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From the Marketing and Communications Team

This is the **September** Issue of our Chapter's newsletter, *PMI-DVC Connect!*

Look at [ways to get involved in the chapter](#) beyond the Chapter's professional development and certification events. You can also stay current with the Chapter's leadership activities.

Newsletter Editorial Team: Kelly Stoner, Nancy Berger, Abey Abraham, Melanie Kuchma

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PMI-DVC Leadership Changes

At the end of August, the Chapter announced the appointment of Richard J. Lobron as President. Lobron has been a long-time member of the chapter, previously serving in several roles including Executive Vice President; Vice President Marketing and Corporate Partnerships; and was the founder of the mentoring program.

Lobron is Vice President for Project Management with WSP USA's Mobility Operations business line, assisting project managers throughout the nation in crafting project and quality control functions, financial reporting, and quality and safety management. He is also Professor of Practice with Penn State University's Rail Transportation Engineering Program in Altoona, PA and an Adjunct Professor of International Business for Temple University's Fox School of Business. Lobron is also acting as Chair of the Revenue and Data Management Standards Working Group for the American Public Transit Association. He earned a BA in Economics from the University of Pennsylvania, a MS degree in Finance from Temple University, and a Lean Six Sigma Black Belt. He has held a Project Management Professional certificate throughout his tenure with the chapter.



You can always find a listing of upcoming chapter events on our [website homepage](#). Here are a few events happening soon!

<p>Certification Course: Fall 2024 PMI's ATP CAPM Exam Prep Course</p> <p>October 5 to October 19, 2024 Saturdays (8:30 am - 4:30 pm) via Zoom</p>	<p>\$770.00 for members/\$980.00 for non-members Read More >></p>
<p>Special Event: PMI Northeast Ohio Chapter: PMIXAI - Your Gateway to the Future of AI-driven Project Management</p> <p>October 23, 2024 Wednesday (12:00 pm - 1:00 pm) via Zoom</p>	<p>Free for members/ \$5.00 for non-members Read More >></p>
<p>Chapter Meeting: Penn State Great Valley: Project Management Office (PMO) Fundamentals Certificate</p> <p>October 23, 2024 Wednesday (6:30 pm - 8:30 pm) via Zoom</p>	<p>Free for members/Free for non-members Read More >></p>
<p>Special Event: Penn State Great Valley: Project Management Office (PMO) Fundamentals Certificate</p> <p>October 23 - December 11, 2024 Wednesdays (6:00 pm - 9:00 pm) via Zoom</p>	<p>\$795.00 for members/ \$795.00 for non-members Read More >></p>
<p>Certification Course: Fall 2024 PMI's ATP PMP® Exam Prep Course</p> <p>October 26 - November 23, 2024 Saturdays (8:30 am - 4:30 pm) via Zoom</p>	<p>\$1140.00 for members/\$1455.00 for non-members Read More >></p>



Why Serve on the PMI-DVC Board of Directors?

The career benefits of [Board service](#) are invaluable. When you apply for jobs or contracts, you need to distinguish yourself from the competition. According to recruiters in 2024, once a position is posted, they can receive as many as 50 resumes within the first few hours.

[Board service](#) can set you apart. It reflects a commitment to the profession beyond certification and experience—it shows that you are someone who gives back. [Read more here.](#)

Ready to jump in and join the PMI Delaware Valley Chapter Volunteer Team?

1. Visit the [PMI Volunteer Site](#)
2. Select the United States.
3. And, under *Chapter/Global HQ*, select **DELAWARE VALLEY CHAPTER**.

Browse the open positions and apply. Descriptions of each position are provided. One of our volunteers will be in touch shortly to welcome you into the fold.

Do you have questions about volunteering with the Chapter? [Reach out to Marie >>](#)



The Importance of Debiasing Organizations

By, Carmieshra Gorman

While searching for DEI topics to share with the project management community, I found Sara Sanford's book, *Inclusion, Inc. How to Design Intersectional Equity Into the Workplace*. Immediately after reading the introduction, I felt compelled to delve deeper into the topic of improving organizations through debiasing or removing bias from an organization's processes. Within the work, Sanford, PMP, MBA, author, and Founder of GEN (Gender Equity Now) emphasizes that to truly improve organizational diversity we must move beyond training and conversations and focus on adjusting "cultural levers" to facilitate organization-wide change. This approach to addressing bias stresses the need for systemic transformation over superficial fixes to intersectional inequity.

Supporting this view, an article, "The Business Logic in Debiasing" published by McKinsey, identified debiasing as a future risk management trend that higher-performance companies link to tangible business benefits like reducing credit and insurance underwriting. Like Sanford's claims, the authors, Tobias Baer, Sven Helliftag, and Hamid Samadari, advise that an effective debiasing strategy must be undertaken to overcome the complexity of deeply entrenched organizational biases.

Sanford states, "...the reasons that biases are so insidious is that learning about them doesn't actually rid us of them."

What I discovered about bias from exploring the work of Sanford and her peers was truly fascinating. Learning about bias does not remove an organization's tendency to double down on biased practices. It seems that being outwardly aware of bias fails to remove bias within. The fact is that the more we feel that our organizations are based on merit the more likely they are to be biased. (Sanford)

In today's rapidly changing world of business, the need to de-bias processes has become more critical than ever. According to the research, equality has stalled over the last two decades leading to marked disparities in representation. Sanford points out that the

pandemic saw, and one might argue "set the stage for" a historic reversal of workplace equality.

Ultimately, the business world is particularly susceptible to biases which can lead to costly inefficiencies and missed opportunities. For instance, stability bias, which favors maintaining the status quo can prevent companies from reallocating resources effectively, potentially stifling growth and innovation.

Undoubtedly, organizations have a mandate to effectively address bias if they are to pave the way to more equitable and effective business practices that have the potential for real innovation, better decision-making, and systemic value.

The path to equity is challenging, but with persistence, the right strategies in place, and continuous improvement, organizations can make meaningful strides toward DEIB success. Hopefully, improved measures of DEIB are an inspiration for managers to embark on projects that support effective debiasing as it is a definitive way to foster increased organizational value.

The Value of Volunteering

"Social connections are the evidence of "trust and reciprocity, togetherness."

By, Marie Hegarty

Mayte Mata Sivera, and Yasmina Khelifi, an active member of the PMI Chapters DEI Collaborative, co-authored a new book, "The Volunteering Journey to Project Leadership" released this month. The authors were motivated by their professional and volunteer experiences, as well as, interviews and informal discussions with more than 100 volunteers. Each Chapter includes case studies, detailed interviews, key takeaways and questions for self-reflection.

The Project Management profession has grown through the hard work of many volunteers over several decades. Their book explains how volunteering can help PM professionals grow their own capabilities and careers. Volunteering in an organization where projects are delivered can help PM develop leadership skills, build strong and diverse networks, and gain experience in new fields.

A Deloitte survey this year in 44 countries found that 86% of Generation Z, and 89% of Millennials prefer work that has a positive impact on society. Among American companies,

“employee volunteering has soared in the past three years,” according to Benevity, a platform that develops workplace volunteer programs.

Employees’ generosity reflects a shift in the workplace as workers demand a greater commitment to the public good from the companies they work for. Younger workers in particular seek jobs that create both community and mission. Being generous with their time and talents is a way to find common purpose. Forty percent of Fortune 500 companies give grants to nonprofit organizations where their employees volunteer, according to Double the Donation, which tracks corporate philanthropy. Roughly 60% give their employees paid time off to volunteer.

Robert Putnam, an American political scientist, in a recent conversation with The Chronicle of Philanthropy observed, “social connections are the evidence of trust and reciprocity, togetherness.”

The PMI-DVC welcomes your time, talent, and skills to grow and expand the benefits and services of the Chapter!



Current Postings

The Chapter offers members a listing of open positions posted by recruiters or companies seeking Project Managers, Program Managers, Portfolio Managers, or similar roles. The positions are posted for 30 days only. Log in to access the [Job Board](#).



Each month, we recognize members who have recently reached important milestones. Congratulations to each of you, and “Welcome” to those of you who are new.

New Members

- **Welcome** to the new members who recently joined the Chapter:

Jehnai Aiken, Betty Ejime Ajibola, Alvin Anderson, Khamirah Andfield, Blair Atkins, Liam Barnes, Corinna Bisgaier, Clayton Blevins, Johanna Bowman, Erica Boyle, W Bryan Brockson, Rasha Caliman, Heartsill Campbell, Maurice Cavitt, Bismad Channey, Johnson Chieu, Caterina Cimilluca, Frank Dagostino, Britney Davis, Makenzie Dee, Joyce Devine, Fiona Devotta, Jennifer Edmondson, Patricia Elkins, Deborah Ellis, Nicole Fialkowski, , Michael France, Cori Staci Frede, Mehul Gandhi, Jumoke Gbadebo, Abdul-Kabir Giwa, Afua Gyarteng, Yacine Hamadou, Felicia Handley, Gerard Harley, Julia Hatoum, Scott Hess, Tawnya Horton, Stephen Hughes, Marcel Ionescu, Patricia Isherwood, Holly Johnson, Theresa Kaylor, John Kirkpatrick, Brian Konstanty, Arianna lasche, Christina Lau, Kyla Leigh-Nelson, Katharine Lockwood, Victoria Long, Carlos Lopez, Susan Lucas Baca, Pamela Lyles, Stephanie Mack, Sanjoy Mallick, Naga Shankar Manne, Karthik Reddy Maram, Nathan Marzina, Leah Matthews, Catherine McBride, Ebony McCoy, Lisa McDonaldson, Wilmelys Mendez, Saida Mensah, Kaitlin Shayne Merritt, Freda Morrison, Erin Mulzoff, Max Austin Murphy, Kaira Nelson, Jacqueline Nickel, Chukwujekwu Julius Oku, Adeniyi O Oluwole, Shola Olusola Orebiyi, Miciel Porto, Reginald Potgieter, Maxim A Pyankov, Tara Reichwein, Isaac Reyes Perez, Adam Riddle, Ilene Rothblat, Marco Schiano, Muhammad Usman Shahzad, Rohit Subramanian, Paul Steven Sundquist, Avish Tekwani, Sarah Turowski, Robert E. Umberger, Jr., Edward J. Walker, Amanda Ruth Warriner, Bethany Weise, Kevin Welch, Brittany Witcher, Andrew Zentner

Member Anniversaries

- **Congratulations** to our members who recently celebrated Chapter membership anniversaries:
 - **25 Years** – Victor Lim, Walter L Powell
 - **20 Years** – Daniel R Crissman, Maeghan H Goldner, Mark J Jacobs, Ralph Melone, Henry A Satinskas, Ron Schiller, Marty Tantum, Donna Whitig
 - **15 Years** – Abey Abraham, Kathryn S Burke-Howe, Donna Chenetz, Danette M Conley, Glenn Farrow, Branden Victor Grove, Stephen House, Rajesh Nair, Amy Peterson

- **10 Years** – Allen Hughes, Lo-Raine Thomas, Rahelah Syed, Catharine Marie Vasile
- **5 Years** – Christelle Beauvais, Christopher Carew, Brian Ross DePue, Jessica Lynne Gravatt, Julia B Keleher, Kenneth Lorence, Simon Lumsdon, Edward H. McMahon III, Josh Mindlin, Savannah Ott, Ranjan Saha, Lea Straub

Member Certifications

- **Congratulations** to our newest Certificate holders who recently achieved certifications:
 - **CAPM** – Vasanth Kumar Chamarti, Glenn Farrow, Rebecca Mastrovito, Michael Weidner
 - **PMI-ACP** – David Angelo
 - **PMI-RMP** – William H Willson
 - **PMP** – Sandra Ann Anderson, David Bigesby, Marianne Bjelke, Charles D Bryson II, Terrence Cahill, Dominic Chiplonia, Rebecca Fisher, Jessica Michelle Flanagan, Vivian Fleitstra, Joanne Forsythe, Noah James Richard Gold, Sarah Gomez, Susan Hasson, Timothy Huppman, Holly Johnson, Melissa Kusanagi, Arianna lasche, Anthony Natale Lazzaro Jr., Brian Lynch, II, Brittany Maguire, Ebony McCoy, Jacqueline Nickel, Adeniyi O Oluwole, Marco Schiano, Leigh Ann Scholtz, Paul Steven Sundquist, Fiona Tragemann, Michele Vaughn, Anthony Michael Wilkes, Brittany Wong

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2024 Annual Plan Goals

Increase Membership Engagement

Support Member Career Growth

Make It Easy

Support the PMI-DVC chapter by following us on social media and engaging with the posts.

