

# PMI 19th Edition - August 2022 Insight



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# TABLE OF CONTENTS

06 President's  
Message

08 New Board  
New Beginnings

10 Events  
Update

12 Up Coming  
Events

14 SA Water

16 Retaining &  
Up Skilling Resources

20 AICD  
Training

On this issue's cover:  
60 King William Street, Adelaide (Credit: Built)  
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## President's Message

# Newly Elected Board and Operational Leadership Team (2022-2024)

First of all, I would like to congratulate the Chapter's Leadership Team (Board and Operations) and all the passionate volunteers on their recent appointments. A further thank you is extended to all our Members, Partners, Sponsors, , Supporters, our PMI Regional Support Team and the many volunteers who continue to support the Chapter.

The past two years have been exciting for all the PMI Chapters that have weathered the pandemic. PMI Adelaide Chapter has grown significantly in terms of, consistent membership numbers, social media following, very well received events (both in person and online) and an improved and successful upgrade of our mentoring program. A big shout out to all past and present volunteers for their support of our Chapter.

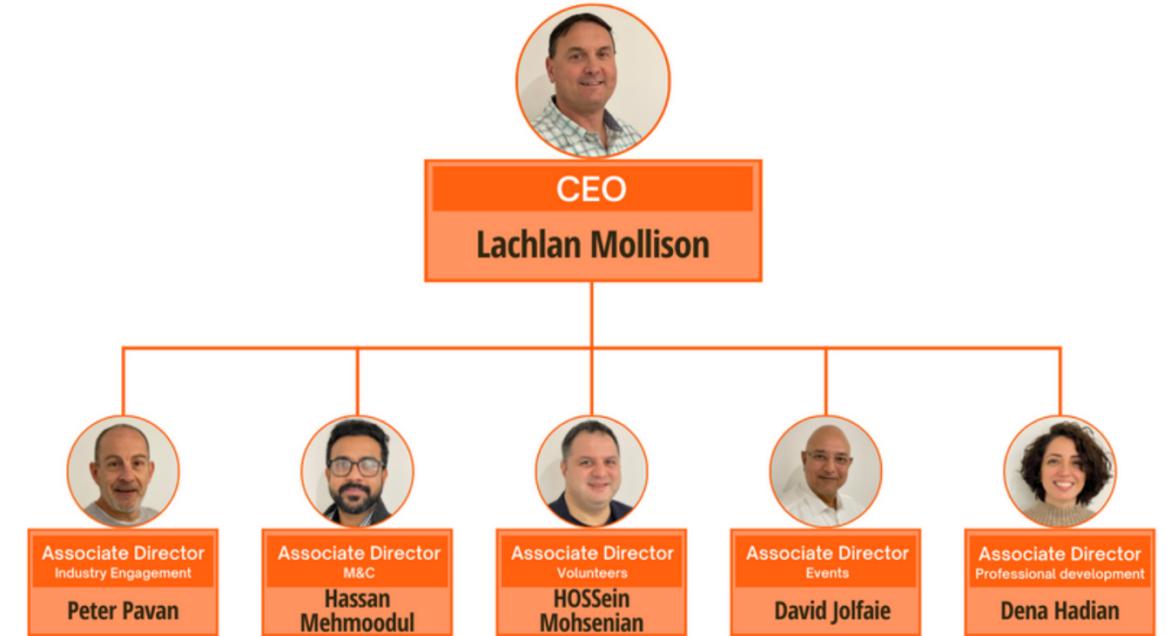
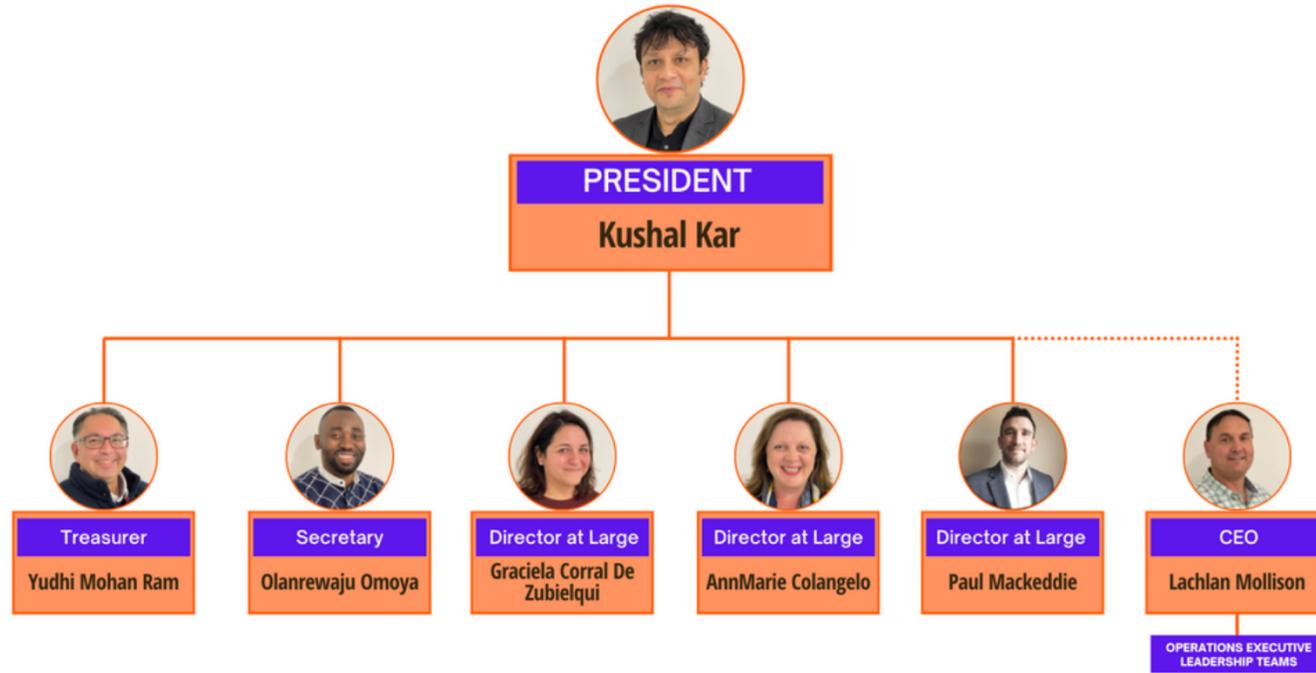
The Chapter Board of Directors has undergone a structural change, a process that has taken many months and I am pleased to advise we have a fully functioning Board of Directors and an Operational Leadership Team led by our first Chief Executive Officer, Lachlan Mollison. Our new Board and Operational Leadership Team recently concluded the annual planning and set key milestones for the Chapter, in line with the Chapter's mission, vision and goals.

Our Chapter has received high praise from the PMI Region 10 Support Team and I look forward to a successful 2022 and continuing to delivering value to all of our members and stakeholders,.

Kind Regards,  
Kushal Kar - President

# CHAPTER BOARD STRUCTURE

# OPERATIONS EXECUTIVE LEADERSHIP TEAM



## New Board : New Beginnings

The PMI Adelaide Chapter are pleased to announce the successful appointment of the new Board of Directors based on the By-Laws that was approved early this year. The new appointments bring in new opportunities for the Board to take the Chapter to further heights.

The current Board is elected for the period of two years 2022 to 2024. The President shall be the Chairman of the Board. The President shall perform such duties as are customary for presiding officers, including making all required appointments with the approval of the Board. The President shall also serve as a member ex-officio with the right to participate and vote on all Management Committees except the Nominating Committee.

The main motivation of the new Board is to focus on the governance of the Chapter, covering and to ensure the Chapter is future proof in terms of planning for the coming years. Based on the new structure, we will have up to 8 directors, excluding the CEO.

The current Board appointments include:

- President: Kushal Kar
- Treasurer: Yudhi Mohan Ram
- Secretary: Olanrewaju Omoya
- Director at Large:AnnMarie Colangelo
- Director at Large: Paul Mackeddie
- Director at Large: Graciela Corral de Zubielqui

The Board is pleased to announce the appointment of our first CEO. The CEO is also a member of the Board but will not be subject to election and will not have any voting rights.  
CEO: Lachlan Mollison

To support with the operational management of the Chapter, the CEO is pleased to appoint the following Associate Directors:  
Associate Director - Industry Engagement - Peter Pavan  
Associate Director – Events - David Jolfaie  
Associate Director - Professional Development - Dena Hadian  
Associate Director – Marketing & Communications – Hassan Mehmoodul  
Associate Director – Volunteers – HOSsein Mohsenian



Date	Topic	Talent Triangle	Attendance %
Monday 31 <sup>st</sup> January 2022	Online Event Only Hydrogen in SA's Future Energy Projects	Strategic	41%
Thursday 17 <sup>th</sup> February 2022	AGM 2022	Strategic	48%
Wednesday 23 <sup>rd</sup> March 2022	Human Centric – How to Improve Your Negotiation Skills as a Project Manager	Leadership	56%
Thursday 31 <sup>st</sup> March 2022	Networking Only Event	Networking	60%
Wednesday 27 <sup>th</sup> April 2022	Psychological Fitness: When Projects Hinge on Mental Health and Stress Management	Strategic	62%
Monday 23 <sup>rd</sup> May 2022	Networking Only Event – Meet Someone New	Networking	81%
Wednesday 22 <sup>nd</sup> June 2022	The Power of Personal Branding: Why it Matters More Than Ever!	Leadership	89%
Monday 18 <sup>th</sup> July 2022	Deliberate Thinking	Leadership	72%

## PMI Adelaide Chapter Events Update

To the end of July 2022, , PMI Adelaide Chapter have successfully organised a total of 8 events (comprising a mix of in person / Hybrid / Exclusive Networking).

The events have been a mix of strategic and leadership topics aligned to the PMI Talent Triangle, with key focus on Networking. Based on the feedback received, we have dedicated a little more time for networking during the events. In addition, we also have organised exclusive networking events for all the members to catch up and get to know each other better. We have many more events lined up. Make sure you register to attend!



**The PMI Adelaide Events team are working hard in delivering the best for the rest of the year. Six events have already been planned for the remainder of 2022, with the speakers locked in for all the upcoming events.**



Event will highlight important elements of Lessons Learned, and then reflect on the reasons for the relative lack of success in many cases. Attendees are invited to discuss their experiences.

In this session, you will learn more about:

- Common project pitfalls and solutions
- Best Practices for Projects Lessons Learned
- Practical approaches to improving project success
- Management constraints and solutions to those.?

The freelance/gig economy community is far more than side hustle, it is a powerful movement that captures the new view of business value and the variety of resource options for all of our projects. But it is very different to the old school resourcing models. The World Bank has declared the gig economy is close to 30% growth each year and over 250 000 Australians participate each day – including high performance Project Managers. Come along and learn the key aspects of the sector and what you can expect to see in the next five years

We will also dig into the current skill-set, and which is likely to transform, decline and evolve into new versions of itself.

Register at: <https://www.eventbrite.com.au/e/social-skills-the-gig-economy-and-project-management-in-australia-tickets-375113172597>

Make sure you jump on to our website for the latest updates on events and follow us on LinkedIn for all regular updates.





# Hundred Tonne Tank Topper Lifted to SA Water Record

One of the largest crane lifts in SA Water's history has lifted the lid on the utility's \$4.7 million upgrade of its Bolivar Wastewater Treatment Plant's (WWTP) anaerobic digesters, with a 115 tonne steel cover of one of the digesters craned off the structure with the help of a locally-sourced 350 tonne mobile crane.

Anaerobic digesters are large, sealed concrete tanks that heat the solid organic waste from sewage – known as sludge – in an oxygen-free environment, to promote the natural bacterial metabolic processes that break it down. Bolivar's WWTP digesters stand 14 metres tall with a capacity of 8.5 million litres.

Port Augusta business MAX Cranes worked together with crews from SA Water and Fulton Hogan to carefully guide the 30-metre-diameter cover on top of a temporary support system during the hour lift, enabling the infrastructure's safe refurbishment.

SA Water's General Manager Sustainable Infrastructure Amanda Lewry said the successful crane lift was the culmination of 12 months of planning.

"Safety was at the forefront of this incredible feat and people might not be aware of the behind-the-scenes planning for the secure operation, which included compaction testing of the ground and an extensive bearing capacity assessment to help protect underground pipes," Amanda said.

"Eight heavy-duty slings were attached to fixing points pre-welded to the cover, while counterweights were used to stabilise the crane as it lifted our cover off the digester and atop the support structure."

SA Water will now work with project partners on upgrading the cover during the next few months, including reinforcing the roof's structure, installing a new insulation panelling system and cleaning the digester.

Constructed in the 1960s, the upgrade of two of Bolivar's six digesters will improve their performance by enhancing insulation to the covers – ensuring an optimal internal environment for the digestion process.

Ms Lewry said the metabolic processes inside the digesters release a source of renewable energy, biogas.

"Upgrading our digesters enhances their ability to hold waste at a constant 38 degrees and creates an optimal environment for bacteria inside to help prevent the escape of biogas, a product we can reuse," Amanda said.

"Harnessing the power of biogas through our on-site gas engines creates a source of renewable energy for the treatment plant, which typically provides around 85 per cent of the Bolivar facility's energy needs. Biogas generation is an important part of our approach to energy management and by reducing and reusing waste, we are taking action as proactive environmental leaders to help enable a sustainable future."

The renewable electricity generated through biogas at the Bolivar Wastewater Treatment Plant is enough to power around 4,000 houses a year.



# Retaining and Upskilling Resources in a Limited Market

I've been thinking – dangerous I know, but a pandemic does that to you! Right now, we're suffering from a shortage of skilled people. It's a global thing, but it's really hitting organisations hard in New Zealand. Everywhere you look in Aotearoa we see increased demand and reduced supply for skilled people. Whether it's in change management, business analysis, testing, or project management, it's genuinely hard to find good people. Immigration has been non-existent for two years and my pick is that emigration will become 'the thing' in the coming months as we come out of our COVID cocoon. What's the solution? There are a few things I believe organisations should be doing right now to help counteract the effects of the skills shortage.

## Fair compensation

Rising inflation and the cost of living means that people might be tempted to see what they're worth. With competition for candidates, many are likely to be offered higher salaries. In an effort to retain your talent and keep the potential head-hunters at bay, one option is to shower your team with cash. Still, it's worth questioning how sustainable 'golden handcuffs' and monetary incentives are long-term. True, they may work on occasion, and for key people, but how can you do this and stay profitable? In a world of shrinking margins, using this (rather blunt) instrument exclusively could be unsustainable.

## A Strong culture

Management guru Peter Drucker was famous for this alleged quote: "Culture eats strategy for breakfast." There is no doubt that this is true, as workplace culture is indeed the secret sauce that keeps employees motivated and in turn, clients happy. It's pretty clear that people do not only quit companies or leaders, they quit organisational cultures. Imagine if you could flip it on its head and (shock, horror) create a culture where people actually want to work for you! A bit of attention to this in times like these would be a good start. Unfortunately, cultural change doesn't happen overnight, but the sooner you start, the sooner you'll start to see results.

## Invest in well-being

"Almost half (46%) of employers believe the pandemic has had a negative impact on their employee's mental health and wellbeing" (Hays Salary Guide 21/22)

If there is a skills shortage, there will be an increased workload for existing staff. Have a well-being allowance and actively promote the fact that you care about your people outside of the work environment. An employer paying for a gym membership, may be the difference.

## Support Professional Development

The fourth and final way to retain your people is to ensure you have clear individual development pathways for your team.

Hays Salary Guide 21/22 tells us for 65% of skilled professionals, learning and developing new skills is the most important priority – ahead of a pay rise (58%).

If we focus on the world of Project Management (we like to think we know a bit about this subject), every day we see people who have been thrust into Project Management or business transformation-related roles with no formal training and/or minimal support. The assumption is often made that if you're good at your day job, you'll be good at leading a project. For truly exceptional staff this might be the case, but in most cases, chances of success are limited unless they have the tools, training, and ongoing support. If you invest in your people and challenge them to grow into new positions, it's not only more likely that they will stay, but the chances are you won't have to engage in the labour market frenzy for new people. And let's face it, if you can keep your people in the current environment, you're ahead of many employers.

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## Delivery

Supporting organisations in the execution of their projects to achieve outcomes.



## Consulting

Creating structure around projects and equipping organisations to get momentum and realise their goals.



## Training

Equipping organisations and individuals with the skills to achieve project outcomes.

If you'd like to upskill your team in the delivery of Projects, we'd love to help. We have a broad range of courses designed to increase the chances of project success. From global certification training such as PMP or the Basics of Project Management, more specific skillsets such as managing contracts, or project governance.

We have a range of offerings to help you support your team's professional development in Project Management. By doing this you not only increase your chances of project success, but you might also find your key people are more likely to stay longer in a world where staff retention is key.



## AICD Governance Training for Not for Profit

The PMI Adelaide Chapter Board was invited to attend a one and a half day Australian Institute of Company Directors (AICD) training course in Governance for Not-for-Profit organisations. The training was organised by Project Management Institute Asia Pacific (Region 10 Support Office) and offered to all the Australian PMI Chapters. Two of our Board members attended the in person event in Brisbane in May 2022.

This AICD course covered the following 3 governance focus areas:

1. Duties and Responsibilities of the Not-for-Profit Director
2. Strategy and Risk for the Not-for-Profit Director
3. Finance for the Not-for-Profit Director

The trainer outlined the importance of governance (which should not overlapping with the operational functions of the Chapters.

This bodies well with our newly established Board and Operational Team structure.

The attendees from all of our six state Chapters are shown below.

“PMInsight promotes practices and professionalism of project management through sharing insightful knowledge and experience”

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