sun City. Kyle, our former Chapter President, will be taking up the position of **Chapter Mentor**.

We are delighted to see Kyle continuing to volunteer his time and expertise to the community. As Chapter Mentor, he will play a crucial role in guiding our members, holding the Chapter Board accountable for actions that help us meet our objectives, and ensuring that we stay true to the values of PMI.

Kyle's leadership skills, experience, and dedication to the project management profession make him an excellent fit for the Chapter Mentor role. We are confident that he will be a great asset to our chapter and its members.

Please join us in welcoming Kyle to his new role as Chapter Mentor, and we look forward to the positive impact he will have on PMI Sun City.

## HELPFUL LINKS

[PMI Sun City  
Chapter Website](#)

[Renew your  
membership](#)

[Event Calendar](#)

[PMI Volunteer  
Opportunities](#)

[2023 Chapter  
Awards Review  
Committee](#)

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**Together We Can** – We use our shared purpose to unite us as a community and drive us forward to create impact. Did you know that is one of [PMI's Culture Values](#)?

In the spirit of volunteering, there is an opportunity to serve in the **2023 Chapter Awards Review Committee**. As a Chapter Awards Review Committee member, you will review and score Chapter Award entries for the purpose of selecting award winners.

Find the 2023 Chapter Awards Review Committee link in the **Helpful Links** section to navigate directly to the posting. The estimated commitment is about one hour (during the review months) on a

conference call. Participants are eligible to claim PDUs under “Giving Back”. Opportunity start date is 5/15/23, application close date is 4/9./23

**Please join us in welcoming a new chapter member, Michelle Sullivan.**

Introducing **Michelle**, hailing all the way from the beautiful city of Las Cruces, NM. Michelle is no stranger to adventure. As a seasoned traveler across the United States, she's always on the lookout for new experiences and exciting opportunities.

Michelle is eager to explore what our chapter has to offer, and we couldn't be more thrilled to welcome her aboard. With her passion for exploration and love of learning, we know she'll fit right in and make valuable contributions to our community.

**No new PMP® certifications.**



# JOB BOARD

Organization	Role	Job Type	Department	Job Number / Additional Details
<a href="#">City of El Paso</a>	Project Manager (Planning & Inspections)	Unclassified	Planning	U4325-0223
<a href="#">City of El Paso</a>	Ombudsperson	Unclassified	Park Recreation Administration	U3325-0123
<a href="#">City of El Paso</a>	Cybersecurity Engineer	Unclassified	Information Security Assurance	U4420-0123
University of Texas at Austin	Military Veteran Instructor of Project Management	Certified PMP Instructor	Center for Professional Education	Contact <a href="mailto:d.berald@austin.utexas.edu">d.berald@austin.utexas.edu</a>

If your organization is currently hiring and you would like to reach out to our community, please send the job details to [marketing@pmielpaso.org](mailto:marketing@pmielpaso.org). By sharing your job postings with us, you'll gain access to a talented pool of project management professionals who are dedicated to their craft and committed to making a difference. We look forward to hearing from you and connecting you with our dynamic community of PMI Sun City.



# FEATURED PRESENTATION

Negotiating to get what you want  
(and deserve)

By Alice Shikina

February 23, 2023

If you didn't attend February's featured presentation, you may have missed out on the secrets of successful negotiation by Alice Shikina! Hailing from Lafayette, and having traveled to exotic destinations like the Czech Republic and Hawaii, she brings a unique perspective to the table. With a background in theater, she knows how to captivate an audience and keep them engaged. But her real talent lies in her ability to read people's emotions and use that knowledge to communicate effectively. This invaluable skill is key to understanding what's really happening in any negotiation and how to get what you want.

Alice opened up the discussion by highlighting the gender differences in negotiations, where men negotiate 4 times more than women due to more negotiation opportunities during childhood chores. For example, men will mow the neighbor's lawn and trim bushes while women will do more in-house chores like folding clothes and washing dishes – things that don't require negotiation or money. By the time they reach college, men have a lot more experience negotiating.

The presentation emphasized that negotiation is present in daily conversations at work, with spouses, friends, and children. Negotiation is about getting on the same page.

Participants learned about the **importance of preparing for negotiations**, including identifying the best and worst alternatives to a negotiated agreement (BATNA and WATNA). You must always know your BATNA and WATNA when stepping into a larger conversation.

- BATNA – if negotiation fails, what is the best deal you have?
- WATNA – if negotiation fails, what is the worst alternative? If the deal on the table is not as bad as your WATNA, you can turn it down!



**Interesting  
Fact!**

Men negotiate  
4x more than  
Women.

**Having a clear understanding of what you want is crucial.** Be specific and precise in defining your goals, noting important details such as how, when, and the associated costs. Writing down your objectives can help. But don't forget about the other party's desires – researching their needs and wants is equally important. Knowing what they want allows you to craft a proposal that aligns with their interests, making it easier to get what you want. It's astonishing how many individuals go into negotiations without considering the other party's needs. Don't be one of them!

### **Know your strategies and use them!**

- In negotiation, it's important to ask easy questions first to build rapport and uncover bargaining chips without necessarily using them yet.
- Talking about money should be sidestepped until later in the negotiation.
- Finding creative solutions first can help avoid stress during bargaining.
- Knowing what is cheap to you but valuable to the other party can lead to successful exchanges.
- Asking about non-negotiables can provide insight into other areas open for negotiation.
- Making two equivalent offers can increase the chances of closing a deal or avoiding an argument.
- Finally, if making the first offer, it's important to have enough knowledge about what you're offering to anchor the negotiation.

Alice captivated our attention with her insightful discussion on negotiation tactics. She shared practical scenarios and relatable stories, including a real-life example of a salary negotiation that she guided. Our members were fully engaged, and we had an invigorating conversation on the topic. The session sparked a lively exchange of experiences and ideas among our chapter members, deepening our understanding of the art of negotiation.

Negotiations are not just about logic and reason; **emotions can also play a significant role.** The amygdala, often referred to as the "pet monster," can trigger flight, fight, or freeze responses. When this happens, people become less logical and reasonable, hindering their ability to negotiate effectively. It is crucial to recognize when emotions are running high and how they can impact the conversation. Emotions can cause people to stop listening and focus on their response, how upset they are, or even unrelated things like dinner plans. To restore listening and calm down the situation, repeating what the other person said, even if you don't agree, can help acknowledge their perspective and bring down their anger level. Deep breathing techniques or taking a break can also help calm yourself down in tense situations.

Alice concluded the meeting by offering her [Small Group Negotiation Course](#).

8-week course | 75 minutes a week | 4-8 people in each class

Price: \$997

Next available course starts March 3 – April 21

Fridays from 12pm to 1:15pm pacific time.

If you would like to sign up, please contact [alice.shikina@gmail.com](mailto:alice.shikina@gmail.com)  
<http://www.shikinamediation.com>



# UPCOMING EVENT

Look out for a meeting invitation from [marketing@pmielpaso.org](mailto:marketing@pmielpaso.org). Don't forget to RSVP!

**Topic:** The Engagement Matrix: Actionable Options for Supervisors and Project Managers

**Speaker:** David B. Newman & Lisa Hammer

**Date:** **Wednesday, March 29, 2023**

**Meeting Start Time:** 11:45 am MT (Zoom opens @ 11:30 am)

**Meeting End Time:** 1:00 pm MT

**Description:**

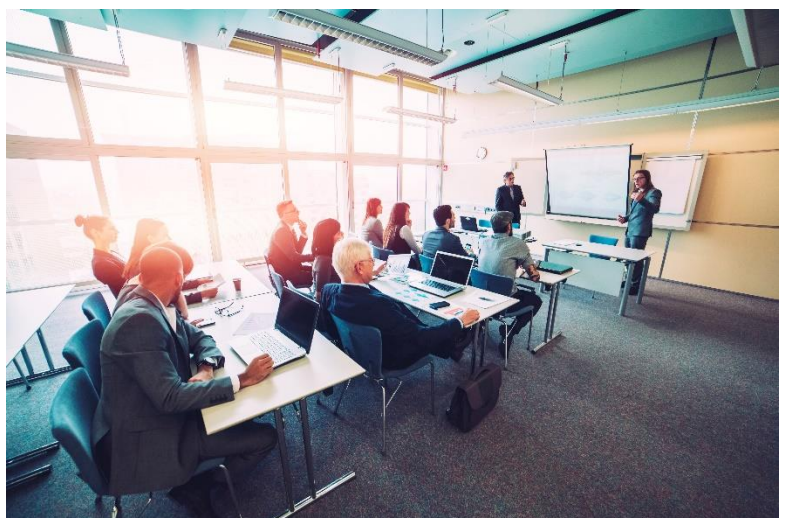
Business leaders on the front lines face a plethora of changing challenges daily. Pressure comes in many forms and from different directions. Employee engagement is at catastrophically low levels. Retaining your best employees while satisfying stakeholder demands in a constantly changing business environment requires critical thinking and rapid responses to workplace situations as they emerge.

The Engagement Matrix is a tool that provides immediate and effective guidance for informal performance management. The essence of leadership without authority is to be able to demonstrate empathy for individual circumstances while providing direction that enables teams to be successful.

In this brief presentation, Dave and Lisa will show you a simple and effective method for ensuring that your management time is invested optimally to maximize your return. Through the categorization of behaviors into four main quadrants, we have a starting point for concentrated leadership. Knowing when to apply the techniques of management, motivation, training, or nurturing gives the leader immediate insight and actions to support the building and continuous growth of high-performance teams!

**Learning Objectives:**

1. Be able to use The Engagement Matrix to conduct informal performance management.
2. Earn leadership authority from your team.
3. Focus on continuous improvement and high performance.



## About the Speaker(s):

### Leadership Techniques, LLC

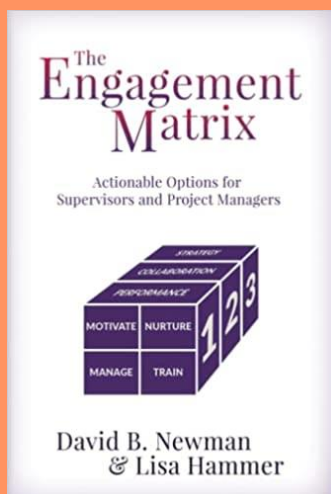
David B. Newman and Lisa Hammer are co-founders and principals of Leadership Techniques, LLC and are Authorized Training Partners (ATPs) with the PMI. They have the honor of being part of an elite group of instructors selected to deliver multiple courses for the Project Management Institute (PMI) - PMI Training® (formerly known as PMI SeminarsWorld®), a series of professional seminars held monthly across the country and virtually. Lisa and Dave have recently published [The Engagement Matrix: Actionable Options for Supervisors and Project Managers](#), where they have combined basic human resources principals with a process that one can easily and quickly use to assess current behavior and performance to compare with the desired results and manage, rather than react to, the gap between desired performance and actual results, and lead your team to continual improvement and success! While often asked to intervene in challenging scenarios, Lisa and Dave always try to inject positivity and happiness into the environment and look to reduce stress for employees while driving results

### David B. Newman, PMP, DASSM, PMI-ACP, SHRM-SCP, SPHR, ITIL

David B. Newman has a diversified background in engineering and product development. He is a certified trainer for leadership seminars and loves to share his experience and extensive background with others. Project teams have excelled under his leadership as he has emphasized that the key to building a high-performance team is to integrate management skills with a collaborative philosophy to motivate teams.

### Lisa Hammer, PMP, DASSM

Lisa Hammer has significant experience specializing in project management and staff development. She has managed the implementation of several multi-million-dollar programs, achieving client goals while maintaining budget and cost controls. Her executive career has been highlighted by a broad range of qualifications, including proven leadership and analytical skills, collaboration with outside groups, along with a reputation for accountability, flexibility, and resourcefulness.



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<http://www.leadershiptechniquesllc.com>

[Get your book from Amazon!](#)

# VOICES OF THE COMMUNITY

## February, the month of love and new beginnings...

In honor of St. Valentine's, please enjoy this poem from Sun City to its members.

\*In the heart of the desert, where the sun beats down,  
The PMI Sun City local chapter can always be found.  
A community of project managers, a family of friends,  
Sharing knowledge, experience, and goals until the day's end.

Our members are the backbone of our chapter's success,  
Their dedication, hard work, and passion, we confess,  
Is what keeps our organization thriving and alive,  
And for that, we're grateful and proud to have them by our side.

But to truly reach our potential and make our mark,  
We need more members to join us and light up the dark.  
We need fresh perspectives, new voices, and energy,  
To expand our reach, and enhance our synergy.

So if you're a project manager looking for a home,  
Come and join us, and together, we'll roam,  
The endless opportunities that await us ahead,  
With PMI Sun City, no challenge is too big to be met.

We value our members, we cherish their dreams,  
We welcome everyone with open arms, it seems,  
And with the sun shining down on us, we'll rise,  
And achieve greatness, beyond the horizon and the skies.

\*We must give credit where it is due because this mind is not that creative. So, thank you, ChatGPT for the incredible poem! ChatGPT is an AI language model trained by OpenAI.



**Thank you for your continued support!**

PMI SUN CITY

