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PRAKALP

JUNE 2022

PRAKALP



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President's Message



Dear Fellow Project Management Professionals,

So here we are with another edition of Prakalp, our in-house publication. As President, I would like to inform that we had an important face-to-face interaction at Pune in the month of May- 6th, 7th and 8th of May to be precise. In attendance was the board of directors (BoD) from all the chapters in region 11. Around 100 board members were present at the **meet**. Some ideas that came out at the meet are listed on the right.

The list looks impressive and yet daunting. Hope there will some traction on all of them in the on-going financial year. What it means for you as a reader of Prakalp magazine, and also as a member of the Mumbai chapter of PMI, is indeed some value addition. For example, everyone will welcome the idea if we can bring out a specific PM framework for startups, NGOs and specific forums. Again, as a member if you are active in the activities of the chapter, then it should result in accumulating volunteer loyalty points, which could then be converted in purchase of PMI artefacts, knowledge books etc. And so on... Let's hope for the best.

The theme for this edition of Prakalp is **Innovation**. Innovation is what the we were all doing during the excruciating period of the pandemic in the last 2 years! Hybrid, online et al. It was innovation at its very best.

The next edition of Prakalp will coincide with our proposed AGM on 28th August 2022. Please do contribute with articles or your personal experiences. Along with the fact that penning an article will release the creative juices within you, it also will get you handsome PDUs!

Remember your date for the South Asian Conference at Nehru Centre, Worli on 9th and 10th December 2022! Registrations are open and we have some attractive early bird offers. So, what are you waiting for! Do register. The site address is www.pmi.org.in/pmsac22/

So, go ahead and enjoy the June 2022 edition of Prakalp!

Jacob Zachariah - President, PMI Mumbai Chapter

- A PM framework for startups
- A PM framework for NGOs
- Playbooks for Industry specific forums
- Volunteer loyalty program
- Localised pricing for PMI certifications
- A working version of metaverse along with online innovative training for Gen-next on subjects of Project Management
- To address bandwidth challenges of board members, a draft to define clear roles and responsibilities / delegation of tasks / KPIs
- To achieve coordination and effective engagement across chapters, a proposal was mooted for portfolio wise meetings once in a quarter across chapters, and track the outcome of initiatives across chapters
- A common minimum dashboard for each chapter's performance (administered by the Chapter Engagement team)
- Last (but not least), to provide training for the management of chapter finances / compliance / financial literacy / fiduciary compliance etc., along with one unified Auditor / Advisory for the South Asia chapters on tax / GST and such matters

1 Resistance to change

Sabyasachi Sengupta



What is the biggest hurdle teams and leaders face when it comes to innovation? It is the resistance to change. Most people resist change for various reasons due to which great initiatives, innovation and transformation ideas never fly.

I remember once speaking to an Innovation Lead, who spoke about his frustration because his team members were not inspired to

think out of the box and try something new. Just doing what is asked from you, can never be innovation.

In the last few months, I researched the topic of resistance to change. Many leaders and change-makers whom I interviewed confessed that this is one of their biggest frustrations.

Management and leaders come up with great new strategies and innovation, but very often they never see the light of the day.

Why?

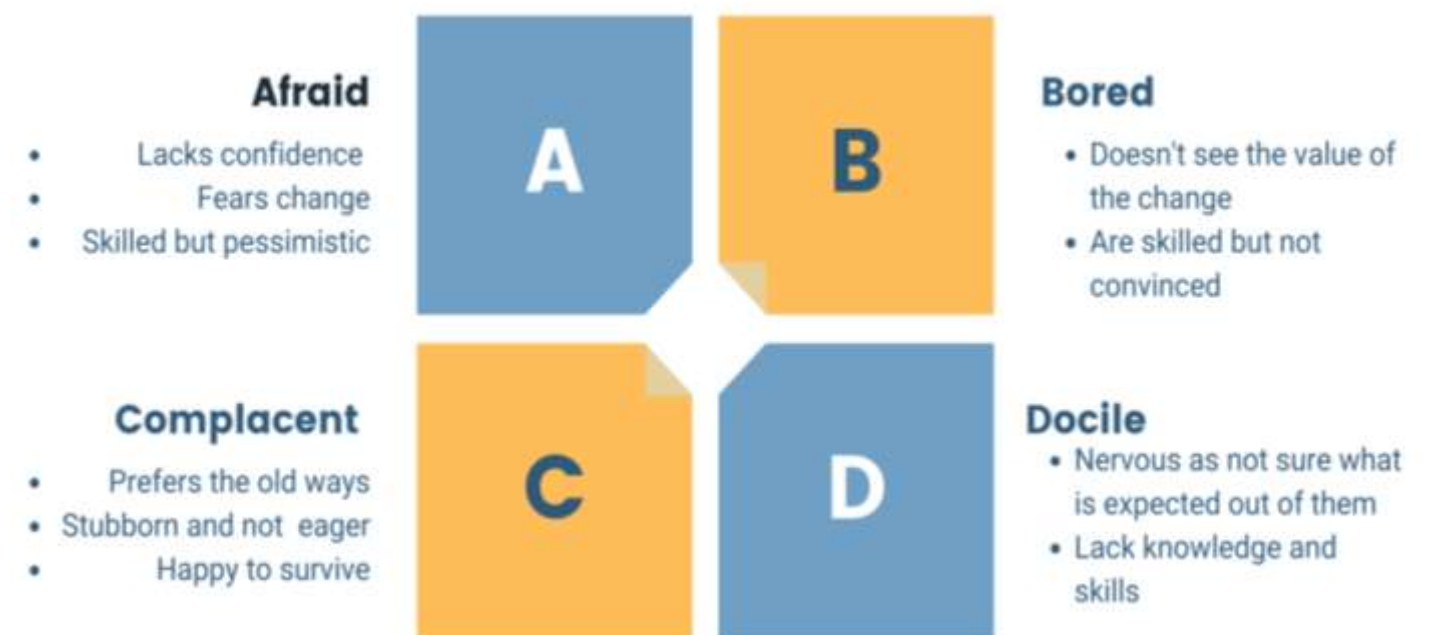
Because employees are resistant to change. If you google “how to overcome resistance”, the most common answer you will get is to give people ownership. Does it work?

I asked this question to at least 15 leaders from Fortune 500 companies and their answer, unanimously, was NO. It can work for a select group of people but not for everyone.

So how can this resistance to change be addressed? Here are some tips.

Know the Cause

- Resistance is a symptom. Try to find the underlying cause of the resistance. **This underlying cause** must be addressed.
- There can be more than one reason for the resistance.
- Below is the Resistance Matrix. It shows the underlying reasons why people resist changes and transformation.



Resistance to change continued...

Explore the cause

While I was writing my book, I remember interviewing a leader who had to do the unpopular job of reorganization. He had to let go of 20% of his team. But he noticed that even after the reorganization, the level of confidence and trust was very low in the team.

The new way of working was not accepted by the team. So, he took the time to talk to each and every member of the team (around 30) to hear their stories over the last few months of turbulence. Only after the one-on-one meetings, he was able to understand the pain, fear, frustration, anger and even boredom the team was feeling. He took yet another meeting with each individual to assure them, comfort them and help them overcome that resistance. There are some clear conclusions from this:

- Overcoming resistance can't be done in a group or through a town hall. As a leader or change maker, you must devote time to one-on-one meetings.
- You need at least 2 such meetings with each individual: The first meeting to hear their concerns, and the second to offer help or solutions. If you try to combine all this in one meeting, you will give the feeling of not hearing the concerns of your teammates or just pretending to care.
- Create a candid environment, where team members feel comfortable to open up. This can also be achieved through games or team activities. I will soon share ideas on activities that can be done to create a positive and open environment in the team.

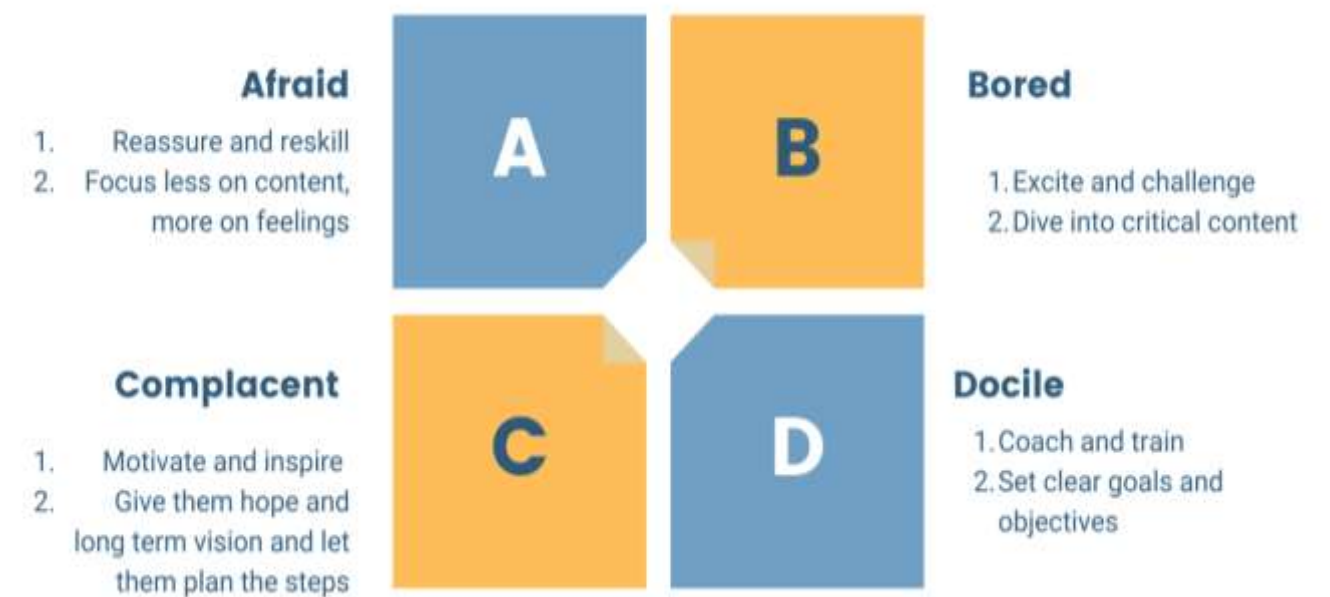
Work on a Solution

After the one-on-one, you should be able to place your team members in the Resistance Matrix. You will know if they are an A or B or C or D type.

The diagram below will show what needs to be done with each type. Bear in mind that a person can be a combination of 2 or more types. In that case, they may need a mix of solutions.

Once the resistance is addressed, you will see a drastic change in productivity and motivation.

Remember: resistance to change is not a disease, it is a symptom. Unless you find the root cause, you will not resolve it. Let me know if you agree with this and if this matrix can help you identify the root cause of the resistance and the solution.



2 Fintech Disruptors

Biren Parekh



One might remember banking experiences three-four decades back. When you go to the bank to update the passbook, you drop it in a basket and go back the next day to collect it. The process took so long since the banker had to reconcile entries from a huge B4 size ledger book and manually update the entries in the passbook. Gone are those days!!! The banking industry has come a long way from the 80s and 90s. Today, digital banking gives us notifications on a real-time basis with a tap on mobile or wearables - be it transactions, bank balance, or statements.

While banks have transformed themselves with innovative digital offerings, several incumbent and Neo banks have made a significant dent in traditional revenue with their innovative digital transformation initiatives. To sustain high growth and customer retention, traditional banks need to traverse the extra mile and develop hyper-personal relationships with customers turning apathy into emotional connection.

These days, a frictionless digital banking experience is inevitable to maintain or increase the market share of the banks. Omni-channel experiences, smart onboarding, microservices-based architecture, cloud-native approach, or automation - these are *de facto* expectations from the banks. The main reason behind these high expectations is Fintechs, raising the bar for banks in the post-pandemic world.

Millennial and Gen-Z customers are now looking for an exceptional banking experience in all areas, not isolated service.

To 'provide value for the money' or exhibit customer-centricity, banks ought to step up their game plan by increasing their focus on innovative offerings. With over 26,000 Fintechs operating worldwide, banks have to go beyond their usual territory and provide hyper-personal curated banking experience by embracing ML, NLP, and open APIs. Not only do legacy banks need to innovate and implement, but even central authorities like RBI should become liberal and revise their policies to promote healthy competition and innovation culture across the BFSI segment. Several innovative initiatives are becoming mainstream because of Fintechs, which can be adopted by banks in a phased manner.

Fintech Disruptors *continued...*

Banks can embrace following leading-edge technology to remain ahead of the cut-throat competition:

- Enable Composable banking whereby the customer is not tied to a specific vendor, product, or technology. For an instance, Mambo provides over 4000 products from different banks, NBFC, and Fintechs on its platform.
- Augment innovation quotient like ENBD, which provides an additional interest rate based on the number of daily steps (5k or more) taken by individuals. They are also planning similar benefits for other exercises like swimming, etc.
- Enable community banking by providing Value-added services to Gig workers, LGBTQ, senior citizens, or disabled customers to cater to their specific needs.
- Implement platform banking by integrating value-added services from Fintechs or others to provide a holistic experience to maintain customer loyalty.
- Increase customer engagement through gamification to attract kids and teens to build brand loyalty early on.
- Develop AR Tool for personal finance management as done by Westpac.
- Provide AR/VR experience to the customer whereby they can visit the virtual mall for a shopping experience through All-in-one SuperApp.
- Provide 24x7 chatbots using AI and ML.
- Use novel biometric security like iris recognition, palm vein patterns, or retinal scanning.
- Combine AR/VR with AI to create seamless, immersive experiences for the customer, say for virtual branch visits, thereby creating loyalty, brand building, and arresting customer attrition.
- Use alternative data for taking decisions like predicting default risk. This can be innovatively inferred based on behaviour and personality traits captured in social media. This can help the bank speed up recovery or restrict future lending.
- Bring assurance or options to customers that the bank's profits or part of it will be invested only in "Clean energy" to reverse the climate crisis like Swipe.
- Develop an algorithm to link likes on social media to the interest rate.
- Provide Goal-based savings options to facilitate healthy savings.
- Provide multi-lingual AI and Robo advisors, ranging from personal finance to goal-based investments.
- Boost customers' credit scores by providing micro-loans to step up their borrowing capacity.
- Propose smart vehicle insurance which can adjust your premium amount depending on your usage, location, driving style, and discipline.

Fintech Disruptors *continued...*

- Use of IoT in ATMs to sense queue length and provide an option to an exception in authentication based on a customer's past transaction history.
 - Use of smart contracts to allow users to take out a short-term loan using Ether as collateral.
 - Bring out voice-enabled payments for visually impaired or handicapped people.
 - Automate claim payment minus manual filing, in case a flight gets delayed beyond a certain agreed duration as per insurance policy .
 - Offer contact-less, gesture-based ATM transactions like the one developed by Motion Gestures.
 - Embedded Rounding off to nearest pre-defined unit to create either investment pot with delta money or help achieve goals that emotionally engage them.
 - Implement blockchain for immutable records and security and speed up money flows for a variety of transactions like property registrations, funds transfer, supply chain, trade finance, and payments transactions.
- Few of these suggestions will certainly bring loyalty among happy and satisfied customers. This type of digital transformation will also increase employee engagement. This results in higher productivity, accurate predictions, and decision-making.

Digital transformation is full of risks and challenges. Organizational challenges, data governance, data privacy, cultural mindset, compliance risks, regulatory risks, or lack of skilled resources can become roadblock but it can be addressed in innovative ways. But this puts brakes on the delivery and execution of the initiatives.

However, for the larger benefit of shareholders and investors, banks need to show the same agility as Fintechs to survive and grow.

As Darwin's law of Survival of the Fittest suggests, only Agile and customer-centric futuristic banks will flourish and fare well in the future; rest will get acquired.



3 Innovation – a state of mind

Oscar Leo D'souza



We all relate to innovation through its dictionary meanings of ‘the action or process of innovating’ or as ‘a new idea, method, or device’ or ‘a new or changed entity realizing or redistributing value’.

However, we need to realize that this state of being is only possible if there is an intrinsic churn within one’s mind ... a constant

seeking ... an unquenchable thirst to think out-of-the-box. Only a perennial student who believes that there is a lot to learn and explore beyond what one has gained till date makes one to keep looking for newer ways to do things – aka, innovation! Some of us may feel that this is a God-given gift and that all people cannot accomplish such formidable feats.

But hey, I have news for you, every thing can be learnt ... it just needs one to train oneself slightly differently from our conventional wisdom (though there is a lot to be drawn from that source!) It is something that can be taught! One’s mind can be trained to unlearn the past and keep it open to absorb newer alternatives!! **It is a State of Mind!!!**

‘Necessity is the mother of invention’ – an old but apt adage. We see that even in current times such necessity drives invention through innovation. To name a few recent innovations - a “Chain-free bicycle” that goes with drive levers instead of a chain, a “Rooftop wind turbine” based on the principle of Archimedes’ screw as a power source for homes, vertical “Aeroponic farming” – a process by which plants are able to absorb nutrients using only water and open air, “SRS” – a conductive ground-based static charging system for trams or electric buses equipped with on-board energy storage, and so on.

The possibilities are endless ... limited only by we locking ourselves into a single approach.

A quick detour into a story related by [Greg Satell](#), whose ‘Mapping Innovation’ was selected as one of the best business books of 2017, about a leading tech firm which had won a million-dollar contract to design a sensor that could detect pollutants at very small concentrations underwater. This unusually complex problem led the firm to set up a team of crack microchip designers to put their heads together.

Innovation – a state of mind continued...

About 45 minutes into their first working session, the marine biologist assigned to their team pointed out that clams can detect pollutants at just a few parts per million, and when that happens, they open their shells. As it turned out, they didn't really need a fancy chip to detect pollutants — just a simple one that could alert the system to clams opening their shells. "They saved \$999,000 and ate the clams for dinner," the firm's executive told Greg. That, in essence, is the value of "Open innovation". When you have a really tough problem, it often helps to expand skill domains beyond specialists in a single field.

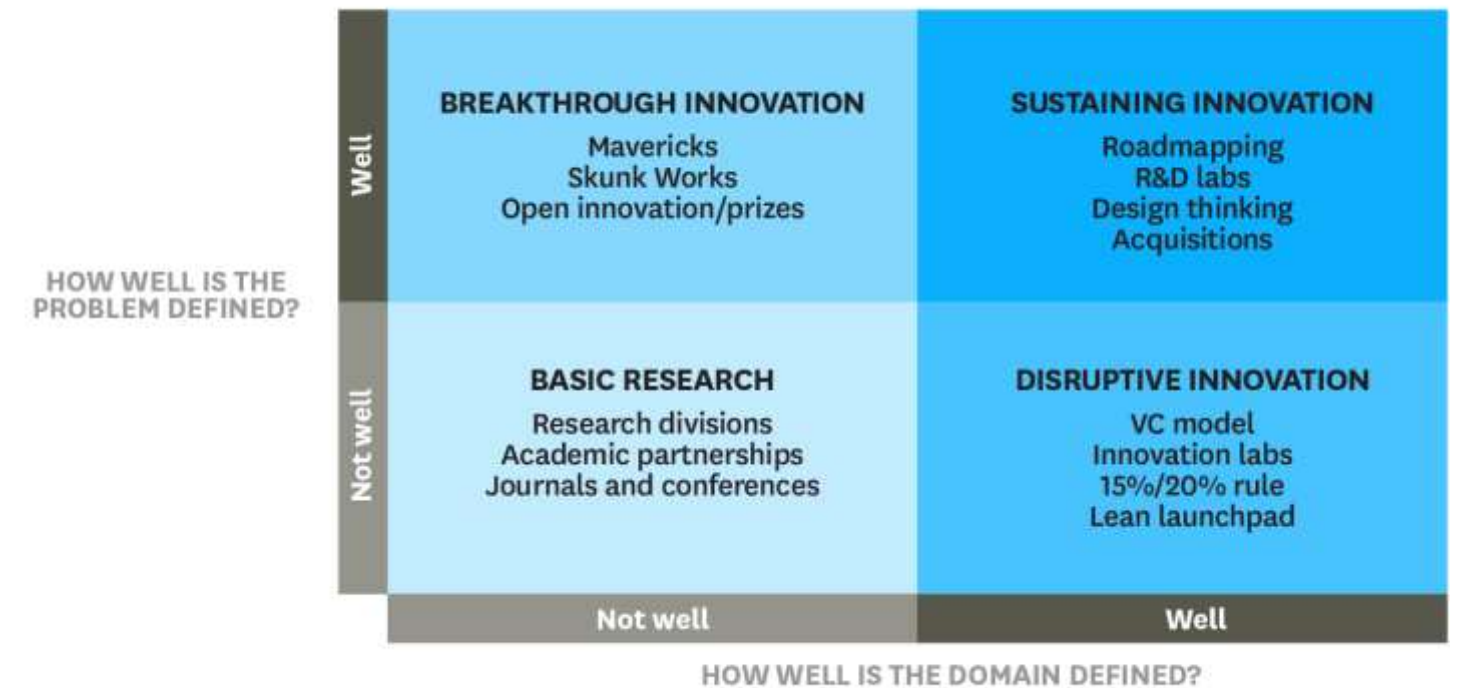
Greg concluded that innovation should be treated like other business disciplines — as a set of tools that are designed to

accomplish specific objectives. Effectively, organizations need a portfolio of innovation strategies designed for specific tasks. He pointed out that this was akin to us not relying on a single marketing tactic or a single source of financing for the entire life of an organization.

With this in mind, he presented the below Innovation Matrix to help leaders identify the right type of strategy to solve a problem, by asking two questions:

How well can we define the problem? and How well can we define the skill domain(s) needed to solve it?

4 Types of Innovation



SOURCE GREG SATELL

© HBR.ORG

Innovation – a state of mind continued...

Well-defined problems that benefit from well-defined skills fall into the category of “Sustaining innovation.” Most innovation happens here, because most of the time we’re trying to get better at something we’re already doing. “Breakthrough innovation” or “Open innovation” is needed when we run into a well-defined problem that’s just devilishly hard to solve. In cases like these, we need to explore unconventional skill domains. When the reverse is true — skills are well-defined, but the problem is not — we can tap into “Disruptive innovation” strategies. And when nothing is well-defined, well, then we’re in the exploratory, pioneering realm of “Basic research”.

So, while there are always new problems to solve, we need to learn to apply the solution that best fits

the current problem.

The positive consequences of innovations and innovative minds are myriad ... people look forward to meeting up with such personalities and or being associated with organizations that indulge in innovative thought or encourage such diversity in approach. According to McKinsey, 84% of executives say that their future success is dependent on innovation. As Julia Kylliäinen, puts it “Innovation really is the core reason for modern existence.” Although innovation can have some undesirable consequences, change is inevitable and, in most cases, innovation creates positive change.

From the macro perspective, the fundamental outcomes of innovation for society are Economic growth, Increased well-being and communication, Educational accessibility and Environmental sustainability. From the micro perspective, the benefits of innovation for organizations and businesses are Competitive advantage, ROI maximization, Increased productivity and a Positive company culture.

It should be a no-brainer that the main purpose of innovation is to improve people’s lives. When it comes to managing a business, innovation is the key for making any kind of progress. Small improvements eventually lead to bigger and better ideas that may one day become revolutionary. In the

meanwhile, we should take responsibility for finding ways to make improvements in our own spheres of influence

4 E-Learning – the now big thing

Ravi Iyer

Donna j. Abernathy said I quote “Online learning is not the next big thing, it is the now big thing.”

”E-learning (electronic learning) also known as online learning, is the attainment of knowledge which takes place through electronic technologies and media. In simple language, e-learning is defined as “learning that is enabled electronically” but there are many definitions to e-learning.

Sarah Guri-Rosenbilt from the Open University of Israel explored the exact definition of e-learning in great detail in her 2005 research paper “Distance Education’ and ‘E-Learning’: Not the Same Thing”. She defined e-learning as electronic media used

for various learning purposes ranging from conventional classroom add-on functions to online substitution for face-to-face meetings with online encounters.

Clark and Mayer defined E-learning as instructions delivered through digital devices with the intent of supporting learning in their 2016 research paper “E-learning and the science of instruction: Proven guidelines for consumers and designers of multimedia learning.”

There are indeed a host of pros and cons related to e-learning and this article aims to summarize the same.

Accessibility: Perhaps the most valuable benefit of e-learning is that it enables learning across the globe. Through cloud computing and Internet, Companies can now offer training tools to employees anytime, anywhere. This benefits large, multinational corporations with employees in every continent because now there’s a way to offer them all the same training, translated if necessary, and in their own time zones. Even if the company is in only one time zone, the benefit of access through e-learning Portal can change the way employees are trained and the way employers manage the progress.

Cost Effectiveness: - Another key and biggest advantage to e-learning—and the one that finance departments everywhere can rejoice over—is its relative low cost. E-learning doesn’t require paying an instructor much, companies don’t have to find and pay for a physical space

to hold the training, and they don’t have to invest any new device or books. Any company can find the right e-learning solution to fit its budget, depending on its strategic goals and its employees’ needs. This is especially true for companies with hundreds or thousands of employees that need to learn the same skills or policies, as scalability greatly reduces the cost per person.

Ability to customize: - In terms of access, cost, function, and pretty much anything else you can think of, e-learning can be tailored to your business needs. Whether you need training for five employees or five thousand, e-learning tools can be customized to what works best for your company. They can also be tailored to your employees’ needs. If employees feel like they know certain topics very well, they can skip them. In this manner they can jump on the topics they need to work on.

E-Learning – the now big thing

continued...

Faster delivery & ease of use: - Organizing training sessions can be time-consuming and expensive—especially if your employees are scattered around the country or the world. With e-learning, employees can get the training they need, when & where they need it. And the sooner your employees learn new skills, the sooner your organization will reap the benefits! Given how much the average person uses technology daily, and based on our familiarity with software applications, e-learning's ease of use can be a great benefit. By choosing a user-friendly platform, companies can count on their employees being able to navigate their way around and learn how to use it quickly. Of course, not every e-learning platform is user-

friendly and not every employee is tech-savvy, but generally organizations stand to benefit from of having a tech teaching tool that most employees will feel comfortable using.

These are indeed note-worthy positives to e-learning. However, there is surely a flip side to the coin that should not be ignored.

Loneliness & Aloof: - Learning through the Internet on individual computers allows for wider access, but it can also easily lead to isolation. Learning face-to-face means employees can ask questions and have them answered right away, which is not the case with e-learning. Employees have the freedom to learn on their own time wherever they are, but this may leave them with a feeling of isolation and lack of support. The lack of a physical classroom and instructor can be frustrating and demotivating.

Tech issues & Pace: - Although most of us are comfortable navigating the Internet and the computer world, not everyone is as tech-savvy. These employees may find the concept and/or execution of e-learning difficult to grasp. Even if the e-learning software is user-friendly, the idea of using it may be daunting to some, especially employees who don't have to use computers regularly on their jobs. Other potential tech issues can include a slow Internet connection, specific browser requirements, and poor device compatibility. Also, everyone may not be able to learn at a same pace.

E-Learning – the now big thing continued...

Lack of control: - To summarize, the future of education is e-learning although with its cons. However, with further developments in technology, e-learning is indeed here to stay. That was certainly proven during the COVID times.

Through e-learning, employers are giving control to the employees to learn in their own time and in their own way. Since employees can use e-learning tools at their own pace, there's a risk some may fall behind or just go through the material without really paying attention. This lack of control over the learning process can lead some to be weary of using e-learning for training purposes.



Inviting article submissions

Calling all PMI/Chapter Members and credentials holders to submit their original writings on the topic of project management. Earn PDUs for your published article.

Submission deadline for the next issue
– 31st July, 2022

Email your article along with your recent photograph & your LinkedIn profile and/or short profile to marketing@pmimumbaichapter.org

About the Contributors'



Mr. Sabyasachi Sengupta is an author, speaker and Business developer with over 13 years of experience in the banking sector. Public speaking is one of his biggest passion and has helped him become 5 times Netherlands champion and European Champion in public speaking at Toastmasters. In 2020, in the midst of a global pandemic, he finished and published his first book, "What's your Plan B", which talks about preparing for adversity in one's career and ambition. As a keynote speaker, he has delivered talks in over 12 countries (both in-person and virtual) on change management, storytelling, leadership and career transition.



Mr. Biren Parekh is a Program manager having extensive experience in managing complex digital transformation & implementation programs in retail & corporate banking across the globe. An IT Executive with Thought Leadership & Notable Credits, he is also a guest speaker at B-schools/conferences & offers consultancy. He also regularly publishes blogs on his website birenparekh.com. He can be reached ybirenp.26@gmail.com



Dr. Oscar Leo D'souza has been an active volunteer for over 15 years with Mumbai Chapter and has been on PMIMC board as VP-Branches, AVP Certification and Training. He currently serves as Vice-President of the Chapter. He has exposure in industries across Private-sector, Public-sector and Government for over 33 years. His extensive experience ranges across Startups where he has developed an ERP from scratch, to heading global Product delivery & implementation in BFSI & Manufacturing for a decade, to working with firms like BNP Paribas where he has set up a Risk Governance Framework, to his current role as Engagement Director working with Very Large troubled SI projects and turning them around.



Mr. Ravi Iyer is a seasoned Project Manager with a flair for coordinating between clients and businesses to get projects completed on schedule. With over a decade of experience in the localization industry, Ravi enjoys spending time with pets & reading books.

About the Prakalp Team



It took **Ms. Heena Thadani** four schools across three continents till graduation. Thanks to her entrepreneurial family, she now craves stability and discipline. Heena has worked a major portion of her life in the management consulting domain. After her move to technology services, she's had the benefit of guiding senior management teams in global organizations to achieve their change management initiatives. An accomplished techno-functional change-management professional with experience across diverse sectors - Heena can be reached at heena.thadani@gmail.com or you can follow her on LinkedIn [here](#)



Mr. Sachin Korgaonkar is managing the marketing portfolio for PMI Mumbai Chapter (2021-23). He has been an active volunteer for over 8 years with Mumbai Chapter. He is a Program Manager having extensive experience in managing complex projects and implementation in various domains. He can be reached at marketing@pmimumbaichapter.org



Ms. Martina Pinto is a Marketing Communication Manager with a profound passion for photography, painting and writing. Prior to joining the corporate world, she used to freelance as a photographer. While she has undertaken several photo shoots, nothing inspires her more than travel photography. She believes travel photography is one such genre that connects you with nature and the human spirit. The vibrancy and positivity in her photographs have been featured in several corporate calendars and posters.

Project Management South Asia Conference

The Project Management South Asia Conference (#PMSAC22) is a celebration of the project management profession and which brings together hundreds of practitioners, chapter leaders, industry and business professionals from around the region. It serves as common ground for the project management community to exchange information on best practices, latest trends, technology, and experience thought provoking addresses by industry leaders from across domains.

About the them - Project Management - Hybrid and Beyond: To prepare for a future that is coming faster than ever, project professionals now need a skillset inclusive of different disciplines and practices, as well as other in-demand skills. New ways of working form part of the new PMI Talent Triangle and correctly so. Hyper agile and hybrid working is the new normal and so are emotional intelligence and soft skills like conflict management, negotiation and influencer skills among others. Post-pandemic, when we think about hybrid, different connotations of hybrid come to mind, like:

- Are we talking about hybrid working style?
- What is hybrid style of leadership and how do we implement it?
- Hybrid technologies and innovations
- Hybrid project management methodologies like WAgile, Disciplined Agile or Scrumban
- And most importantly, how to be imbibe and embody a hybrid style of thinking?

This is the 14th **#PMSAC22** and this conference is proudly being hosted for the third time by the PMI Mumbai Chapter, one of the largest chapters in the South Asia region.

We invite you to join us at in-person conference at the **Nehru Centre, Worli, Mumbai on December 9 – 10** to learn, network, share, influence and grow. As of now, a **special early bird offer** is ongoing for limited period. Avail the same at the rate of **Rs 6,000/-** for first few members. The price is inclusive of 18% GST. The price will increase soon after that.

Why attend?

- **Listen to over 800+ visionary leaders & Keynote speakers and SMEs**
- **Earn up to 13 PDUs**
- **Learn about the latest tools and trends in the profession**
- **Acquire skillsets covered under the PMI Talent Triangle**
- **Network with**

[Click here to register!](#)

Team Outreach



- Hybrid briefing sessions conducted for Dr. Moonje Institute, Nashik
- Enrolments for program:
 - Dr Moonje Institute Nashik
 - ITM Kharghar

- 4 events of 3rd Season conducted since FEB-2022.
- 4 New Chapters added. Total chapters – 23, 3 supporting chapters



- Collaboration with Sobus Insight Forum to empower young women entrepreneurs



OUTREACH
2022 - 23

- Presented the initiative at Region 11 Leadership Meeting at Pune.



Saksham Samarth

- Continued collaboration with Saksham Digital Library for proof reading of digitized books. Proof reading for 2 books completed in past 2 months.

- New collaboration with Seva Sahayog Foundation for school kit assembly drives
 - Participated in the 3 events in May 2022
 - Impacted lives of 2000 students

Team Outreach in pictures



SEVA SAHAYOG
Saksham Samarth
PM Project Management Institute, Mumbai

SCHOOL KIT ASSEMBLY

VENUE:- IES, ASHLANE SCHOOL,
BABREKAR MARG,
SHIVAJI PARK,
DADAR (WEST),
MUMBAI- 400028.

SUNDAY
29TH MAY 2022
09.00 AM - 11.00 AM

RSVP :- VISHAL DESAI
+91 96193 12683

www.sevasahayog.org

Team Outreach in pictures



Team Outreach in pictures



Membership



PM PITSTOP

Mumbai chapter is **1534+ members and growing**. In FY 2021-22, we have 635 new members joining us!

In the past 15 months, we have added 827 new members to the chapter. **20 Mumbai chapter members have cleared PMP certification** after joining PMP study group where members help aspiring candidates.

We have started a new monthly forum called PM PITSTOP.

PM PITSTOP will provide a platform where subject matter experts and project managers from different industries will share their experiences/demonstrate usage of different tools & techniques they use in the real-life world. These monthly webinars will be interactive webinars whereby members can ask a question during the workshop itself. We are planning to conduct monthly

sessions for PM PITSTOP every 2nd Wednesday of the month, 8.30 pm IST to 9.30 pm IST. The members will get 1 PDU for attending the same.

It will be a great platform for all project management and agile practitioners to re-energize themselves with the latest happenings in the practical world of project management.

A session on **Effective Material Management in Construction Project** was conducted by **Mr. Vivek Prakash** on 8th June, 2022. **Ms. Pritha Dubey** conducted a session on the **nuances of negotiations** on 11th May, 2022. A session on **email communication** was conducted by **Mr. Biren Parekh** on 13th April, 2022.



PM PITSTOP

CCM on 10th April, 2022



Food for thought....

PRODUCT MANAGER vs PRODUCT OWNER vs PROJECT MANAGER

PRODUCT MANAGER	PRODUCT OWNER	PROJECT MANAGER
<p>A Product Manager is a person responsible for the entire product lifecycle. They have to connect business strategy, customer needs, and product building knowledge to build the most valuable product for the market.</p>	<p>A Product Owner is a Scrum role that communicates the voice of customer to the Scrum Team and prioritizes the Product Backlog. Product Owners work to translate the product vision into detailed requirements and tasks.</p>	<p>Project manager is a person responsible for the project on a day-to-day basis. They focus on executing the product vision with the project team and ensuring everything runs smoothly. This is the most hands-on role out of the three.</p>
<p>RESPONSIBILITIES</p> <ol style="list-style-type: none"> 1. Setting the product strategy 2. Understanding user needs 3. Translating the strategy into a plan 4. Curating product suggestions 5. Prioritizing what should be done next 6. Analyzing and adapting 	<p>RESPONSIBILITIES</p> <ol style="list-style-type: none"> 1. Developing and communicating the Product Goal 2. Creating and prioritizing the Product Backlog items 3. Collaborating with the team, customers and other stakeholders 4. Assisting the Scrum Team 	<p>RESPONSIBILITIES</p> <ol style="list-style-type: none"> 1. Developing the project plan 2. Setting the project schedule 3. Managing the team 4. Dealing with the project constraints and conflicts 5. Communicating with all stakeholders
<p>CERTIFICATIONS</p> <p>Various with the emphasis on continued learning. Some examples - Product School, AIPMM, and others.</p>	<p>CERTIFICATIONS</p> <p>Two main certifications are CSPO (Certified Scrum Product Owner) and PSPO (Professional Scrum Product Owner).</p>	<p>CERTIFICATIONS</p> <p>PMP (Project Management Professional), CAPM (Certified Associate in Project Management), PMI-PBA, and more.</p>
<p>AVERAGE SALARY</p> <p>\$111,150 a year in the United States, £52,442 a year in the United Kingdom.</p>	<p>AVERAGE SALARY</p> <p>\$98,926 a year in the United States, £51,928 a year in the United Kingdom.</p>	<p>AVERAGE SALARY</p> <p>\$87,349 a year in the United States, £45,969 a year in the United Kingdom.</p>

Learn more on our site - [teamhood](https://www.teamhood.com)

Monotasking in a Nutshell

From Procrastination to Productivity by Cutting Down On Tasks To Do

Check all statements below that you consider as recurring time robbers in your current workplace.

- Task switching
- Too many stakeholders
- Urgent tasks
- Three-hour meetings without breaks
- Uninspiring mornings
- Noisy colleagues
- Incomplete work
- Everyday administration
- Perfectionism
- Long-term planning
- Information is hard to find
- High responsibility and low authority
- Impromptu tasks
- Delayed decisions
- Afraid to oppose management
- Lack of privacy
- Lack of exercise facilities
- Blame games
- Going from one crisis to another
- Emerging deadlines

Version 1.4

Why Monotasking?

The Human Brain Can Only Focus on One Thing at a Time

Listening to new interesting music... - or reading a book.

To be able to do both, the brain must do task switching. We cannot do both things of the same time.

Useful Many but Vital Few

Vital few Useful many

Time Spent on Switching Time and Multiple Projects

Number of simultaneous projects	Working time available per task (%)	Loss to context switching (%)
1	100	0
2	80	20
3	60	40
4	40	60
5	20	80

Source: Switching Time: Gerald Weinberg

Poster by: miz.kolmodin@dandypeople.com
Free download: <http://blog.dandypeople.com>

Ways of Working

Panorama Session
Creative walk or write business report?

Monotasking Session
Business Report

Always put alarm on next half or full hour. It's the Panorama Cue.

Helps to handle Attention Problems

Casual Visitor
Could you fix this now?

Notification Colibacy
Success! Pling! Pling! Pling!

FOCUS

Answer right away would take focus away. A better solution could be to ask the visitor to come back later.

Now! Volunteer hour

I'm turning you off now!

A case study by the Danwood Group found that on average it takes more than a minute to recover to the same speed after seeing an email. And the majority of all emails were viewed within six seconds.

Get Valuable Feedback

Document solution

VS

blabla

Low Communication Bandwidth

Prioritize for Action

20% Planning

VS

80% Action

How you choose to spend your time is what defines your priorities.

Concepts

My Short List
My most important tasks. Not a daily plan.

Top 5

Skip things you can't do right now.

My Panorama Session

What are the things of value I could do next? Take a look at the Short List and pick one task.

My Monotasking Session

Focus time!

Just get it done!

Never question if it should be done, just do it.

My Grass Catcher List

The unlimited and unsorted list of ideas that don't make it to the Short List right now.

Is this most important now?

Yes! To the Short List

No! To the Grass Catcher List

Weeding once a week.

no longer valid

Monotasking, the method by: Stefan Nitzberg. For the latest news on the monotasking method and book, please visit <http://monotasking.blog>

Food for thought....

Where are you living?

Past Present Future



@Mindful.brains

The Ant's Rule Book of Life

Ant's make up around a quarter of the earth's animal numbers, with more than a million of them to every human. Human's may think they rule the world, but the tiny ant can tell us how to do it better.

- BE BRAVE**
Ants teach you that no matter how terrifying thing may look up ahead, you should never chicken out. They are a lot braver than your action movie heroes.
- SPRIT OF SHARING**
The ants share everything they get. They never eat anything alone. But what do we humans do? If we find something, immediately, we try our best to hoard it in a secret place.
- SENSE OF DICIPLINE**
Without a mistake they march after one another in a line. Without a dispute or accident, they move about in order. But everywhere in life man finds loopholes to divide.
- IGNORE DIVERSIONS**
If you put your finger in a ants path, it just walks around it and soldiers on. It won't let your stupid finger hinder its work. You should do the same and not let silly problems get in your way.
- HARD WORK MATTERS**
Ants are noted for carrying objects that are bigger than them. This is only made possible through sheer hard work and determination. They are not scared of heavy tasks.
- ADAPT TO SURROUNDINGS**
You can find ants just about everywhere. Ants know where to find resources and you should do the same. Be quick to adapt to your surrounding and dont wait for a wake-up call.
- TEAMWORK HELPS**
Everything an ant does is for the benefit of the colony and they will work until they are done. Almost on autopilot, each ant knows their duties and they do everything they can do to get their duties completed.
- PREPARE AHEAD**
Ants are constantly preparing for the season which is yet to come. It has a stark contrast to human behaviour. Your priorities can sometimes be driven by what you feel like doing.
- MIND YOUR BUSINESS**
We often like to talk about others, our friends, society and how bad the world is. We have lot of time to talk about others and poke into others business. Ants on the other hand mind their business.



Source: Internet



About Prakalp

Prakalp is the in-house magazine of PMI Mumbai Chapter and is being published since the early days of the Chapter – either in the physical or electronic form. Prakalp aims at enhancing the knowledge of our readers by publishing articles from thought leaders from varied industries and sectors. The authors share their unique perspectives on best practices, trends, new developments and news that have an implicit as well as explicit impact in the world of project management.