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PMIINW November 2023 Newsletter

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What Are We Missing in Leadership?

Sandra Weeks, VP of Membership

What leadership skills are important to you? What does your team look for in a leader? Let's dive into three leadership skills fundamental. As a leader, take the time to strive for individual connections with your team members.

- Leader's Enrichment of Professional Relationships.
- Leader's Provoking Learning and Growth.
- Leader's Tackling Those Tough Day to Day Challenging Discussions.

These leadership competencies are essential for all project managers, especially related to growth in individuals and building team relationships. As a leader, it is important to build and maintain great personal connections.

Leader's Enrichment of Professional Relationship

Let's look at the enrichment of relationships in the workplace. Leaders need to provide support, feedback, and communication to our team members. But more importantly we need to understand our team members and really get

to know them as people. Enrichment of staff starts out with taking a step toward truly listening and being in the moment, when connecting with the individual team member. True leaders make the effort to connect with the individual team members and have real conversations. Human connectivity signifies deep engagement with true empathy to build complete trust. This means developing the ultimate EQ skills to enable human connectivity. Just take the opportunity to be open and honest with your team every day, this will facilitate the real human connection. Being real, builds human connectivity which will exponentially grow and enrich the strong relationships needed in the workplace.

Leader's Provoking Learning and Growth

Provoke learning, what does that have to do with leadership? As leaders, it is essential to continually grow your team members. Taking the mentorship role, inspiring the need for continual professional growth will lead to enhancing the connectivity with the team members. Showing you care about their professional path of growth will enhance the human connection. A common method to provoke learning of team members is to ask questions of the team members, not just tell them how to proceed in the situation. This type of learning promotes the team members to rise from challenging opportunities, by enriching growth through situational experiences. Next time, instead of just telling the individual team member what to do, start asking the driving questions to help the individual grow in understanding of the workplace.

Leader's Tackling Those Tough Day to Day Challenging Discussions

Tackling tough challenging discussions, we can't just sidestep these difficult situations? Maintaining a good professional relationship in any situation is vital. It is critical for leaders to tackle the tough challenges making sure it is at the right place, right time, and the right words. It is important for the leader to set aside time to meet with the individual team member involved with the challenging situation. In this one-to-one conversation, name the issue and share an example with the team member. Make sure to focus on the issue, not the individual team member. Take the time to review any details regarding what is at stake for the team member. Ask the individual how they would like to solve the issue moving forward. As a leader make sure to really listen to their solution. Discuss with the individual how they can commit to action the solution, to resolve the issue. Make sure to take the necessary steps to follow up and confirm this issue has been addressed.

In conclusion, the list of skills needed as a leader is extremely long. But it is vital to take a step back as a leader to move forward with development in the personal connection with your individual team members. Being the leader who supports the members on your team as they are as a person. Being the leader who urges the members in your team to take it to the next level of professional growth and guiding them in the discussion of possible solutions. Being the

leader who is not afraid to tackle the tough challenging discussion in a professional and caring manner. Start today, move forward with building individual connections with your team members and showing that you care.

Davis, Dr. Shirley. (May 11, 2023). *Leadership Foundations*. Retrieved from [Leadership Foundations Online Class | LinkedIn Learning, formerly Lynda.com](#).

Ewing, Tony. (September 8, 2020). *5 Ways To Discuss A Controversial Issue At Work – Based On Science*. Retrieved from [5 Ways To Discuss A Controversial Issue At Work—Based On Science \(forbes.com\)](#)

Scott, Susan. (2009). *Fierce Leadership*. New York: Random House Audio.

Upcoming PMIINW Events



Free Member Exclusive Event

CHEERS, CHARTS, & GIVING BACK

Annual Business Review

Tuesday, December 12th
5:30pm
Wonder Building Spokane, WA
Food Included



Featuring a presentation
by Conor Ellert of
Second Harvest



Free for members + 1 Guest. Guest must be 18+

Join us for PMIINW's 2023 Annual Business Review and Holiday Celebration: Cheers, Charts, and Giving Back!

Celebrate with us at our year-end event at the Wonder Building in Spokane, WA! Enjoy an engaging talk from Conor Ellert of 2nd Harvest Spokane, participate in fun contests, and savor delicious food alongside a no-host

bar. This event is completely free for members and one guest (18+). Don't miss this wonderful opportunity to connect and celebrate our community's achievements!



Register Today!

Membership Updates



Congratulations are in order for our members marking anniversaries and those who've attained new credentials in the month of August! We also want to extend a warm welcome to those that

joined PMIINW in October– we're thrilled to have you with us!

Anniversaries:

- Gregg Speers, 10 Years

New Credentials:

- Paige Gidding – PMP ®

New Members:

- Donna Sellers
- Christine Fiorentino
- Carl Grussling
- Sophia Virg-Facey
- Ian Fuller
- Philip Hale
- Robert Kalisch
- Megan Kuster
- Bradly Carruthers
- Charles Fletcher
- Sabine Thomas
- Keith Kuchner
- Tonya Dean





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