

PMI SUN CITY NEWSLETTER

March 2023

Issue 03

Hello, Sun City!

In case you missed the March meeting... we welcomed a plethora of new members to our community and the level of engagement is at an all-time high! It is heartwarming to see so many professionals from diverse backgrounds coming together to share their expertise and knowledge.

Hector and **Jessica** are new to the chapter, and they're joining us both from West Star Bank, where they form a PMO! Hector, PMP® has a background in auditing and is new to the profession. Jessica has been practicing Project Management for a few years now and is working towards her PMP® certification.

Next up, we have **Frank** who got his PMP® a few years ago, and just recently joined the Sun City chapter. Frank works in the medical industry and brings with him a wealth of experience.

We are also excited to welcome **John**, a chief engineer who has worked in program management for the past 30 years. Although he has attended a few meetings in the past, this was his first one this year.

Cristina from GECU, who works in the communication department as a PM in advertising, has also joined our community. Cristina is currently getting into Agile and is working towards her PMP® certification.

All the way from Nairobi, we have **Manny**, who is an advisor to the embassy and will be in this position for 2-3 years. Manny wins the award for the longest commute to attend our meeting. We hope he's racking up some serious frequent flyer miles 😊

We are also delighted to have **Darrell**, a division engineer who has been a member of our chapter for a while but is attending a meeting for the first time.

HELPFUL LINKS

[PMI Sun City
Chapter Website](#)

[Renew your
membership](#)

[Event Calendar](#)

[Volunteer
Engagement
Platform \(VEP\)](#)

[Follow us on
Instagram](#)

[Follow us on
LinkedIn](#)

We would also like to share that **Jeff**, one of our members, has accepted a new position in Alaska as a Telecommunications Systems Server Engineer. He will be leaving El Paso in May and moving to an island in Alaska where the temperature is milder. We wish him all the best in his new role!

Lastly, we would like to welcome **Tiana** from Fedrick County Public Schools, Maryland, to our community!

With so many new members joining us, we are truly fortunate to have a diverse group of professionals who are eager to share their knowledge and experiences.

The Volunteer Engagement Platform (formerly VRMS) is undergoing a transformation, so you may notice some changes to this site. To provide the best volunteer experience possible, PMI are releasing enhancements and new features to the **Volunteer Engagement Platform** on a continuous basis.

VEP has updated branding to be consistent with PMI.org. Improved look and feel. Mobile friendly web pages. It also offers single-sign-on (SSO) with your PMI profile and dashboard. Don't forget to check it out! Link is in the Helpful Links section.

We are excited to announce that our chapter has launched new **Instagram** and **LinkedIn** accounts! Following our social media accounts is a great way to stay informed about upcoming events, news, and updates related to the chapter.

By following our Instagram and LinkedIn pages, you can also connect with other members of our local chapter, learn from industry experts, and show your support for our mission and activities. Our social media pages will feature content that is relevant to your professional development as a project manager, including articles, webinars, and other resources.

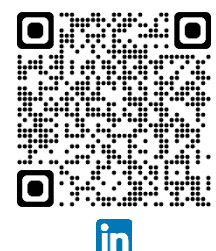
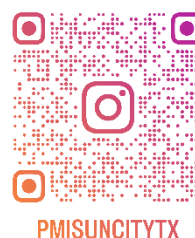
We encourage all of our members to go follow our new Instagram and LinkedIn accounts. You'll be the first to know about

any upcoming events or opportunities to get involved with the chapter. By connecting with other professionals in our field and engaging with our content, you can expand your professional network and build valuable relationships.

To follow our Instagram account, search for @pmisuncitytx on the Instagram app or visit <https://www.instagram.com/pmisuncitytx/>

To follow our LinkedIn page, search for PMI Sun City – El Paso, TX on LinkedIn or visit <https://www.linkedin.com/company/pmi-sun-city-el-paso-tx/>

Thank you for your continued support of our chapter, and we look forward to connecting with you on social media!





JOB BOARD

Organization	Role	Job Type	Department	Job Number / Additional Details
City of El Paso	Strategic Initiatives Project Manager	Unclassified	City Manager	U1063-0822
City of El Paso	Ombudsperson	Unclassified	Park Recreation Administration	U3325-0123
City of El Paso	Transportation Planner	Unclassified	Engineering Administration	17626-0323
University of Texas at Austin	Military Veteran Instructor of Project Management	Certified PMP Instructor	Center for Professional Education	Contact d.berald@austin.utexas.edu

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. 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



The Engagement Matrix: Actionable Options for Supervisors and Project Managers

By Leadership Techniques, LLC
David B. Newman & Lissa Hammer

March 29, 2023

Last month, we had two incredible guest speakers who talked about "The Engagement Matrix" - a toolbox filled with various tools to improve engagement in the workplace. We're excited to share a summary of this presentation with you!

The speakers emphasized the importance of engagement, as globally, engagement is at an all-time low. Shockingly, only 30% of people in the United States are actively engaged, while a whopping 70% are not. Can you believe it? The speakers went on to explain that there are two types of disengagement - active and passive. Approximately 20% of employees are actively disengaged, while 50% are passively disengaged. Yikes!

The purpose of this presentation was to provide you with the necessary tools to help you improve engagement in your workplace. The speakers highlighted that engagement involves creating a sense of belonging, which is directly related to higher productivity, increased quality of work, and the retention of top talent. The presentation included some interesting statistics, such as how appreciation was one of the top three reasons that people left their workplace over the last three years. Other reasons included a lack of challenge and issues surrounding money and compensation.

The good news is that engagement has increased over the last 20 years, thanks to managers who are paying more attention to it. There is a direct correlation between engagement and business outcomes. In fact, higher levels of engagement can be achieved by improving workplace happiness, which includes overall well-being. The speakers noted that appreciation doesn't necessarily have to have a monetary value, but can be as simple as a meaningful thank-you.

Now, let's dive into the Engagement Matrix. The matrix has 64 micro-quadrants and three different dimensions - Performance, Collaboration, and Strategy, leading to 192 micro-quadrants in total. The four main quadrants are Manage, Motivate, Nurture, and Train. The speaker emphasized that they wouldn't go into too much detail about the micro-quadrants, but did mention some important points about the main quadrants.

In the Manage quadrant, it's essential to address conflict, even if it means having difficult conversations. If you spend too much time in this quadrant, it may indicate that you're not showing appreciation for your performers. Sometimes, it's best to get someone out of the team, and it's important to be fair and document expectations.



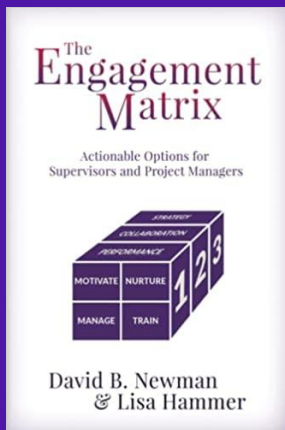
Only 30% of
people in the
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are actively
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The Train quadrant focused on the importance of providing the right kind of training to employees, including technical and personal growth training. The speakers noted that it's crucial to support employees who wish to improve their skills and that it's a good idea to ask them to share their learnings with the team after attending training.

The Motivate quadrant highlighted that mistakes are an essential part of growth and development. It's also important to provide leadership training to improve skills such as negotiation, delegation, stress, and time management. Becoming a mentor, implementing a rewards and recognition program, and volunteering were also suggested as ways to motivate employees.

Finally, the Nurture quadrant focused on providing a supportive environment for employees who are good at their jobs and have a high level of interest in them. The speaker emphasized that it's crucial to recognize and reward employees who are doing an excellent job.

To sum it up, the Engagement Matrix provides managers with the necessary tools to improve engagement in their workplace. By utilizing the tools in the Manage, Motivate, Nurture, and Train quadrants, managers can create a sense of belonging and happiness, leading to higher productivity, increased quality of work, and the retention of top talent. So, let's get to work and start engaging our employees!



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!

Please join Leadership Techniques mailing list here:

<http://www.leadershiptechniquesllc.com>

[Get your book from Amazon!](#)

UPCOMING EVENT

We are thrilled to invite you to our upcoming networking event, where we will **celebrate the 10-year anniversary of our chapter's establishment**. Over the past decade, we have accomplished so much together and have had a positive impact on the community. We couldn't have done it without your unwavering support and dedication.

To commemorate this milestone, we have planned a special networking event on **Thursday, May 4, 2023 at 6:00pm**. It will be an excellent opportunity to reconnect with old friends and make new connections within our chapter.

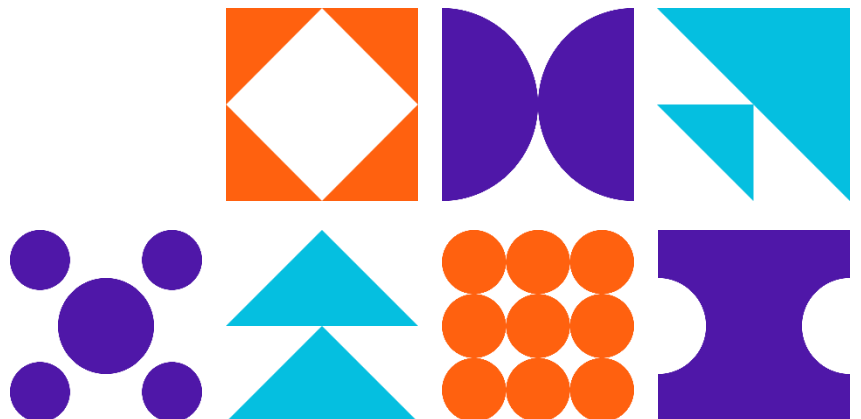
The event will take place at **Hope & Anchor** located on [4012 N Mesa St, El Paso, TX 79902](https://www.google.com/maps/place/4012+N+Mesa+St,+El+Paso,+TX+79902), and we encourage you to bring along your colleagues and friends who may be interested in joining our chapter. This will be a fantastic chance for them to learn more about our chapter's work and its impact on the community.



Please **RSVP by Wednesday, April 3, 2023**. You can confirm your attendance by either of these methods.

- a. Register for the event through the chapter website
- b. Accept the meeting invitation that will be sent via Chapter Marketing
- c. Send an email to marketing@pmielpaso.org

We can't wait to see you there and celebrate this milestone together. Thank you for being a part of this wonderful journey with us!



Thank you for your continued support!



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