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As part of our Corporate Outreach program, PMI Indonesia Chapter (PMIIC) had a fantastic time visiting Jobstreet by SEEK on 5 February 2025 at their Jakarta Head Office, located at RDTX Place, Level 45, Jl. Prof. Dr. Satrio Kav. 3, Kuningan, South Jakarta.

We had two PRANKS sessions in March 2025 and in case you missed them, we featured a report of The Events.

On behalf of the board of editors I would like to thank the contributors of this edition and everyone who has supported in the preparation of this newsletter. I hope you enjoy reading it.

Rafi Sani Hardono, PMP
Editor in Chief



Beyond the Glass Ceiling: Challenges and Strategies for Women in Project Management



Have you ever felt underestimated in your abilities as a project manager despite your qualifications and experience?

How do you navigate the demanding project management workload while managing personal responsibilities?

What steps can organizations take to create a more inclusive environment for women to thrive in project leadership roles?

The world celebrates International Women's Day (IWD) on March 8th. It recognizes women's social, economic, cultural, and political achievements and calls for action to accelerate gender equality. It recognizes the importance of women in creating prosperous economies and a healthy planet.

In Indian culture, women have been treated as equal to men since ancient times. They were a symbol of protector and caretaker of mortality and ideals. There was no discrimination based on gender. Society respected and honored women. It considered them "Janani"—literary, the creators of mankind. The ancient Hindu scripts refer to women as "Goddesses" or "Devis." Women could partake in cultural and spiritual activities with the same honor as men.

With the passage of time, the positions and rights of women changed. Since the inception of this concept (and for millions of years), women's empowerment—making women realize their self-worth, their ability to determine their own choices, and to shape a society where they can enjoy their respect and rights just like other humans—has seen significant progress. We've seen women earn rights, such as the right to vote, property rights, freedom of movement, legal rights, and many more, helping to minimize gender bias.

This year's theme for IWD is "Invest in Women: Accelerate Progress," which highlights the importance of supporting women in all aspects of life to achieve a more prosperous and healthier world.

It's also a time to celebrate the achievements of women across all fields, including project management. Project management roles can be complex, requiring a special combination of skills and knowledge. The role entails

working with people, extensive communication, conflict management, working with virtual teams, overseeing the activities of numerous people and entities, keeping track of schedules and finances, and ensuring that projects are executed properly within predetermined parameters.

Women are increasingly leading these roles the world over with confidence and pride. It is heartening to see organizations recognizing women's abilities, such as being natural communicators, team players, multi-taskers, and so on.

However, despite progress on multiple fronts, women in project management encounter several obstacles. According to the United Nations, there is an alarming \$360 billion annual deficit in gender-equality measures by 2030. This underscores the priority that needs to be given to instituting gender equality.

The Project Management Institute's report "The State of Women in Project Management, 2023" also shows a global snapshot of the gender gap.

Strategies for Success

Here are a few key hurdles on the road—with strategies for success.

1. Imposter Syndrome: Women often grapple with self-doubt, questioning their abilities compared to male colleagues. This can be exacerbated by subtle, often unconscious biases (microaggressions) that downplay their expertise.

Take for instance Sarah*, a highly qualified project manager, who had just delivered a complex project on time and under budget. She felt a surge of accomplishment, but it was quickly overshadowed by a familiar voice whispering, "You just got lucky this time. They'll find out you're not that good eventually."

Later that day in a team meeting, Sarah confidently presented her plan for the next project. After her presentation, a senior male colleague leaned back and said, "Wow. Sarah, that's a veru creative approach."

It's interesting to see a different perspective. I believe creativity is good but can be a risk for our project."

While seemingly complimentary, this statement is a microaggression. This is a case of imposter syndrome with microaggression, where Sarah's skills don't seem to be valued. Sarah was a repeated target of this call-out and decided to quit her prestigious job.

2. Work/Life Balance: The demanding nature of project management can clash with societal expectations of childcare and domestic responsibilities. This often disproportionately falls on women, leading to burnout or needing to step back from career growth.

Angela, a talented project manager at a tech startup, thrived on the challenge of keeping complex projects on track. However, her dedication came at a cost. The startup environment was fast-paced, with constant deadlines. Angela felt pressured to be available 24/7, tackling urgent issues at all hours.

This constant work began to seep into her personal life. Dinners with friends were cut short for conference calls, evenings meant for relaxation were spent catching up on emails, and planned vacations were postponed due to project emergencies.

Angela herself felt increasingly burnt out and disconnected from her personal life. The tipping point came when her son's school play conflicted with a critical client presentation. Angela agonized over the decision, torn between her professional responsibilities and her role as a mother.

Ultimately, she felt compelled to prioritize her personal situation and decided to quit the job.

3. Earnings, Promotions & Networking: Other issues revolve around the networking gap, lower earning capacity, lack of representation at leadership levels, time and conflict management, and more.

Success in any organization often hinges on strong professional networks, and in many societies, traditional networking events (male-dominated) can make it harder for women to build connections. Even with equal qualifications, women in project management still earn less than their male counterparts. This can be humiliating and demotivating to the women who put in the same or even greater efforts.

We cannot change the entire world in a day or a year, but here are some strategies to consider for the above issues:

Actively seek mentors (women or men alike) and sponsors who can advocate for your skills and celebrate your achievements.

Organizations need to implement flexible work arrangements, on-site childcare options, and parental



leave policies that are truly gender-neutral.

Advocate for yourselves, setting boundaries and negotiating work schedules that support your well-being.

Openly discuss salary expectations and negotiate confidently. Research industry benchmarks and be prepared to advocate for your worth.

Seek out and leverage online communities and women-focused professional organizations. Take the initiative to organize informal gatherings with colleagues, fostering connections outside traditional settings.

Most importantly, be confident and have high self-esteem.

By acknowledging these challenges and implementing these strategies, women project managers can navigate the path to success, creating a more inclusive and equitable leadership landscape.

PMI research projects that 25 million new project professionals will be needed by 2030. Here is our

opportunity to make a positive difference, minimize the gender gap, and join hands to usher ourselves in a world free of bias, stereotypes and discrimination!



Dr. Deepa Bhide PMI Pearl City, Hyderabad Chapter

Dr. Deepa Bhide, PMP is a physician and currently an independent healthcare IT and project management consultant. She has a postgraduate degree in Pediatrics and Neonatology from the University of Health Sciences, India. Deepa is an advocate of using project management in healthcare and related domains. She has worked extensively in the confluence of clinical medicine, IT and project management domains with hands-on experience in managing projects from conception to closure.



PHI INDONESIA CHAPTER

HAPPY EID AL-FITR

May the divine blessings of Eid bring you joy, prosperity, and peace.
Wishing you and your family a blessed Eid filled with love and happiness.



Company Outreach

PMI Indonesia Chapter x Jobstreet Indonesia



As part of our Corporate Outreach program, PMI Indonesia Chapter (PMIIC) had a fantastic time visiting Jobstreet by SEEK on 5 February 2025 at their Jakarta Head Office, located at RDTX Place, level 45, Jl. Prof. Dr. Satrio Kav. 3, Kuningan, South Jakarta.

This first offline meeting focused on exploring ways we can collaborate to connect project management professionals with the right career opportunities, while also supporting Jobstreet by SEEK in their mission to bridge job seekers with companies looking for top talent.

A huge thank you to representatives of Jobstreet by SEEK, Sawitri Soedarno, Eka Kurniawan, and Annisa Thabiina for the warm welcome and insightful discussions, and to our enthusiastic team Raisyuli Indria, PMP®, PMI-ACP®, PMI-PMOCP®, Arisman Indrawan PMP, and Stella Maris Laras Widowati for making this happen.

Looking forward to a successful partnership ahead!

Board Program

DR. H. Toto Edrinal Sebayang, S.Kom, M.M., M.H., PMP, CSM, CSPO
Board Member of Membership



Toto Edrinal Sebayang serves as Project Manager at the Monetary Authority of Indonesia (Central Bank of Indonesia). He has 16 years' experience in banking, namely Bank Lippo, Bank CIMB Niaga, Bank NationalNobu and Yokke! (Fintech subsidiary of Bank Mandiri). He was awarded CIMB Emerald Award 2017 by CIMB Bank Malaysia, a certified Project Management Profesional (PMP), and active board member of Project Management Institute (PMI). He holds a Bachelor's degree in Computer Science, a Master's degree in Business Administration (MBA in Finance), a Master's in Business Law (Trade, Investment, Competition, and Policy law), and a Doctor of Business and Management degree specializing in Strategic Management from IPB University Business School.



PMC 2025

PROJECT MANAGEMENT CHALLENGE

Project Management Challenge

2025

Calling out all future project leaders!
Join the Project Management Challenge and prove your skills!

What is PMC?

A renowned annual competition tailored for undergraduate and masters students, offering college students in the region an exceptional chance to delve into the global perspective of project management.

Theme

Empowered Local Economies: Cultivating Cultural Growth for a Sustainable Future

Terms

- Undergraduate students/master students
- Each team consists of maximum 4 members
- Each member comes from the same university

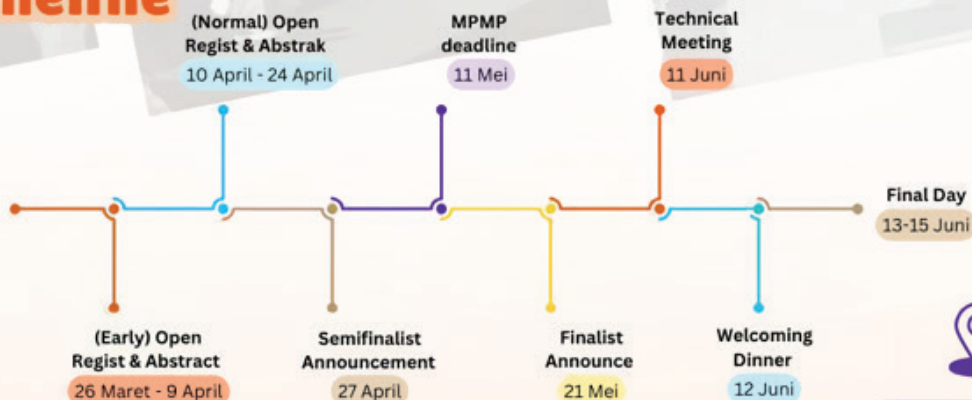
Registration Fee

Abstract Registration Fee

- Early Bird (March 26th - April 9th)**
IDR 50,000 (NATIONAL) or USD 5 (INTERNATIONAL) before April 10th, 2025 at 23.59 (GMT+7)
- Normal Bird (April 10th - April 24th)**
IDR 100,000 (NATIONAL) or USD 10 (INTERNATIONAL) before April 24th, 2025 at 23.59 (GMT+7)



Timeline



Venue

Yogyakarta, Indonesia

Project Management Knowledge Sharing



ON OUR LAST PRANKS:

In 114th PRANKS that led by Shamsulkhomar Khomar, we discussed about “Transformation Flops-Learnings from the 70% That Fail”. The webinar took a hard look the realities of transformation, dissecting why initiatives crash and burn and how project managers (PMs) can navigate the chaos.

In 115th PRANKS, we discussed about “Adopting Agile in Waterfall Projects” that delivered by Jerry Samosir. This webinar Explored the opportunities challenges and strategies for implementing Agile in Waterfall projects.

If you missed the sessions, you could watch it on our YouTube channel (PMI Indonesia Chapter).

Click on this link or scan the barcode.

Catch our Next PRANKS:

Register at pmi-indonesia.org



A project is divided into phases. Each phase consists of tasks involving design, development, testing, and integration. You have developed a project charter, and the project sponsor has just signed and approved the charter.

The purpose of this document includes all of the following, except:

- To provide a formal record of the project
- To provide a direct link between the project and the company's strategic objectives

- To show organizational commitment to the project
- To authorize functional management responsibilities to the project manager

Brain Tease

Send your answer to quiz
[@pmi-indonesia.org](https://twitter.com/pmi-indonesia.org)
and win 1x polo shirt or 1x tumbler.



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Project Management

- Project Planning and Scheduling
- Project Risk Management
- Project Leadership and Team Dynamics
- Project Performance Measurement and Evaluation
- Innovation and Change Management in Projects
- Industry-Specific Project Management
- Sustainability and Ethics in Project Management and many more

Innovation Management

- Innovative Management Practices
- Digital Transformation in Management
- Strategic Innovation
- Change Management
- Knowledge Management
- Sustainable management
- Automation in Innovation

This practitioner tracks are focused on practical insights rather than traditional academic research, allowing you to contribute meaningfully to the professional community!

SUBMIT BEFORE 21 APRIL '25

Selected papers will be published as white papers in the Journal of Project Management Research (JPMR).

Don't miss this chance to elevate your professional profile and make a lasting impact.

What Makes ICPrime 2025 Unmissable?

- Elevate Your Research:** Present and publish your work to boost visibility and gain recognition in your field.
- Collaborative Opportunities:** Exchange ideas and collaborate with experts from various disciplines.
- Industry Insights:** Discover valuable industry perspectives to enhance the real-world impact of your research.
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