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PROJECT MANAGEMENT INSTITUTE, GHANA CHAPTER

Good Things Happen When You Get Involved With PMI-Ghana Chapter

DISCOVERING THE POWER OF GROWTH MINDSET:

Transform Your Beliefs to Unlock Success

By Dr. Kwame Annor, SHRM-SCP, STMP, CILG, MIoD

Our mindset consists of beliefs that shape our understanding of the world and ourselves. It influences our thoughts, feelings, and actions in various situations. According to Stanford psychologist Carol Dweck, our beliefs play a pivotal role in what we want and whether we achieve it. Do you have a fixed or growth mindset? To find out, consider the following statements:

- 1. You're born with a certain amount of intelligence, and it isn't something that can be changed.
- 2. You can learn new things, but you can't really change how intelligent you are.
- 3. No matter how much intelligence you have, you can always change it quite a bit.
- 4. You can learn new things and improve your intelligence.

Statements 1 and 2 reflect a fixed mindset, while statements 3 and 4 reflect a growth mindset.

What is Mindset?

Mindsets fall into two primary categories:

- Fixed Mindset: The belief that intelligence and abilities are static and unchangeable. People with this mindset feel the need to constantly prove themselves, believing their qualities are set in stone.
- Growth Mindset: The belief that intelligence and abilities can be developed through effort and learning. Those with a growth mindset view challenges as opportunities to grow and improve.

The Role of Beliefs in Success

Benjamin Barber, an eminent political theorist, once said, "I don't divide the world into the weak and the strong, or the successes and the failures.... I divide the world into the learners and nonlearners." This underscores the importance of a growth mindset, where learning and effort are valued over innate ability.

Fostering Growth Mindsets in Children

Adults play a crucial role in fostering growth mindsets in children by praising their efforts rather than focusing solely on results. By emphasizing the process over the outcome, adults can instill in children the understanding that diligence, perseverance, and commitment lead to change and development.

Business: Mindset and Leadership Enron and the Talent Mindset

The Enron scandal serves as a cautionary tale about the consequences of a fixed mindset culture within an organization, particularly regarding talent management. Enron placed its faith in inherent abilities while neglecting effort and improvement. This mindset led to a lack of accountability and ethical standards, contributing to its downfall.

CEO Disease

This phenomenon occurs when leaders see themselves as infallible and surround themselves with sycophants, losing touch with reality. Lee lacocca, for instance, suffered from this after his initial success at Chrysler, resulting in a decline due to resistance to change and innovation.

Growth Mindset Leadership in Action

Anne Mulcahy's turnaround of Xerox is a testament to the power of a growth mindset. By entering a learning mode, she became the CEO Xerox needed, mastering the intricacies of every part of the business. She combined toughness with compassion, making difficult decisions while maintaining morale and the company's culture.

Relationships: Mindsets in Love (or Not)

In relationships, a fixed mindset means believing that qualities and the relationship itself are unchangeable, leading to unrealistic expectations and disappointment. Developing a growth mindset involves understanding that relationships can improve and evolve through effort and communication.

Developing a Growth Mindset

How Do You Get a (True) Growth Mindset?

- 1. Embrace Challenges: View challenges as opportunities to learn and grow.
- 2. Learn from Criticism: Use feedback as a tool for improvement.
- 3. Celebrate Effort: Focus on the process and effort, not just the outcome.

Boosting Intrinsic Motivation

Find passion in what you do, set meaningful goals, and recognize the value of your efforts beyond external rewards.

From Comfort Zone to Growth Zone

The comfort zone is where individuals operate in an anxiety-neutral state, using a limited set of behaviors to deliver a steady level of performance. Stepping out of the comfort zone into the growth zone involves taking risks, embracing uncertainty, and striving for continuous improvement.

By embracing a growth mindset, we can transform our beliefs and behaviors, unlocking our potential for success in all areas of life. Whether in personal development, business, or relationships, the power of a growth mindset can lead to profound and lasting change.

A CROSS SECTION OF PARTICIPANTS AT THE MONTHLY CHAPTER MEETING



























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PREPARING FOR THE FUTURE

Ways of working will continue to evolve — and project managers need to be ready for this new reality. What to Expect

- Appreciate the dynamic nature of project delivery.
- Recognize that projects will become increasingly important.
- Learn how to embrace new ways of working.

PMI's decision to update the PMI Talent Triangle® and adjust the technical project management skills category to Ways of Working reflects just how much project management is changing. Just a few years ago, project professionals only had to worry about agile and waterfall. Now we have hybrid and new, emerging project management approaches such as design thinking.

At the same time, the structure of project-based work is also changing. We're seeing digital products with permanent or semi-permanent teams, value streams, business capabilities and so on. These new work structures reflect the increasing importance of discretionary investments. Project-like work is becoming more important than operational work as the pace of change and the need for continuous innovation accelerate.

Organizations aren't just going through periodic transformations anymore, they're committing to continuous innovation, and that is resulting in more projects being delivered in more ways across more business areas. For project managers, this is going to have a big impact.

Because projects are becoming an even more important part of how business gets done, there will be greater focus on ensuring that those projects are delivered successfully. That in turn will mean

more changes to project approaches as well as an expansion to the number of those approaches. Soon, project managers will be operating in an environment where:

- The number of different project delivery approaches they must be comfortable applying is going to expand rapidly.
- Project managers and teams will be expected to adapt and adjust to those approaches as necessary to optimize project performance.
- Standard methodologies will be a thing of the past, with considerable diversity in approach, style and application becoming the norm.
- The ability to achieve business results will be far more important than how those results are achieved (within acceptable standards).

That means that understanding and embracing different ways of working will become even more important. Project managers must prepare for that by doing as much as possible today to strengthen their foundational project management skills. In addition to understanding Power Skills and Business Acumen — the two other elements of the Talent Triangle — that means:

- > Understanding how different approaches support different environments and project types. When is design thinking appropriate? How does the approach have to change for organizational change projects compared with system implementations? When is it best to use agile for risk management rather than plan-driven methods?
- > Embracing the need to adapt and adjust methodologies on every project. Project managers must be comfortable with uncertainty and willing to



change the ways of working to meet the needs of the project and business goals. That also means creating an environment where team members can feel comfortable with shifting methodologies.

> Challenging all methodology-based assumptions. Project managers who have several years of experience tend to take their mastery of project management's hard skills for granted. That can't continue in the future because those hard skills need to evolve based on circumstance.

That final point is key. Project managers learn the fundamentals of managing projects early in their careers, and then apply those principles consistently on the initiatives they manage. But as those fundamentals change, so project managers must adapt and adjust to avoid becoming outdated and irrelevant in their approach.

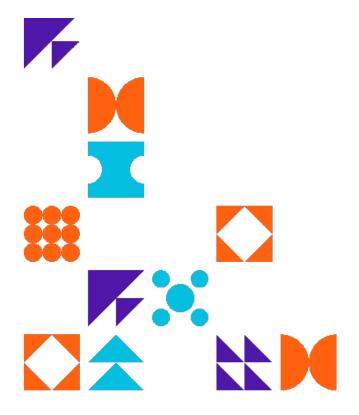
For project managers, the future of the discipline is very exciting. New approaches, increasingly important roles and more diverse careers are guaranteed within just a few short years. But to succeed in that environment, project managers must prepare today by embracing new methods of work.

Key Takeaways

- Projects are becoming more numerous and important, and are being delivered using many different approaches.
- Project managers have opportunities to be even more successful but need to be willing to adapt how they manage their projects.
- Project managers will need to become comfortable with new and emerging work practices and let go of long-held assumptions about how project work should be done.

Reference

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PROJECT SITE TOUR KASOA ECG BULK SUPPLY POINT

Written By Freda Mfoafo-M'carthy, PMP

I joined my colleague Project Managers on a working visit to the Project site of one of Electricity Company of Ghana's prestigious strategic projects - the Kasoa Bulk Supply Point substation; which won the 2023 National Project Management Excellence project of the year award during the 2023 Project Management Excellence Awards and Conference.

This historic visit was organized by the Ghana Chapter of the Project Management Institute. The visiting team had a cozy bus ride which picked up members at various vantage points. The turn up was very impressive and well-coordinated. We proudly wore our Chapter branded T Shirts and personal protective footwear, the host, ECG, supplied us with safety helmets and reflective vests. We arrived at the substation on time; where we were warmly welcomed by Ing. Bernard Owusu Danquah who is a member of the Project's Team and also a member of the Institute. He introduced us to the Project Lead and other Team members. Mr. Frank Attoh Owoo (Vice President - Outreach) stated the purpose of the visit.

The Project Lead, Mawunyo Rubson and his team gave us an overview into the project, what it entailed, the challenges encountered and when the project was delivered.

The 435MVA Gas Insulated Switchgear substation is the 2nd largest bulk supply station in Ghana after the Pokuase Bulk Supply Point. The Project which started in 2019 was delivered in 2022; was unable to meet its deadline because of the emergence of Covid-19 which affected the on-schedule delivery of imported machinery. Other major hurdles they crossed included land issues, moving businesses and regulators. However, the delay paid off and they were able to produce a successful project.

Ing. Bernard Owusu Danquah and his team took the PMI Ghana Chapter members round the facility, showing us the huge equipment and gadgets, which are the outcome of the project. These have all been digitized to help serve consumers efficiently.

The Project Lead and his team also facilitated a round table discussion in their conference room where we discussed and gained insight on the techniques used in delivering the project successfully; the various stakeholder engagements and the challenges that came with it from its conception, planning, execution and closure.

Lessons learnt during this visit included:

- 1. The importance of stakeholder's engagement during projects
- 2. Keeping lessons learned during projects for future projects.
- 3. Identification and documentation of anticipated risks and their responses during project initiation.
- 4. Having appropriate tools in place for managing record keeping.
- 5. Supporting the community where you have your project.

Members applauded the work done and the Project Team for their dedication. We took pictures, had lunch and also had the opportunity to network with industry professionals and make new friends. Thank you, PMI Ghana, for this initiative and its organization.

GOOD THINGS HAPPEN WHEN YOU GET INVOLVED WITH PMI GHANA!!!



A CROSS SECTION OF PARTICIPANTS ATTENDING THE PROJECT SITE TOUR

















































PMI GH TOASTMASTERS CLUB WORD OF THE DAY

"RHETORIC"

Meaning: 1. the art of effective or persuasive speaking or writing, especially the exploitation of figures of speech and other compositional techniques.

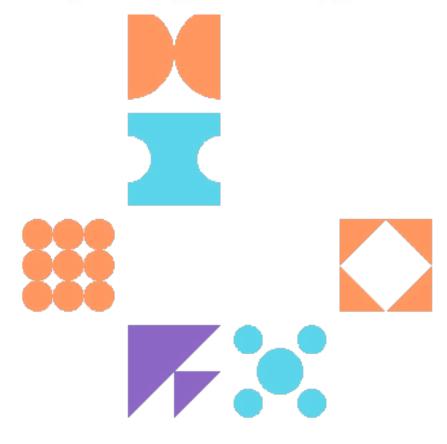
2. language designed to have a persuasive or impressive effect, but which is often regarded as lacking in sincerity or meaningful content.

Part of Speech: noun

Synonyms: oratory, eloquence, way with words, bombast, loftiness, etc.

Example: 1. I was swayed by her rhetoric into donating all my savings to the charity.

2. All we have from the Opposition is empty rhetoric.





TEAMWORK TACTICS;

Lessons from Sports for Effective Project Collaboration

In the realm of project management, effective teamwork is the cornerstone of success. Just as in sports, where a team's cohesion and strategy determine victory, projects thrive when collaboration is well-orchestrated. Drawing parallels from the playbook of sportsmanship, we can glean valuable insights for fostering teamwork and achieving project goals. Here, we explore key teamwork tactics inspired by established project management principles.

Clear Goal Setting: In sports, teams rally around a common objective - victory. Similarly, project teams must align on clear, achievable goals. The PMBOK emphasizes the importance of establishing SMART (Specific, Measurable, Achievable, Relevant, Time-bound) objectives. Just as a basketball team aims to win the championship, project teams must define their endgame and rally collective efforts towards it.

Defined Roles and Responsibilities: Every player in sports has a designated role contributing to the team's strategy. Similarly, project teams benefit from clearly defined roles and responsibilities. Good project management practices underscore the significance of role clarity to prevent confusion and optimize performance. In the same way that a football team designates a goalkeeper, defenders, midfielders, and forwards, project teams allocate tasks based on individual strengths and expertise.

Effective Communication: In sports, seamless communication is essential for coordinating plays and responding to challenges swiftly. Likewise, project teams rely on effective communication to share information, address issues, and align efforts. Project Managers emphasize various communication channels, including meetings, reports, and technology platforms, to ensure stakeholders stay informed and engaged. Just as a football quarterback communicates plays to teammates, project managers facilitate transparent communication to keep projects on track.

Adaptability and Flexibility: Sports teams adjust strategies based on opponents' tactics and changing game dynamics. Similarly, project teams must remain agile and adaptable in response to evolving circumstances. Agile methodology in project management advocates for a flexible approach to project management, accommodating changes while maintaining focus on objectives. Just as a tennis player adapts to different court surfaces, project teams pivot strategies to navigate challenges and seize opportunities.

Constructive Conflict Resolution: In sports, disagreements among teammates are resolved through constructive dialogue, ensuring harmony and focus on the game. Likewise, project teams must address conflicts promptly and constructively to maintain productivity. The PMBOK outlines conflict resolution techniques, including negotiation, compromise, and collaboration, to foster positive outcomes. In the same way that a sports coach mediates disputes among players, project managers facilitate dialogue and find mutually beneficial solutions.

Conclusion: Effective teamwork is not a mere aspiration but a strategic imperative for project success. By embracing lessons from sportsmanship and leveraging insights from widely accepted project management practices, project teams can cultivate collaboration, resilience, and a winning mindset. As we apply these teamwork tactics, let us remember that like any sports team, our collective efforts are greater than the sum of individual contributions, propelling us towards triumphant project outcomes.

In the arena of project collaboration, let us heed the rallying cry: together, we achieve greatness

By Joseph William Osei-Bonsu Bannerman

Reference: PMBOK



Celebrants







Esther Anita Empeh



Jason Sammer Adjei-Sam



Jude Sarfo Debrah



Justin Kwabla Agbenowosi



Maame Ohenewah Boateng



Obiri-Yeboah Mensah



Perfect Pearl Anaglate



Richard Sarkodee-Adoo



Samuel Kwesi Selasi Ekissi



Seth Bright Attipoe-Denyah



William Owusu Ansere



Albert Allotey



Barbara Acquah



Christopher Asase



George Ofori



Josephine Dadzie



Kwadwo Akomea-Agyin



Marma Akita



Michael Nii



Oluwatoyin Selasi Seyram Awotor Loretta Adeltan Betegu-Agbenyo



















Happy Birthday to all Project Management Institute, Ghana Chapter members who celebrated their special day in April! Wishing you a fantastic day filled with joy, success, and progress in all your projects. May this year bring you many achievements and fulfilling moments both in your professional and personal life. Keep up the great work and enjoy your well-deserved celebration!

From the Board and all members of the PMI Ghana Chapter we say age gracefully.

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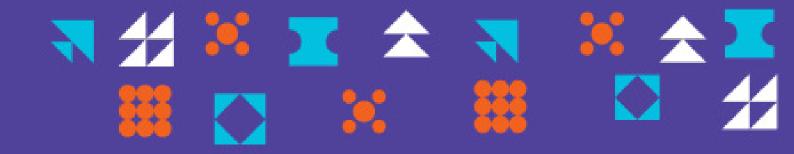
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The National Project Management Conference and Project Management Excellence Awards is the largest gathering of Project Professionals and changemakers in Ghana, bringing delegates from all walks of life.

The 2-in-1 event, which is held annually, is aimed at providing avenues for like-minded professionals to dialogue over challenges, solutions, breakthroughs, and emerging trends in the Project, Program and Portfolio Management ecosystem. It also affords delegates the opportunity to network, with the possibility of starting new partnership or extending new opportunities to one another.

The Project Management Excellence Awards (PMEA) serves as the platform to identify, recognize and reward Organizations and Professionals who are making giant strides in Project, Program and Portfolio Management.



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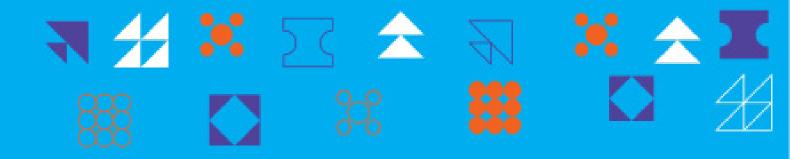
Manned by seasoned speakers and industry players, the Conference enhances personal skill sets, empowers leaders to drive strategic objectives and achieve organizational goals. The Innovative keynote sessions will challenge the status quo, as industry experts deliver actionable solutions that offer real-world insight into today's evolving business challenges.

This year, we are taking a deep delve into the endless possibilities of utilizing Sustainable Project Management Futures in crafting a Resilient and Inclusive World for all.

This event provides you the opportunity with the know-how and inspiration needed for project management success, as well as offering up to 12 Professional Development Units towards the maintenance of Project Management Institute credentials. The 2021 event was held at Sogakope Beach Resort, Volta Region with over 300 in-person and virtual delegates whiles the Peninsula Resort played host to this august event in 2022, with close to 350 in-person, residential and virtual delegates.

The 2024 conference will offer all participants an insightful debate with industry giants, technical experts, policy makers and tech researchers (such as telecommunications, banking & finance, energy, transportation, construction, manufacturing, and mining). The conference will also give major opportunity for delegates to network and take advantage of the exceptional strengths of each other to leapfrog and successfully transform their businesses with ease and speed through project management.

In the previous editions, industry profiles of delegates have been energy, mining, aviation, telecommunications, education, banking & finance, manufacturing, government, food & beverages, healthcare, agriculture, transportation, hospitality, consultancy, media, Oil & Gas, Construction, IT and many more.



The Project Management Excellence Awards will honour institutions, individuals, etc. that deliver project excellence and business value solutions in all forms.

Please click to nominate your organization: Categories of the Project Management Excellence Awards are:

- PM EXCELLENCE CONSULTANT OF THE YEAR AWARD
- PM EXCELLENCE EDUCATIONAL PROJECT OF THE YEAR AWARD
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PMI sets industry standards, conducts research, leads global advocacy and provides education, certification and professional exchange opportunities designed to strengthen and further establish the profession. Project Management Institute (PMI) advances the careers of practitioners, while enhancing overall business and government performance of businesses through value delivery solutions.





























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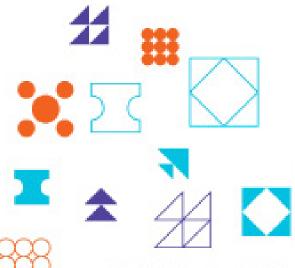




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Banner / Signage	YES	NO	NO	NO	NO
Media Platforms	RADIO, NEWSPRINT, FLIERS, NEW MEDIA				
Acknowledgement in Media Releases.			YES		
Service/Event Broadcast to members - 1/month	6 Months	6 Months	3 Months	3 Months	NO







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Service/Event Broadcast to members - 1/month	6 Months	6 Months	5 Months	3 Months
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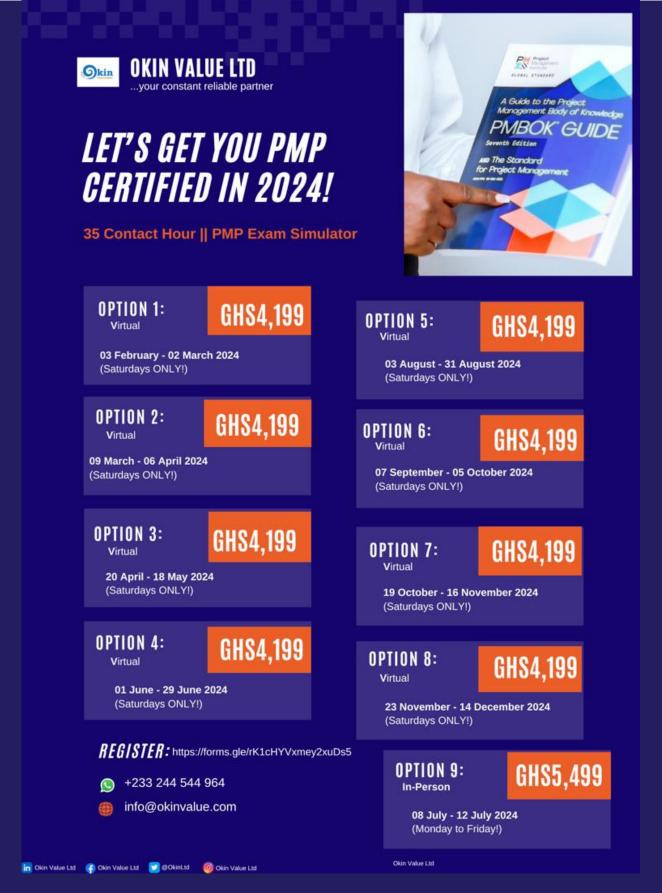
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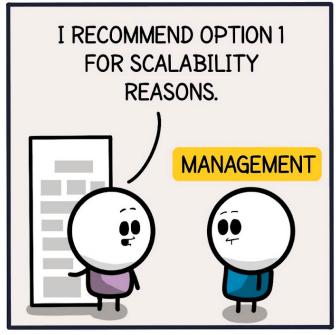
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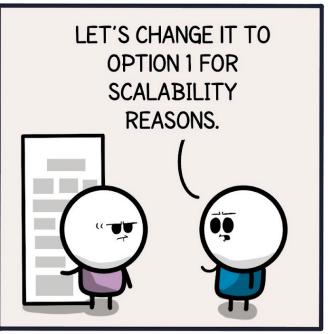
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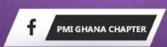
GHS30



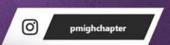
GHS20

CONTACT: MANUELA: 0302955428 / FRANK: 0243160831

in PMI GHANA





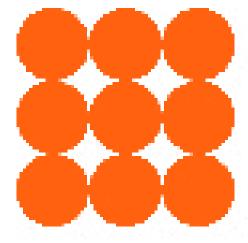




Please the following items are available at the Chapter Office. Kindly get in touch with Manuela on 0302955428 if you are interested. Thank you.











APRIL 2024

14TH QUIZ WINNERS FOR 2024

Dorcas Oforiwaa Sakyi Mawunyo Kudzo Akwetey Mr. Stephen Justice Andzie David Abruquah Kenneth Mintah Osei

15TH QUIZ WINNERS FOR 2024

Georgina Adongo Mr. Godwin Yao Yabameh Joseph William Osei-Bonsu Bannerman Mr Patrick Baffoe-Korang John O. Hammond Hagan

16TH QUIZ WINNERS FOR 2024

Mr. Michael Nii Marma Akita Rev. Frederick Osei Baffour Mr. Godwin Yao Yabameh Mr. Kelvin Adarkwa Yiadom Oppong Isaac Nkoah Mensah

17TH QUIZ WINNERS FOR 2024

Mr. Daniel Osei-Frempong Mr. James Aggrey Joseph William Osei-Bonsu Bannerman Eddie Tweneboa Kodua Mrs. Josephine Jacaboba Amoah

18TH QUIZ WINNERS FOR 2024

Henry Kwado Mensah Mr. Richard Mutune Magu Mr. Eric Zunouh BANYE Thomas Gyabaah Kobina Gyan Budu



NEWLY CERTIFIED FOR APRIL, 2024

NEW MEMBERS FOR APRIL, 2024

No	. PMI ID	Member Name	Certification	No.	PMI ID	Name
1.	10069192	Henry Gordon	PMP		3033992	Freda Konadu Quao
2.	2432714	Jonas Nanzoninge	PMP		9020044	Jemilatu Abdul-Rahman
3.	4722158	Luvina Sandra Atsu	PMP		7772889	Believe Worlanyo Nutsugah
4.	9812175	Francis Wamanye	PMP		10069192 10297122	Henry Gordon Evelyn Obese Amoah-Smith
5.	9732706	Lester Quarcoopome	PMP		7383112	Kristopher Ohene-Sam
6.	7472373	Loretta Asare	PMP		9858502	Paulina Anyidoho
7.	10272030	Bernard Afedo	PMP		10194018	Godwin Junior Agbevem
8.	6339351	David Avors	PMP	9. ′	10272030	Bernard Joy Sena Afedo
9.	9523944	David Asante Osei	PMP		7275856	Dorothy Afi Amarteifio
10.	7818370	Yasmin Agbozo	PMP		3427405	Nunana Alfonso
11.	8212335	Gifty Oware-Mensah	PMP		9961777 10045278	Kwaku Anim-Larbi
12.	8076782	Derek Owusu Afful	PMP		10045278	Maleek Seidu Bogobiri Adwoa Achiaa Abire Darkwah
13.	9169277	Antoinette Ayebea	DASM		3541729	Michael Kofi Akyeampong
14.	8616400	Nii Tackie Bruce-Tagoe	PMP		9816795	Ato Kwamena Dotsey
15.	9782659	Kwabena Atta Asiedu	PMP		10256425	Marvin Opoku
16.	8374207	Hashiru Koroma	PMP	18. 8	3076782	Derek Owusu Afful
10.	0314201	Trastilla (Colonia	FIVIF		10039940	Peter Atta Brown
					10265848	Boaitey Osei
					3249570	Priscilla Ahiable
					9995580	Esme Nyarko Antwi
					3670499	Pln. Jennifer Owusu Afriyie
					3212335	Gifty Afia Oware-Mensah
					3796496	Clara Mintah Ofosu
					3249325	Collins Brefo
					9849562	Gabriel Nii Lante Lamptey
					4510766	Peter Senam Seglah
					9719998	Jamel Bawre
				30.	10225049	Ato Sam





CHAPTER CREDENTIAL COUNT

<u>Credential</u>	Credential Count
PMP	906
PMI-ACP	31
PMI-RMP	17
PMI-PBA	12
CAPM	12
AH-MC	9
DASM	7
PMI-SP	6
ECC	4
OTF	4
OTI	4
PGMP	4
ОТО	3
DASSM	3
BEPM	2
AM-MC	2
BETI	2
DAC	1
CD-MC	1
VSM	1
CPBEP	1
PFMP	1
Total Certified Me	mbers 1033

MEETINGS IN may 2024

Every Tuesday, PMI-GH Weekly Book Review 7:30 PM – 8.30 PM GMT **1.0 PDU**

Every Wednesday PMI-Gh Learn French in 7:30 PM – 8.30 PM GMT Project Management **1PDU**

First and Third Thursdays of the the month, 7:30 PM – 8.30 PM GMT

Every last Friday of the month 5:30 PM - 8:00PM PMI Ghana Chapter meeting **2.0 PDUs**

Click here to visit the calendar for the Chapter. https://pmi-ghana.org/events/view-event-calendar

PMI GHANA DIGITAL PLATFORMS



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Francis Oppang, PMP®

Dir. Ops. Admin. & Graphic Designer



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Content Editor



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