

# PMI SUN CITY NEWSLETTER

January 2023

Issue 01

## Welcome to 2023, Sun City!

We kicked off the first meeting of the year by reminiscing on the advancement of technology. While we're not driving flying cars yet, we do appreciate that we can talk and **see** each other on phones now! How times have changed...

The enthusiastic participation and energy displayed at the start of our chapter meeting was a refreshing sight. It was an invigorating experience to listen to our fellow members share their expectations for the chapter, provide feedback on its current state, and express their willingness to volunteer in implementing new initiatives. We took note of your valuable input, and now it is incumbent upon the Board of Directors to prioritize and deliver the necessary resources and services to fulfill the expectations of our esteemed members.

### HELPFUL LINKS

[PMI Sun City  
Chapter Website](#)

[Renew your  
membership](#)

[Event Calendar](#)

## Please join us in welcoming two new chapter members, Vibert Skeete and James Parham.



Meet **Vibert**, an accomplished Social Studies teacher from El Paso, TX, who's eager to expand his skillset in the world of project management! In November 2022, Vibert joined PMI with the goal of earning his PMP certification, recognizing the value of project management skills beyond a project manager title. With his dedication to professional development and a passion for education, Vibert is poised to make a meaningful impact in any project he takes on. We're excited to see how he'll utilize his skills and knowledge to elevate his career and achieve his goals.



Meet **James**, a long-time chapter member who's ready to step up and make a difference! As a retired military veteran who recently made El Paso his home, James brings a wealth of experience and knowledge to the table. With his background as an IT Project Manager and Project Management instructor at the University of Texas at Austin, James is a true asset to the chapter. We can't wait

to see the impact he'll make as he takes on a more active role and shares his expertise with the community.

**No new PMP® certifications.**



## JOB BOARD

Organization	Role	Job Type	Department	Job Number / Additional Details
<a href="#">City of El Paso</a>	Ombudsperson	Unclassified	Planning	U3325-1022
<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	U4420-0124
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>



# FEATURED PRESENTATION

Practical Adaptive Leadership

By David Mantica

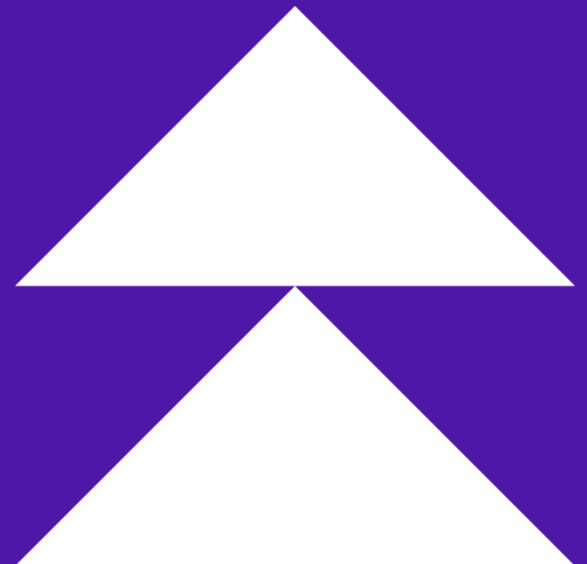
January 26, 2023

Mr. David Mantica opened up his discussion and presentation with the observation of an invigorating interaction that occurred during the start of the meeting through just prior to his introduction. He tied that assessment to the quality interactions one might expect from an Adaptive Leader. In recent years, the Project Management Institute (PMI) has made the cultural shift to adaptively lead and applying adaptive leadership.

Mr. Mantica broke down the elements of Adaptive Leadership into:

- Evolutionary Biology
- Psychology
- Behavioral Economics
- Systems Thinking
- Moral Philosophy/Ethics

In assessing one's Adaptive Leadership, one must consider Value – Are you receiving value; are you getting things done – completing actions or tasks. The Value of Learning is what an Adaptive Leader is all about. An adaptive leader must be comfortable with being uncomfortable; this skill is what defines an adaptive leader. It is about diagnosing the essential from the expendable and bringing about a real challenge to the status quo. An Adaptive Leader will train and develop and inspire others to become and be uncomfortable and will lead by example in order to drive stability. Rather than attack what drives or creates stress but to have less of an impact from it. Instead, Mr. Mantica encouraged adapting to it, thereby in essence, less stressful.



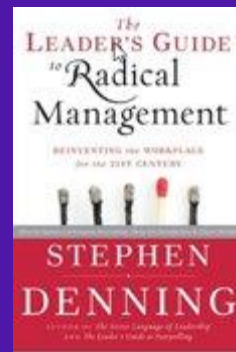
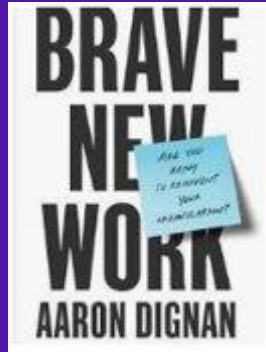
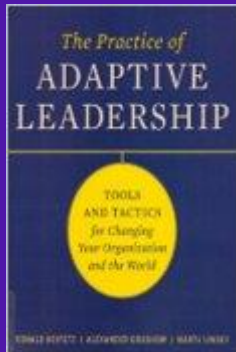
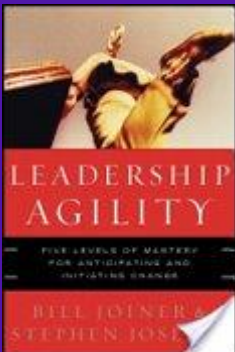
## Technical Versus Adaptive Challenges

Agile allows for embracing change, revising and adding changes over time. One goes in with a vision of a fixed state. For example, membership is down – learning to figure out things and see what the problem is. An adaptive leader sees, hypothesizes, then makes changes. When assessing revenue and senior management prioritizes profitability by cutting costs is not a desirable disposition. One must take a different approach and in doing so, one becomes agnostic, that is learning agile frameworks and during service, not telling the client what it is, but rather, it is giving them what they want. When confronted with an adaptive problem, an adaptive leader must tackle adaptive challenges by breaking down communication barriers. It is important for them to understand that they cannot possibly know everything, but proper documentation and organization can help address future issues as they arise in an adaptive and flexible manner. By taking these steps, the leader can create a more cohesive approach to problem-solving and adapt to changing circumstances more effectively.

A lesson learned of working from home. Prior to COVID, work-from-home adapted and changed. It suddenly became acceptable to work a hybrid schedule; but there had to exist a logic. The issues are determined by the mindset, time value discounting and cognitive/regency bias the leader needs to recognize and know when these are occurring. There are emotional and cognitive distortions and resistance to change.

Adaptive leaderships always put one in the business of assessing, managing, distributing, and providing context for losses that move people through these losses to a new place. Belief drives thoughts, thoughts drive feelings; thoughts and feelings together drive actions. Learn to be safe regardless; always protecting oneself. Conflict is critical; include dissenting voices – as being around likeminded leads to a reduction in learning. Learning amplifies; allows to stretch assignments.

### Recommended Reading



# UPCOMING EVENT

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

**Topic:** Negotiating to get what you want (and deserve)  
**Speaker:** Alice Shikina  
**Date:** Thursday, February 23, 2023  
**Meeting Start Time:** 11:45 am MT (Zoom opens up @ 11:30 am)  
**Meeting End Time:** 1:00 pm MT  
**Description:**

Alice will share insights on effective negotiation preparation, including strategies and techniques for navigating the process, as well as discussing the impact of emotions such as anger on negotiation outcomes.

## Attendees will learn:

1. What to consider when preparing for a negotiation.
2. Various negotiation strategies.
3. When to apply these strategies.
4. The effect that anger or other negative emotion has on a negotiation.
5. How to diffuse that anger to continue with negotiations.



**About the Speaker:** **Alice Shikina** is an acclaimed international speaker, author, and accomplished playwright and director. But that's not all - she's also a skilled mediator and negotiation coach who has helped countless individuals navigate complex disputes in both personal and professional contexts. Whether she's mediating a difficult divorce, resolving a thorny workplace conflict, or coaching a client to become a masterful negotiator, Alice brings an unwavering passion to her work. And when she's not busy changing lives, you can find her holding down the fort in sunny California with her two teenage sons.

# VOICES OF THE COMMUNITY

## Happy New Year, Chapter Members!

In the previous year of Sun City's accomplishments, we continued to work through the effects of Covid 19 and lockdown restrictions and residual challenges. However, the resolve of the last chapter's leadership and membership helped to soften the blow of what could have been devastating to our group of loyal members.

We want to thank our former Chapter President, Kyle Ibarra, for his leadership and mentorship during my role as the VP of Programs and Professional Development. Kyle's tireless effort to keep our chapter engaged has increased membership and strengthened relationships with the community, our members, and private and non-profit organizations.

We congratulate the former VP of Governance and the new President, Saul. Saul, we will support you and continue to provide you with the support, sustainment, and expected judgment in our new roles as the elected leadership team. The latest chapter leaders are President Saul, VP of Governance Rajan Robinson, VP of Mentorship Kyle Ibarra, VP of Finance Terry, VP of Membership Gustavo, VP of Technology, Claudia VP of Marketing, and Alex, VP of Programs and Professional Development. Also, we have non-elected members such as Corina and Rachel assisting our mentorship program.

So a lot is new, and a lot is happening with our volunteering members.

This message intends to say hello and warm salutations toward your continued support of your Sun City PMI chapter.

The board looks forward to your feedback, support, and participation in the New Year.



**Thank you for your continued support!**

PMI SUN CITY

