PMI WORKSHOP
Lunch-n-learn
MacDill AFB
1 March 2016
Agenda

- Project Management Warfighter DNA
- Skills/Attributes/Knowledge
- Project Management Institute (PMI)
- Opportunities, Salaries, Career Path
- PMI Certifications (CAPM, PMP, PgMP)
  - Eligibility
  - Road to Certification
- Vernacular Translation
- Next Events
- Resources
- Contacts
**Definition**

**Hooah /ˈhuːɑː/**

Military slang
"referring to or meaning anything and everything except no".

2. What to say when at a loss for words.
   e. Great. f. Message received. g. Understood. h. Acknowledged.
4. a. Glad to meet you. b. Welcome.
5. "All right!"
6. a. I don't know the answer, but I'll check on it. b. I haven't the foggiest idea.
7. I am not listening.
8. "That is enough of your drivel; sit down!"
9. Yes.
10. "You've got to be kidding me!"
11. Thank you.
12. Go to the next slide.
13. You've taken the correct action.
14. I don't know what that means, but I'm too embarrassed to ask for clarification.
15. Squared away (He's pretty hooah.)
16. Amen!
Mark Langley, CEO of the Project Management Institute (PMI), spoke directly to the project management opportunity for military personnel by stating that “...many veterans have project management experience – just under a different name.” Your skill sets need to be translated and repackaged so that hiring managers spot your skills. Terms like “mission-related” often translate to “projectized”.

According to Mr. Langley, both the government and military are “highly projectized environments, which makes many veterans a natural fit in the project management world.”
Inherent, Desirable Military Characteristics

Leadership
- Diversity
- Quick Learners
- Educated and Tech Savvy
- Security Clearances / Drug-free

Team Players
- Performance Under Pressure
- Global Perspective

Willing to Relocate
- Discipline
- Adaptability
### Skills / Knowledge / Attributes

<table>
<thead>
<tr>
<th>Top Project Managers</th>
<th>Military</th>
</tr>
</thead>
<tbody>
<tr>
<td>Foresight</td>
<td>Ability to read the situation “Good Read”</td>
</tr>
<tr>
<td>Know how to lead</td>
<td>Leadership “Lead, follow or get out of the way”</td>
</tr>
<tr>
<td>Good communications</td>
<td>Briefing and addressing unit “silver tongue” “golden pen”</td>
</tr>
<tr>
<td>Pragmatic</td>
<td>“Cool under fire”</td>
</tr>
<tr>
<td>Empathic</td>
<td>Understand how to motivate others</td>
</tr>
<tr>
<td>Quick sifting abilities</td>
<td>Getting to the facts, quick learner</td>
</tr>
<tr>
<td>Set, observe, and re-evaluate project priorities</td>
<td>Make a decision, even if it’s wrong “adjust fire if necessary”</td>
</tr>
<tr>
<td>Ask good questions and listen to stakeholders</td>
<td>Quick learner, education and tech savvy</td>
</tr>
<tr>
<td>Predictable communications schedules</td>
<td>Training schedules, briefing schedules</td>
</tr>
<tr>
<td>Consensus-building skills</td>
<td>Team work, “Do or Die” “Get it done”</td>
</tr>
<tr>
<td>Informal networks</td>
<td>Team Building “buddy system”</td>
</tr>
<tr>
<td>Look forward to going to work</td>
<td>Devotion to Duty “Gets the job done”</td>
</tr>
<tr>
<td>Organized</td>
<td>Professional – “Got their stuff together”</td>
</tr>
</tbody>
</table>

Source: CIO magazine
Project Management Institute - Global
www.pmi.org

PMI Fact File

TOTAL MEMBERS 467,193
...in 204 countries and territories

PMI has 277 chartered and 15 potential chapters

CREDENTIALS/CERTIFICATIONS
Total Active Holders of:
- CAPM® Certified Associate in Project Management 30,685
- PMP® Project Management Professional 712,515
- PfMP® Portfolio Management Professional 252
- PgMP® Program Management Professional 1,509
- PMI-RMP® PMI Risk Management Professional 3,303
- PMI-SP® PMI Scheduling Professional 1,394
- PMI-PBA™ PMI Professional in Business Analysis 430
- PMI-ACP® PMI Agile Certified Practitioner 9,271

PUBLISHING
5,019,802
Total copies of all editions* of the PMBOK® Guide in circulation
*includes PMI-published translations

Statistics through August 31, 2015, PMI Connection & PMI Today
Project Management Institute – Tampa Bay Chapter

PMITB Vision Statement:

“PMITB will be the leading authority for the influence and advancement of the project management profession in the greater Tampa Bay area.”

1,421+ members

31st largest chapter in U.S.

48th largest globally!

Statistics provided Feb 23, 2016 from PMI Global
Events
- Monthly Meetings with talented speakers & timely topics in the project management arena. Held the 3rd Monday of Each Month
  - Dinner/lunch meetings
  - Networking Events
    - Community Outreach / volunteering
    - Job information sharing
    - Network expansion (Civilian & Military)
  - Job Opportunities Desk

Certification & Professional Development
- PMP Prep Class twice a year for PMP certification
- Annual Symposium (Sept)
- Many opportunities to earn Professional Development Units (PDUs) needed for recertification
- Professional Development Days
- Training classes and programs
Expanding Jobs Market, Rising Salaries, Growing Industries

USD$6.61 trillion
2010-2020
Economic Footprint:
Project Management Profession growth

15.7 million new project management roles will be added globally across seven project-intensive industries by 2020.

By 2020, double-digit growth results in demand for PM jobs

Project Management Talent Gap Report, March 2013
# Salaries: Years, Position, Education

## Annualized Salary (in U.S. Dollars) by Years Experience in Project Management

<table>
<thead>
<tr>
<th>Experience Level</th>
<th>United States</th>
</tr>
</thead>
<tbody>
<tr>
<td>&lt;3 years</td>
<td>$74,900</td>
</tr>
<tr>
<td>3-&lt;5 years</td>
<td>$85,000</td>
</tr>
<tr>
<td>5-&lt;10 years</td>
<td>$100,000</td>
</tr>
<tr>
<td>10-&lt;15 years</td>
<td>$112,200</td>
</tr>
<tr>
<td>15-&lt;20 years</td>
<td>$120,000</td>
</tr>
<tr>
<td>20+ years</td>
<td>$125,000</td>
</tr>
</tbody>
</table>

## Annualized Salary (in U.S. Dollars) by Position

<table>
<thead>
<tr>
<th>Position</th>
<th>United States</th>
</tr>
</thead>
<tbody>
<tr>
<td>Director of PM/PMO</td>
<td>$135,000</td>
</tr>
<tr>
<td>Portfolio Manager</td>
<td>$128,000</td>
</tr>
<tr>
<td>Program Manager</td>
<td>$120,000</td>
</tr>
<tr>
<td>Project Manager III</td>
<td>$105,000</td>
</tr>
<tr>
<td>Project Manager II</td>
<td>$95,000</td>
</tr>
<tr>
<td>Project Manager I</td>
<td>$87,000</td>
</tr>
<tr>
<td>Project Management Specialist</td>
<td>$85,000</td>
</tr>
<tr>
<td>Project Management Consultant</td>
<td>$110,000</td>
</tr>
</tbody>
</table>

---

### The PMP Bump

<table>
<thead>
<tr>
<th>Industry</th>
<th>Salary Increase with PMP®</th>
</tr>
</thead>
<tbody>
<tr>
<td>Project Management</td>
<td>16%</td>
</tr>
<tr>
<td>Security</td>
<td>118,393</td>
</tr>
<tr>
<td>ITIL</td>
<td>$112,835</td>
</tr>
<tr>
<td>Microsoft</td>
<td>$104,355</td>
</tr>
</tbody>
</table>

Source: Global Knowledge. Claims were not verified by PMI. The data may contain errors or inaccuracies caused by the sources used to compile the data. All rights reserved. www.globalknowledge.com
PMI Certifications

Certified Associate in Project Management (CAPM®)
– Recognizes demonstrated understanding of the fundamental knowledge, terminology and processes of effective project management
– Who should apply? Those project team members who provide subject matter expertise (e.g., marketing, customer care, processing, fulfillment)
– Actual Project Manager experience **not required**

Project Management Professional (PMP®)
– Recognizes demonstrated experience, skill and performance in leading and directing projects
– Who should apply? Those who desire recognition in the competence of performing in the role of a project manager, specifically experience in leading and directing projects.

Program Management Professional (PgMP®)
– Recognizes demonstrated experience, skill and performance in the oversight of multiple, related projects that are aligned with organizational objectives
– Who should apply? Those who manage programs that contain complex activities that span functions, organizations, geographic regions and cultures.

A globally recognized project management certification shows employers that you have the knowledge, experience and education to effectively contribute to project team success.
Eight Reasons for Earning a PMP

Certification is an important step in career development and recognizes qualified and competent individuals. Here are six reasons why project management practitioners become PMI certified.

1. Provide recognition of your project management knowledge, skills, and abilities
2. Reflect achievement and demonstrated excellence
3. Lead to greater earnings
4. Lead to career opportunities and career advancement
5. Allow for greater recognition from employers
6. Afford you a competitive advantage within the job market

1. Encouraged or required for employment by 42% of employers
2. Accredited by ANSI against the ISO 17024 standard

Source: Should I Pursue a Project Management Credential, 2012, PMI.ORG
# Certification Eligibility Requirements

<table>
<thead>
<tr>
<th>Educational Background</th>
<th>CAPM PjM Experience</th>
<th>Project PjM Experience</th>
<th>PgMP PjM Experience</th>
</tr>
</thead>
<tbody>
<tr>
<td>High school diploma, associate's degree, or global equivalent</td>
<td>At least 1 year (1,500) hours of project experience</td>
<td>5 years (7,500) hours of project management experience within the last 8 years</td>
<td>5 years (7,500) hours of project management experience within the last 8 years PLUS at least 7 years (10,500) hours of program experience within the last 15 years</td>
</tr>
<tr>
<td>Bachelor's degree, global equivalent or higher degree</td>
<td>At least 3 years (4,500) hours of project management experience within the last 8 years</td>
<td></td>
<td>At least 3 years (4,500) hours of project management experience within the last 8 years</td>
</tr>
<tr>
<td></td>
<td>OR</td>
<td>AND</td>
<td>AND</td>
</tr>
<tr>
<td></td>
<td>23 hours education</td>
<td>35 hours education</td>
<td>35 hours education</td>
</tr>
</tbody>
</table>
# Vernacular Translation

<table>
<thead>
<tr>
<th>Military</th>
<th>PMI</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>mission</strong>— The task, together with the purpose, that clearly indicates</td>
<td><strong>project</strong>-- A project is temporary in that it has a defined</td>
</tr>
<tr>
<td>the action to be taken and the reason therefore. A duty assigned to an</td>
<td>beginning and end in time, and therefore defined scope and resources.</td>
</tr>
<tr>
<td>individual or unit; a task.</td>
<td>A specific set of operations designed to accomplish a singular goal.</td>
</tr>
<tr>
<td><strong>Troop leading procedures</strong> - A dynamic process used by small-unit</td>
<td><strong>Project Management Process</strong> - The management process of planning</td>
</tr>
<tr>
<td>leaders to analyze a mission, develop a plan, and prepare for an</td>
<td>and controlling the performance or execution of a project.</td>
</tr>
<tr>
<td>operation.</td>
<td></td>
</tr>
<tr>
<td><strong>OPORD, Paragraph 5</strong> – Operations Order, Command and Signal (formerly</td>
<td><strong>Communications Management Plan</strong> - A component of the project</td>
</tr>
<tr>
<td>Command and Control)</td>
<td>management plan that describes how, when and by whom information</td>
</tr>
<tr>
<td></td>
<td>about the project will be administered and disseminated.</td>
</tr>
<tr>
<td><strong>Commander’s intent</strong> - A clear and concise expression of the purpose</td>
<td><strong>Strategic Plan</strong> - Document used to communicate with the</td>
</tr>
<tr>
<td>of the operation and the desired military end state that supports</td>
<td>organization the organizations goals, the actions needed to</td>
</tr>
<tr>
<td>mission command</td>
<td>achieve those goals and all of the other critical elements</td>
</tr>
<tr>
<td></td>
<td>developed during the planning exercise.</td>
</tr>
</tbody>
</table>

http://www.gr8transitions4u.com/#!transitioning-military-project-manager/cvpa
Your best friend

http://www.pmi.org/certification/project-management-professional-pmp.aspx

Project Management Professional (PMP)*

Register and log in to get started.

PMP’s Project Management Professional (PMP)* credential is the most important industry-recognized certification for project managers. Globally recognized and demanded, the PMP* demonstrates that you have the experience, education, and competency to lead and direct projects.

This recognition is seen through increased marketability to employers and higher salary; according to the PMI Project Management Salary Survey—Eighth Edition, certification positively impacts project manager salaries.

Who should apply?

The PMP recognizes demonstrated competence in leading and directing project teams. If you’re an experienced project manager looking to solidify your skills, stand out to employers and maximize your earning potential, the PMP credential is the right choice for you.

PMP Certification Requirements

To apply for the PMP, you need to have either:

- A secondary degree (high school diploma, associate’s degree, or the global equivalent) with at least five years of project management experience, with 7,500 hours leading and directing projects and 35 hours of project management education.
Road to Certification

- Be Eligible = experience
  - Other Credentials? → *not a requirement*
- Application – Submit online/Audit/Pass
  - Panel Review answers *(ONLY PgMP and PfMP)*
- Pay $$
- Study/Prep
- Exam + Pass!
Testimonials

• “I attended last summer, and it motivated me to sign up for the prep course through the PMI Tampa Bay Chapter. Here I am less than a year later...a certified PMP!”

  - Anna Crimi, PMP Mission Systems and Services

• “Being a PMP in the military, especially at SOCOM, has allowed me to remain informed and engaged with the Tampa Bay PMI Chapter. It has also provided me the opportunity to know how to further my PMI certifications based on my experience and future goals.”

  - LCDR Jeretta "Jetta" Dillon, SC, USN and PMP
    Requirements, Special Programs Analyst, USSOCOM, J8-RX

• “The Military Liaison is extremely helpful in navigating the PMP certification process and continues to provide a guide towards the maintenance of that certification.“

  - COL Flay Goodwin, USSOCOM
PMI is a partner in the **White House Joining Forces Initiative**, a national initiative led by the White House in support of service members, veterans and their families.

https://www.whitehouse.gov/joiningforces
Military Transition Resources

Publications:

Source: PMI.org

Source: GR8Transitions4U.com
Military Transition Resources

Networking Groups LinkedIn

PMI Military Liaison [Member]
Serving those in PMI at the local chapter, this group is dedicated to work with all other chapters to assist retiring...
29 discussions • 205 members
Similar

US Military Veterans Network
This is an exclusive, all volunteer force of US Military Veterans. If you have served in one of the US Military branches...
25,173 discussions • 78,115 members
Similar

Military Network
Society of Warriors; past, present & future, family and ‘Military Friendly’ members addressing Employability, Homelessness...
10,214 discussions • 18,896 members
Similar

Military-to-Civilian Transitioners
A excellent networking resource for all military-to-civilian transitioners and those who want to share civilian...
7,456 discussions • 18,129 members
Similar
Military Transition Resources

Article Resources: LinkedIn – Project Management.com

Jay Hicks, PMP
Author & Business Owner

Are you or someone you know unemployed?

What does Doctor Seuss know about the Writing Phase? http://link.lk/1/O3Qmp6E

Joey Eisenzimmer, PMP
Marketing Coordinator at Vets2PM, USMC Veteran

Veteranology Podcast - featuring Vets2PM CEO/Cofounder Eric Wright

Sandy Cobb, PfMP, PgMP, PMP, M.Ed., ITIL
Strategy and Capacity Planner at Smartonix

Transferable Skills for Career Changers | What You Need to Know

https://www.ivyexec.com/execarticle/transferable-skills-career-changers-what-you-need-to-know

Eric Wright, MPM, PhD, PMP
Veteran, Project Manager, Teacher, Speaker & Co-Founder/CEO @ Vets...

Translate your military mission experience into Projects!

Watch how three combat and combat support mission translate into robust project summaries a civilian would understand, value, and hire for!

The Power of Words

Word selection has a profound impact on one’s message. Watch this video and you’ll understand fully what I mean:...
Military Transition Liaison

PMI-tampabay.org/index.php/get-involved/outreach/military-outreach
Liaison Position Helps Those Transitioning Out of Military Service
First Military Liaison Challenge Coin Presented

In the military, a challenge coin is a coin or medallion bearing an organization’s insignia and carried by the organization’s members. Traditionally, they are given for excellence and are carried to prove membership. The PMI Tampa Bay, Florida Chapter now has a volunteer position, the chapter military liaison, who can present these coins to service members and former service members who have joined the local chapter and have earned a PMI certification.

The first Military Liaison Challenge Coin was presented to Gaetano Simeti, PMP, an Army engineer based at MacDill Air Force Base in Tampa. Mr. Simeti faced a 2014 reduction in force and realized that a 20-year military career may not be available to him. He immediately began to prepare himself for the best career transition possible. He became a PMI member, joined the local chapter and began attending PMI Tampa Bay, Florida Chapter meetings.

Through this first external military networking experience, he received encouragement and support from fellow chapter members and Project Management Professional (PMP) certification holders at the meetings. This encouragement kept Mr. Simeti focused as he studied for the PMP exam, which he passed in 2014.

The chapter’s military liaison volunteer position was launched because the chapter sought to better its relationship with the local military and civilian personnel at MacDill Air Force Base. The position is dedicated to sharing knowledge and ideas, and to supporting the transitioning military service member interested in project management. MacDill is home to the 6th Wing Air Force, U.S. Central Command and U.S. Special Operations Command.

The chapter’s military liaison page on its chapter website is publicly available to all PMI members desiring to assist military and former military personnel. The goal of this site is to share and exchange information, knowledge and lessons learned with chapters interested in creating the liaison position within their chapters.

Key to standardizing this important position is a guidebook for chapter leaders to take advantage of sample position descriptions, value propositions, activities and presentations. This will enable chapters to start helping serve those who have served.
PMI Tampa - Next Events

- 2016 Spring PMI-TB PMP/CAPM Prep Class (** military scholarship awarded – 4 years in a row!!)
  - In-progress now! Saturdays, 4 in a row, Educational hours, Discounts for Active Duty (TBD)

- New Member Orientation, March 21st (Hilton Tampa Airport Westshore, 2225 N. Lois Ave)
  - Time: 5:00 – 5:30 (leaves 30 minutes for networking till regular Dinner meeting)

- Tampa Monthly Dinner Event, March 21st (Hilton Tampa Airport Westshore, 2225 N. Lois Ave)
  - Topic: Not listed yet
  - Time: 6:00 – 8:00

- Tampa Monthly Lunch Event, March 21st (iGOV, 9211 Palm River Road, Suite 100, Tampa)
  - Topic: Not listed yet
  - Time: 11:45- 1:00

- 2016 Annual Symposium, Late September
  - Discounting for active duty military
  - More to follow

- 2016 Fall PMI-TB PMP/CAPM Prep Class
  - Starts in September, Saturdays, 4 in a row, Educational hours, Discounts for Active Duty (TBD)
  - More to follow
Additional Resources

Project Management Institute
- http://www.pmi.org
- http://pmi-tampabay.org or http://www.suncoastpmi.org

Defense Acquisition University
- http://www.dau.mil

Syracuse University (Institute for Veterans and Military Families)
- http://www.vets.syr.edu/VCTP

Army COOL PMP and CAPM
- https://www.cool.navy.mil/search/CERT_PMP2741.htm

Air Force Institute
- http://www.afit.edu/LS/coursedes.cfm?p=100&acca1=036841
- http://www.militaryfriendly.com
- http://www.gijobs.com
- http://www.gr8militaryPM.com or http://www.gr8transitions4u.com
Points of Contact

Jay Hicks, PMP
• LTC USA……..Retired
• PMI Military Liaison Tampa Bay Chapter
• Email: ordnanceltc@aol.com
• https://www.linkedin.com/in/hjhicks

Sandy Cobb, PfMP, PgMP, PMP
• IT Strategy Planner at USSOCOM
• PMI Volunteer
• Email: sandy.cobb@pmivolunteer.pmi.org or sandy828@gmail.com
• https://www.linkedin.com/in/scobb

• GR8MilitaryPM (group) ➔ https://www.linkedin.com/groups/6636769
• PMI Military Liaison (group) ➔ https://www.linkedin.com/groups/6798540