

Newsletter

November, 2019 | www.pmi-netherlands-chapter.org |

In this issue...

- ↳ [Editor's Note](#)
- ↳ [Global Celebration of Service](#)
- ↳ [Recent PMI certified members](#)
- ↳ [Events Calendar Overview](#)
- ↳ [Dimensions of a Culture Map](#)
- ↳ [2019 Chapter Survey](#)
- ↳ [Elections PMI Netherlands Chapter Board 2020 - 2021](#)
- ↳ [Euregio Event in Cologne LanXess Arena November 14th 2019](#)
- ↳ [Celebrating 50 Years of PMI: Event for Volunteers and New Members](#)
- ↳ [PMI's New Branding: Introducing New PMI Logo](#)
- ↳ [Tips for Preventing and Dealing With Workplace Bullying](#)
- ↳ [Challenges When Integrating Nearshore With Offshore Outsourcing](#)
- ↳ [News from the annual ISO meeting in Seoul](#)
- ↳ [Open Volunteer \(VRMS\) update](#)
- ↳ [Meet our New Volunteers](#)
- ↳ [Month's Newsletter Contributors](#)
- ↳ [Let's Stay in Touch](#)

Editor's Note

Respecting diversity and inclusion within a team is among the key aspects in building a high performance organization culture. Project managers often use tools to identify cultural gaps within a team to raise awareness regarding the manifestation of cultural differences. It can also be used by a team to identify the differences and deal with them. A strong culture impacts the values and norms of an organization and it creates and supports the vision, mission and values.

In this edition you'll find a couple of interesting articles highlighting the importance of cultural understanding in a multicultural and cross functional set-up, combined with an introduction to the new PMI brand and our major highlight of the month i.e. our volunteers and new members event in November as part of 50 years PMI anniversary.

Last but not the least, call for volunteers, especially in the areas of Membership and in organizing Events, you have opportunity to build on your talent. Visit PMI NL Chapter site Volunteer page (<https://pmi-netherlands-chapter.org/index.php/get-involved/volunteer-opportunities>).



CELEBRATING 50 YEARS OF COMMITMENT TO PROJECT MANAGEMENT

Global Celebration of Service

An opportunity for project professionals around the world to unite

PMI 50th Anniversary is a time to reflect on the achievements of project managers and recognize the progress that the profession as a whole has made. We also see it as a time to pull together in service, contribute our collective skills and passion, and make a difference in the world together. To accomplish this, PMI is supporting the United Nations' mission to align strategies and operations with universal principles on human rights, labor,

environment, and anti-corruption, and take actions that advance societal goals.

Pledging Your Commitment

The UN has identified 17 Sustainable Development Goals (SDGs) that serve as a blueprint to achieve a better and more sustainable future for all. PMI has committed to contributing 50,000 hours towards attaining these goals by 31 December 2019. We have reached this goal and are now working on doubling it! The call is still open for PMI staff, members, chapters, credential holders, volunteers and any individuals or organizations who want to get involved to pledge their commitment.

Think about what causes motivate you...where your passion lies...or how your expertise could help most. You can sign up on behalf of yourself, your PMI chapter, your employer or other organization, and spread the word to others who may want to participate.

Pledge Now: <https://www.pmi.org/anniversary/global-celebration-of-service-pledge-form>



WHY LOSE?

Keep your PMI and chapter benefits on track.

RENEW YOUR MEMBERSHIP TODAY.

Congratulations to Recent PMI Certified Members



Name	Credential
Santiago Gomez-Quero, Ph.D.	PMP
Manuela Groenewoud	PMP
Simone Groothuis	PMP

The Board of PMI Netherlands Chapter congratulates the above members with achieving their credential.

[Link to Event calendar on Chapter website](#)

Events		
14- Nov	Impulse speech – Courage needs a voice	Link
2 nd Week - Nov	Issue 2019 chapter survey to members	Invitation by email
20- Nov	LIWG "ISO for projects": catch-up session	Link
23-Nov	Celebrating 50 Years of PMI: Event for Volunteers and New Members	Invitation by email & sign up link
27-Nov	Chapter Meeting: The Future for Project Management with the Rise of Agile & Planning Force: The Decision Intelligence Solution	Link

Dimensions of a Culture Map

0 ←----- HOFSTEDE'S CULTURAL DIMENSIONS -----> 100

LOW POWER DISTANCE	PDI	HIGH POWER DISTANCE
COLLECTIVISTIC	INV	INDIVIDUALISTIC
FEMININE	MAS	MASCULINE
LOW UNCERTAINTY AVOIDANCE	UAI	HIGH UNCERTAINTY AVOIDANCE
SHORT TERM ORIENTATION	LTO	LONG TERM ORIENTATION
RESTRAINT	IND	INDULGENCE

2019 Chapter Survey

In the second week of November all members will receive an email with the invitation to take part in the 2019 Membership satisfaction survey. This is meant to help the PMI Netherlands Chapter Board in defining the 2020 Business Plan. PMI Netherlands aims to reach a higher level of your satisfaction, and to do so we need input from you. The format (10 questions) is the same as last year and filling in the survey should take you less than 10 minutes.

Elections PMI Netherlands Chapter Board 2020 - 2021

Based on the Chapter By-Laws this year's Election of the Board of the PMI Netherlands Chapter for 2020-2021 is in progress. The nomination and election of directors is being annually in accordance with the terms of office specified in Article IV, Section 1 and Article V, of the Chapter By-laws. Current situation is:

Board Member	Role	Terms Status
Ger van der Geld	President	Continue as per term
Helen Meijer	Secretary	Continue as per term
Fons van de Wouw	Treasurer	Continue as per term
Drake Morse	Director Professional Development	Continue as per term
Vikram Srivastava	Director Marketing & Communications	Continue as per term
Josephine Shi	Director Membership & Volunteers	Formally ending 31/12/2019 (*)
Peter Ryan	Acting Director Membership & Volunteers	(*) Open for formal election
Liz Hector	Director Academic Outreach	Open for election 2nd term.
Lars Bessems	Director Events	Vacant per 31/12/2019
Rommert Stellingwerf	Past President	Not open for election
Jan Cardol	Chief Executive Officer	Not open for election

In summary, the following positions are open for election:

- **Director Academic Outreach (re-election possible)**
- **Director Membership & Volunteers (election of acting board member possible)**
- **Director Events (not open for re-election, so the position is vacant)**

Nominees for these positions in the Board are for a 2-year term 2020-2021, starting officially on January 1st 2020. The election process is as following:

- Candidates have been able to nominate themselves for each of the open positions. Also, nominations for more than one position were possible. In that case, the candidate was requested to supply an order of preference for the positions in his/her nomination,
- Candidates could nominate (only) themselves until **October 26th 2019** (so this is closed now)
- The Election Committee checks the credentials of the candidates,
- **From November 1st till November 9th 2019**, if more candidates are available for one or more of these positions, the Chapter members will be asked to cast their votes,
- **On November 12th 2019**, the Election Committee will count the votes and establish elected candidates & their positions,
- Elected candidates will be informed by the Chapter Board,
- All Candidates will be briefed by the Election Committee or Chapter Board in person,
- The election results will be announced **at the November 2019 Chapter Meeting** and published on the Chapter website,
- **In January 2020** the old and new Board will meet a whole day to prepare the operational plan for 2020,
- **On January 1st 2020** the newly elected Board members start their first two-year term and the re-elected board members start their second two-year term,
- **On the February 2020 Chapter Meeting** the formal yearly chapter meeting the members will confirm election results with the yearly report of the board to the chapter members.

Although nomination for these positions is closed now, there still are many other volunteering options within our chapter, please see the "Volunteers Needed" section!

Celebrating 50 Years of PMI: Event for Volunteers and New Members



In our 50th year of PMI, the NL Chapter is proudly celebrating our Volunteers & New Members on 23 Nov 2019 in The Hague

Our 50th Anniversary is a time to reflect on the achievements of project managers and our chapter. Specifically, we wish to mark this major moment in PMI history by having a very special event to recognize **our Volunteers & New Members**.

What have we got in store for you is very special...

On the afternoon of Saturday the 23rd of November, we welcome all **our 2019 PMI NL Volunteers & New Members to the Hague**.

We will start the day's festivities with a **luxurious lunch at one of the Hague's most talked about restaurants** – we will have our own private room in Restaurant Milu <http://www.restaurantmilu.nl/en/>

After lunch we will be taken on an **exclusive private tram tour of The Hague with a special focus on the Binnenhof**. The Hague is the Netherlands seat of government & monarchy and also known as the global city of peace & justice. With this in mind there are many historic sites to view including the Peace Palace, Royal Palaces and The Binnenhof. The Binnenhof (Inner Court) located in the heart of the Hague will have a special focus. At its centre, one finds the Ridderzaal (Hall of Knights) and the square is lined by parliament buildings and government buildings. The square forms the very heart of Dutch government (including the 2e Kamer). See notes at end of message.

After the tour we will return back to Restaurant Milu where we will have **networking drinks & canapes**.

TIMING

- There will be more details to follow however please do note that the timing of the event is a 12.30 commencement in Milu and a 18:00 completion of the event at Milu.

GETTING THERE

- The Hague is very well serviced by public transport and parking garages (for cars & bikes).

COST

- Zero to all invited.

NON-MEMBERS SPECIAL OFFER

- We would like for the NL PM community as a whole to see the PMI as an attractive network to join so we are opening up the opportunity for you to invite 1 non-member who is interested in joining PMI.
- We cannot guarantee we can say yes to all as there is a cap on the numbers for the venues involved on the day. So please submit your suggest guest and we will confirm closer to the date if they can indeed avail of this offer.
- Please do re-affirm to them that their place at the event is purely tentative (unconfirmed) until we confirm the numbers.

REGISTRATION STEPS

- Email Invitations are sent out in 2 phases
 - (1) New Members who joined 1 Nov 2018 onwards (invite sent mid Oct 2019) and
 - (2) Volunteers active since 1 Nov 2018 (invite sent by 1 Nov 2019).
- Volunteers and New Members can sign up for the event with the registration link provided in the email.
 - Note: If you did not receive the invite and you think you should have then please contact operations@pmi-netherlands-chapter.nl
- RSVPs / Registration should be completed by end of day 8 Nov 2019.

PMI's New Branding: Introducing New PMI Logo



As part of 50th anniversary celebration, PMI recently concluded its 2019 Global Conference and introduced its new logo. This is part of an overall rebranding operation, which contains much more than meets the eye. The rebranding is expected to take at least six months for PMI Global and all chapters.

In the next newsletter we will present the new PMI Netherlands chapter logo and our chapter planning for the rebranding.

For now we want to share with you the underlying meaning of the symbols that are used by PMI, not only in the logo itself but also for other aspects of the new brand (e.g. on websites and in presentations).

Guidelines for the use of the following symbols can be found at www.marketing.pmi.org



COLLABORATION

We can't do it alone. Whether it's partnering with a colleague, client, company or non-profit organization, each of us brings something unique to the table. And we are made stronger when we work together.



DETERMINATION

Sometimes projects go according to plan. Most of the time, not. Perseverance is needed to complete any project and successfully deliver outcomes that make a difference in the world.



CHANGE

Disruption isn't new – it's constant. Learning how to navigate change is inherent to our growth and challenges us to continuously evolve. Greater challenges bring greater satisfaction in giving back.



INNOVATION

New ideas. New products. New methods. Constant transformation is what helps us tackle new problems and find fresh solutions. We know that the world isn't one-size-fits-all. We bring new takes on everyday things to constantly move forward and make life better across the world.



TEAMWORK

Projects are delivered by people, but winning projects are delivered by the team. Project delivery relies on team players and people who contribute added value to my project, making the team stronger.



OUTCOMES

We celebrate not just the process, but the positive impact that projects around the world make on society. We're changing the world – for the better – one project at a time.



GROWTH

Change and transformation, while at times unfamiliar, spur progress. Whether it is skill development or organizational expansion, growth brings new opportunities into our economy and contributes to the greater good.



VISION

This can mean being unconventional. It can mean coming up with new ideas to solve new challenges. It's about perspective, seeing the big picture, and the ability to create solutions for now that are sustainable for generations to come.



COMMUNITY

The people that are part of our world make it what it is today. Our community is one of our most valuable assets. We celebrate it and keep it going by welcoming all who wish to join us to make the world a better place.

Euregio Event in Cologne LanXess Arena November 14th 2019

Dear members and friends of PMI Euregio,

Your local chapters in Luxembourg, Belgium, Netherlands and Cologne are proud to present Peter Holzer as our keynote speaker to the following impulse speech:

Courage Needs A Voice What is his impulse speech about?

Nowadays, we are drowning in meetings, phone calls and projects. Both professionally and privately, we communicate more than ever before. And yet we are strangely speechless. Disoriented, we try to shape the change. Adhere to plans that, however, do only impose a fake security on us. Because in the fog of change you can usually only drive on sight.

In order to be successful in complex and fast competitive situations, we need to show more attitude in our companies. The ability to resolve conflicts and not to deny them is crucial. Finding solutions instead of searching for the guilty person. All that does not require leadership techniques, but a return to our inner voice and common sense. In short: Instead of speaking politically correct, we need to provoke a constructive culture of debate.

Anyone who shows a positive attitude helps us to find more clarity and orientation in companies as well as in our society. But it takes courage: Courage for attitude. And courage to stand up for it and open our mouths.

- Get energy through plain text instead of verbal softener.
- How to find good solutions instead of half-cooked compromises.
- Ways to utilize your inner attitude without becoming esoteric.
- Increasing leadership impact by becoming more self-determined.
- Discussing tough on issues – and remaining fair to people.
- Why should I participate in that extraordinary occasion at PMI Euregio?

“The most entertaining event that I have experienced in recent years. Valuable tools that can be used right away.”, Timo Berninger, Allianz

So, do not miss this occasion that may change your attitude in live and whose takeaways can always be read in a book (price: €25 per piece) that you will receive at the end of our event for free (for only PMI Euregio members).

An early bird tariff of 50% will be offered to you as a member of PMI Euregio until July 31, 2019. Thus, only the early birders from PMI Euregio will take it all for less.

Event Details

Agenda

16.30 Entry

17.00 Welcome by PMICC and one event sponsor

17.10 1st Part of “Courage Needs A Voice” by Peter Holzer

18.15 Break

18.45 2nd Part of “Courage Needs A Voice” by Peter Holzer

20.00 Networking

21.00 End

[Date: November 14th 2019 | Click here for the web link](#)

Tips for Preventing and Dealing with Workplace Bullying

Bullying is an epidemic in the workplace, and the costs of bullying are astounding. Studies indicate bullying affects as many as 70 million Americans in the workplace. Unwanted, aggressive behavior repeated or escalated over time. It is often an imbalance of power with the intent to control or harm, embarrass, sabotage, make threats and verbally attack others. It is rude behavior that can include cyber or even physical attacks. Conflict such as differences of opinion, constructive feedback or guidance about work-related behavior, unpopular but defensible decisions or a single act of poor behavior (usually in a highly stressful situation).

Simply put, the person targeted is, in some way, a threat to the bully. For children on the playground, the target is often a child who appears weak or different in some way. In the workplace, targets are often your high performers. Usually that means they are popular, highly skilled, kind, cooperative and agreeable. In a PMO, it is your most effective and experienced PMs, BAs and other staff that are usually targeted.



If you want to prevent or approach bullying and other disrespectful workplace interactions in your PMO, try these simple steps:

Education/training: No different than mandatory ethics and compliance training, as a PMO leader you can provide training on workplace respect. Teach your staff what to look for and what to do if they encounter bullying. Help employees understand how to distinguish conflict, differences of opinion or respectful disagreements from intimidation, humiliation and disrespect. Increase awareness by bringing this topic out in the open. Address and acknowledge workplace bullying by shedding light on it!

PMO & project charters: Create project charters and PMO policies that include behavioral expectations. Refer to your organization's workplace respect policy as backup, and reference it in your project charters.

Live it: As the PMO leader, you must lead by example. If you see disrespect taking place, deal with it quickly, fairly and firmly. Treat others with respect in every business interaction, even when things are highly stressful and challenging. Model positive, respectful and professional behavior, even in times of disagreement. Praise employees when you see them treating others well.

Document and submit: Encourage your staff when they witness or experience bullying to document every detail, title of meeting/building location, specific words and actions. Instruct them to write down everything they can recall and ask witnesses to do the same—there is strength in numbers. Quietly and patiently continue to do this to gather solid facts. Treat it like a project—this is your most powerful tool. When, as a group, you present HR with consistent, corroborated, multi-event documentation, the likelihood of HR taking action is significantly improved. Create irrefutable evidence that is much harder to dispute or deny.

Confidentiality in reporting: If you can, establish a safe and confidential process for reporting bullying and disrespect. Find ways to make it easier for employees to report unacceptable work behaviors. Remove the fear of retaliation from staff when reporting truth. Make the process fair and confidential for everyone. Hold others accountable if disrespect is proven.

Reward good behavior: As a PMO influencer, implement a plan to recognize and reward respectful behavior by acknowledging others when they treat people with respect and professionalism. Make it a part of your PMO and project culture to discuss the many benefits of teamwork, collaboration and respect. Doing this helps create a positive work environment. There are many ways to reward respect that cost next to nothing. It starts with sincere gratitude for a great attitude and a job well done.

Legal action: Support legislation fighting for workplace respect. Learn what your state or province is doing. Be informed, become involved and join the fight against workplace disrespect!

Tell others: If you are being bullied, tell someone about what is going on. Find a professional to speak with. Know and believe you are not stuck, and search for options. Visit Workplacebullying.org, HealthyWorkPlacebill.org or StopBullying.gov. Reach out to someone you trust, a counselor and/or a mental health professional for support. Always remember, you're not alone, powerless or without options. Your voice and actions matter. By working together, we can make change happen!

Challenges When Integrating Nearshore with Offshore Outsourcing

Introduction

Global corporations are increasingly using offshore resources for gaining a cost-effective productivity boost regarding their IT investments. Offshoring is no longer a term that is alien to project managers working in large, global companies—and one can roughly state that the initial phases of offshoring are long over for international companies. Offshoring can either be achieved by establishing subsidiaries offshore or utilizing an external offshore supplier, called offshore outsourcing.

Although a global corporation might have a lot of experience in offshore outsourcing, it doesn't necessarily mean the entire organization has the same amount of experience working with offshore resources. As an external project manager, you might be asked to run a project with the help of offshore outsourcing within a corporation that already has an established offshore delivery model. The first assumption you might make during such circumstances is that since the enterprise already has an established delivery model, there should be few surprises down the road. This assumption might, however, be very risky because within the organization there might be a heterogeneous degree of maturity with regard to offshore outsourcing. This presents Project managers with some challenging scenarios which are as following:

Challenges:

- The *first* challenge is to ensure that there is a large enough time buffer for setting up the offshoring platform—both from an organizational perspective and an execution perspective. This offshore collaboration ramp-up time is normally done outside any specific project; but in such situations, it is the assumption of stakeholders that it should be included within the project. The most probable reason is that they do not anticipate any extra ramp-up time, as they believe the enterprise delivery model is adhered to regardless of location.
- The *second* challenge is in overcoming the fear of such an integration model between the nearshore and external offshore teams. Normally, the nearshore subsidiaries of global companies are established as the first attempt to perform certain activities with lower cost compared to headquarters. As such, there is an awareness that this cost advantage is one of the main reasons that the nearshore subsidiary exists. But this assumption is distorted when they suddenly are asked to collaborate with an offshore outsourcing partner that normally performs activities at a lower cost compared to nearshore teams. This fear is not necessarily overt during meetings or discussions, but as project manager, one must be aware of it and handle it cautiously. One recommendation regarding this matter is to go with less speed in the initiation phase and let the trust be built before increasing the speed. This potential loss of momentum at the beginning is nothing compared to the consequences of fast tracking without established trust.
- The *third* challenge is purely linguistic. Normally in such a set-up, most people are not native-English speakers. Although this might be the case for any offshoring situation, it might be extra sensitive in situations where the accents of the different teams are distinct and those involved are not comfortable with comprehension. Although this situation normally improves as time passes, it could become critical and lead to friction if either side believes there is no value or incentive in overcoming these linguistic barriers because they might not have any value beyond this one-time project.
 - One potential solution to such a challenge is to ensure verbal communication is complemented with textual communication in order to minimize risks for major misunderstandings. Another solution is to ensure that the project manager is present in important meetings and can “assist” both sides in addressing linguistic misunderstandings through real-time rephrasing and clarifying.
- The *fourth* challenge relates to cultural differences, as the offshore partner might have spent a decade working to learn the company's main culture through its interactions with headquarters, and now, suddenly, things are different in this particular project run by the subsidiary. For example, the nearshore team might not be as punctual compared to headquarters, or they might speak loudly which can be interpreted as having an aggressive posture.
 - Certainly, the same goes in the other direction. The nearshore team might consider the offshore team to be less flexible with regard to time, or not assertive enough during discussions. One way of solving these “soft” cultural challenges is to find “heroes” in your team. These are team members who, in normal situations, might only be judged for the roles/skills/experiences presented on the CV, but who show exceptional talents in building bridges with the other side. As a project manager, it is important to first recognize these individuals, and second, let them build bridges with little intervention. For example, there might be someone who has the same religion as the main religion practiced in the nearshore location, and as such better understands the dos and don'ts. These informal channels can help to build trust much faster—and trust is the foundation for integration and collaboration between teams. Therefore, it is important to encourage these individuals and let them expand their role beyond their formal role in the project.

Of course, there are other challenges that could be related to processes and tools, but since they are generic in nature for any offshore outsourcing situation, and not specific for our case, we will not cover them here. Hopefully, the soft challenges and solutions mentioned above will be helpful in proactively identifying and addressing potential risks.

News from the annual ISO meeting in Seoul (Contribution by the Local Interest WorkGroup “ISO for projects”)



Participants in the annual plenary ISO / TC258 meeting in Seoul, Peru. Photo: © Jouko Vaskimo, Finland.

Towards a certifiable ISO project management standard for organizations?

The annual plenary meeting of the ISO technical committee for project management (TC258) took place at the end of September in Seoul, South Korea. A number of working groups subsequently met. In the plenary session the strategy for future ISO guidelines and standards for project, program and portfolio management was discussed and the working groups worked on improving the draft versions of new and revised standards based on comments received. Ben Bolland, Marco Buijnsters (both on behalf of IPMA Netherlands) and Rommert Stellingwerf (NL Delegation leader, on behalf of PMI Netherlands Chapter) were present on behalf of the Netherlands.

In addition to ISO guidelines for project management, also a management standard?

In the plenary meeting there was a discussion about whether ISO should only develop project management guidelines (not certifiable) or also standards à la ISO 9001 (certifiable). The world is strongly divided on this, in particular larger countries and certain multinationals prefer not to see a certifiable standard since they often already have their own internal / local standards (and often impose them on smaller parties) and the certifications cost a lot of time and money. Smaller countries and smaller and medium-sized organizations may see the added value of such certifiable project management standards. Certainly, if this is developed in the form of a "plug-in" for ISO 9001. ISO 9001 certified organizations can then organize their project management uniformly on a comparable basis and without too much hassle. The Netherlands (with Rommert as chairman and Marco as secretary) will, with the support of a number of other countries, determine the feasibility of a certifiable ISO project management standard in the coming months and elaborate a proposal for the development of such a standard, about which worldwide by the 40 countries, that are member of TC258, will be voted on.

The revision of ISO 21500:2012

In the working group that is revising the 2012 ISO 21500 project management guideline, discussions were held as to whether a guideline / standard should only describe the "why" and "what" of project management practices or whether "how" those practices should be performed, also should be mentioned. Here too the opinions of the PM experts from different countries were strongly divided. In the end it was decided not to include the "how" in the new version, because it fits better in a separate implementation standard. In addition, the content of the revised standard that is expected to be published in the autumn of 2021 as ISO 21502:2021 was further written. There will also be a new overarching, informative guideline ISO 21500:2021 for project, program and portfolio management, which provides an overview of the entire ISO21500 family of standards.

An ISO standard for project management competencies?

Over the past two years, a study group led by Ben Bolland has been busy with the question: Is there a need for an ISO standard for the competencies of individual project stakeholders? The final conclusion: at present there is no need for such an ISO standard. The existing IPMA, PMI, PRINCE2, Agile and other personal certifications sufficiently cover the market requirement. However, the study group has observed that, in addition to the project professionals themselves, the project environment is also an important factor for achieving project success. Chile has recently submitted a proposal to investigate this further in the coming period.

A new ISO standard for the implementation of EVM

There was also a first meeting of the working group that is going to make an implementation standard for Earned Value Management. This is a continuation of the existing standard ISO 21508: 2018 - Earned value management in project and program management.

In summary

In the plenary session, there is a lot of politics about the existing interests of the various stakeholders, whereby the principle of the majority: one country, one vote ultimately prevails. In the working groups a lot of work is being done on improved draft versions of new and revised standards, whereby the individual subject matter experts from various countries cooperate in a constructive atmosphere.

Contacts

Do you want to know more? Sign up for participation in the Local Interest WorkGroup (LIWG) / Community "ISO for projects" at or rommert@familiestellingwerf.nl or ben.bolland@bevon.nl.

Do you want to actively participate in standard development? If so, please contact the secretary of the NEN standards committee project management: inge.piek@nen.nl, then you can take part during a standards committee meeting.

Curious how it goes on with "ISO for projects"?

On November 20, 2019 a catch-up session will take place for the Local Interest WorkGroup (LIWG) "ISO for projects". The final location will follow. You can register via this link:

https://ipma.allsolutions.nl/default.aspx?qvActie=AlSsa_meng75&BDR=ipma&ENQ=me75

Open Volunteer (VRMS) Update

Volunteers needed!

We are grateful to our existing volunteers who are dedicatedly working across various teams and contributing in all spheres. We are still looking to fill up some volunteer positions which are advertised on chapter website. Please have a look at the following positions (by clicking on the position description below) and apply if you think this is something for you 😊

Name	Location	Interaction Type	Chapter/Global Headquarters (GHQ)	Community Type	Application Deadline	ID#
Social Media Volunteer	Netherlands	Virtual	Netherlands Chapter	Chapter	2019-10-31	14080
PMI NL aims to bring value to its members in many ways. With Social media very active these days, we are looking for a volunteer who can help us take our social media presence to next level, be it Facebook, Twitter, Youtube or LinkedIn. As a Social Media expert, you will play a pivotal role in ...						
Regional Events Leader - North Netherlands (Groningen, Friesland, Drenthe)	Netherlands	In-Person and Virtual	Netherlands Chapter	Chapter	2019-10-31	22621
Supports the Director of Events with: - Finding Location Sponsors for the Chapter Meetings - Organizing the Chapter Meetings - Incorporating feedback, suggestions and recommendations as necessary to enhance effectiveness and value delivered to the audience and chapter as they relate to the logi...						
Regional Events Leader - East Netherlands (Overijssel, Gelderland, Flevoland)	Netherlands	In-Person and Virtual	Netherlands Chapter	Chapter	2019-10-31	22622
Supports the Director of Events with: - Finding Location Sponsors for the Chapter Meetings - Organizing the Chapter Meetings - Incorporating feedback, suggestions and recommendations as necessary to enhance effectiveness and value delivered to the audience and chapter as they relate to the logi...						
Chapter Operations Officer	Netherlands	In-Person and Virtual	Netherlands Chapter	Chapter	N/A	15795
Technical management of the website, other tools used by Board and domain Chapter broadcasts Registration of members and volunteers Administration of attendance at Chapter Events And Other Operational/ Admin tasks						
Regional Network and Drink Organizer	Netherlands	In-Person	Netherlands Chapter	Chapter	N/A	9205
Representing PMI NL Chapter to build a Project Management Professionals' Network community (also including PM professionals who are not PMI members) around your living or working region						
Deputy Chapter Operations Officer	Netherlands	In-Person and Virtual	Netherlands Chapter	Chapter	N/A	9208
Support Chapter Operations Officer on: Technical management of the website, other tools used by Board and domain Chapter broadcasts Registration of members and volunteers Administration of attendance at Chapter Events And Other Operational/ Admin tasks						
PMI NL - Event Support	Netherlands	In-Person and Virtual	Netherlands Chapter	Chapter	N/A	26007
Supports the Director of Events with: - Finding Location Sponsors for the Chapter Meetings - Organizing the Chapter Meetings - Incorporating feedback, suggestions and recommendations as necessary to enhance effectiveness and value delivered to the audience and chapter as they relate to the logi...						

[Please click here to view all the open positions on VRMS page](#)

Meet Our New Volunteers



Rochelle Rober

Rochelle Rober PMP is a past director of Professional Development and a PMI Leadership Institute Masterclass graduate (class of 2016). She has served PMI the Netherlands Chapter in various capacities over the last decade and now joins the Volunteers Team as team leader. PMP certified, she is also a Lean Six Sigma blackbelt who has worked in many different sectors including banking, rail transportation and petrol chemical. Her hobbies include hiking and crafts.



Meghana Chaudhary

Meghana Chaudhary (Meg) joined the Volunteers team in August this year. Meg seeks to contribute to the Project Management fraternity by joining the PMI NL Chapter in this active Volunteer role. She is a computer engineer and is working for a bank in The Netherlands in the area of Data Management & Analytics team. Her hobbies are travelling and listening to music.



NETHERLANDS CHAPTER

Current Sponsors of the Chapter

The sponsor grid is organized into five horizontal rows, each representing a sponsorship level. The rows are labeled on the left side: Gold, Silver, Bronze, Advert, and Facility. The Gold row features Microsoft and INSynQ. The Silver row features VDL, THREON, THE PMO COMPANY, and PlanningForce. The Bronze row features perfect GROUP, VALID, and Management of Change. The Advert row is currently empty. The Facility row features FISCAM, ckcseminars, KWD, and HOGESCHOOL UTRECHT. The grid is topped with a blue header containing the PMI logo and 'NETHERLANDS CHAPTER' and a bottom blue footer with the text 'Vakvereniging voor Project-, Programma- en Portfoliomanagers' and the website 'www.PMI-Netherlands-Chapter.org'.

Sponsor Level	Sponsors
Gold	Microsoft, INSynQ
Silver	VDL, THREON, THE PMO COMPANY, PlanningForce
Bronze	perfect GROUP, VALID, Management of Change
Advert	
Facility	FISCAM, ckcseminars, KWD, HOGESCHOOL UTRECHT

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This Month's Newsletter Contributors



- Keith Mitchell – Chief Operations Officer
- Jan Cardol – Chief Executive Officer
- Vikram Srivastava, Director – Marketing and Communications
- Bhuvnesh Sharma – Editor Newsletter
- PMI NL Board members

Let's stay in touch



Our webpage is the main source of information about the PMI Netherlands Chapter:
<http://pmi-netherlands-chapter.org>
You can also sign up here to get Chapter news on your email.



Join our LinkedIn group:
<http://www.linkedin.com/groups/PMI-Netherlands-Chapter-130083>
Share your thoughts and join discussions. We will also inform you about Chapter events, Newsletters issues and other PMI news.
You can also follow our company page:
<https://www.linkedin.com/groups/130083/>



Check out our Facebook Fan page:
<https://www.facebook.com/PMINetherlandsChapter>
which was set up to inform you about recent news and for community building purposes. We will let you know about Chapter events, Newsletters issues and share with you our meetings' impressions.



Besides the website, LinkedIn and Facebook you can follow us on Twitter:
<https://twitter.com/pminlch>
On a regular basis we send tweets to inform you about Chapter events, news from PMI etc. Have a look and give it a go and join other followers. Looking forward to tweet-connect.



To make reading our newsletters more convenient for you, we've created an Issuu account where you can find all our newsletters: http://issuu.com/pmi_netherlands_Chapter



You may also be interested in the [latest Newsletter of IPMA-NL](#).
Their calendar of their events can be found [here](#).



The calendar of events of the **Best Practice User Group-NL** can be found [here](#).