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Project Management Newsletter #160

August 2025

Project Management Institute. Indonesia

PMI Indonesia Chapter and PMI Indonesia Chapter Bandung Branch have teamed up with Telkom University to launch the CAPM 2025 Study Group! A total of 24 mentees from Telkom University are joining this program to prepare for the Certified Associate in Project Management (CAPM®) certification exam scheduled for the end of July 2025.

PMC 2025 has officially come to a close, leaving behind a trail of inspiration, innovation, and collaboration! From the empowering Opening Remarks by *Dr. Drs. Imam Djati Widodo, M.Eng.Sc* (Head of Industrial Engineering Department) and *Tony Hu* (General Secretary PMIIC), to the thought-provoking keynote by Geetha Gopal, this year's conference ignited new energy in the world of project management.

We had one PRANKS session in August 2025 and in case you missed it, we featured a report of The Event.

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 this edition.

Rafi Sani Hardono, PMP
Editor in Chief

Main Article

Are You Meeting the True Needs of Your Team?

I have always viewed project management as not just a people-focused profession, but that one that is consciously concerned with helping people to succeed.

I'm not unrealistic; I know that we have to ensure that we deliver a project that can achieve the business outcomes for our employer. But I have always felt that most PMs are also concerned with trying to provide team members with a positive experience and potentially help them grow their own careers.

That's not exclusive to project managers of course; every good leader should be looking to build up the people around them. But as project management has evolved away from task management and toward people leadership, so the development of others has seemed to become more "built-in" to the function.

That is now increasingly becoming an expected part of the job.

For-purpose orientation

There's even a term for it—for-purpose orientation. In the 2023 Pulse of the Profession® report, PMI defined that as the ability to "Recognize the needs of others and actively seek ways to help them." It's related to the larger concept of purpose orientation at the enterprise level, where organizations prioritize ethical approaches, societal impact and so on.

For project managers, this seems like a natural extension of how they operate anyway. It takes the idea that project success has to include a positive experience for the people working on it, and consciously builds that positive experience into the definition of success—something that hasn't happened much in the past. Put another way, it takes what PMs have been doing for years in support of their teams, and formalizes it as a part of how the role functions.

I view this as a positive evolution. As projects become ever more critical to the success of an organization, so it is essential that the people who have to work on those projects are able to grow and develop their skills, advancing their careers through project work. This not only helps them to grow; it provides the organization with a more skilled and experienced workforce. It also drives short-term performance by creating an environment where team members are more engaged, driving motivation, productivity and quality.

However, while many organizations are now acknowledging the importance of this for-purpose orientation, nowhere near as many are doing anything to support PMs in the process of helping teams and individuals to grow. Instead, it is left to individual project managers to figure it out for themselves.

Formalizing support for needs

That works, to a degree, because PMs are used to focusing on their teams and supporting them in everything from immediate assistance with assigned tasks, to guidance around the advancement of a career.

But if the needs of individuals are going to become a more important focus—and if those individuals are going to believe that organizations are making a real commitment to them—then there needs to be a more structured approach with a stated purpose and goals.

It also can't be limited. For-purpose orientation isn't just about career growth. Look back at PMI's definition: It talks about recognizing needs and actively supporting them. That covers everything from work assignments to flexible work arrangements, coaching and support, and career growth. It may also include other elements based on the needs of individuals. It can't be restricted to only the needs that an employer considers to be reasonable or "normal."

There also needs to be recognition that some corporate policies are actively undermining any claimed support for a for-purpose orientation. Return-to-office mandates are an obvious example, but far from the only area where businesses have been undermining support for employee welfare programs in recent years (at least in some industries and regions).

To me, if this conscious and active focus on employee needs is to gain traction and deliver meaningful improvements to employee environments, it needs to stop being a PM-led concept. In fact, it needs to be viewed as more than just a project consideration. A commitment to employee growth and well-being needs to be a formal part of how every organization operates across all functions and business areas.

That's going to take time, and it's going to take meaningful change in a lot of organizations for it to occur. Sadly, it often also requires a shift in how

organizations view their employees, collectively and individually. But that doesn't mean that project managers can't do things on their own. So here are some thoughts on how PMs can improve their commitment to a for-purpose orientation even further.

PMs make a difference

The vast majority of project managers that I come across are concerned about ensuring that their team members experience as positive an experience as possible while working on their initiatives. What is sometimes lacking is consistency in how that is achieved. I believe in the adage that you should treat people the way that they want to be treated, so with that in mind:

1. **Ask each team member what they want to get out of the project.** Right from the outset, exploring the hopes and concerns of team members will help with understanding their perspective toward project work. It will help the project manager communicate in the most appropriate way, will help them to identify any potential problems, and will allow for proactive steps to prevent difficulties. If the individual is new to project work, or to working with a particular PM, it may take time to get the full picture. But the effort is always worthwhile.

2. **Encourage and support multiple ways of working.** Projects have long been an area where team members have been based out of multiple locations, where employees are supported by vendors and contractors, and so on. More recently, they have been one of the areas where piecemeal work has become more common. Supporting flexible work arrangements (where they have the ability to do so)—and championing for that power where they don't—helps demonstrate the value that it can bring.

3. **Embrace their role as organizational leaders with accountability for the development of people.** While leadership is recognized as a trait that PMs need, not all PMs are comfortable with the idea of being a leader within the enterprise. That needs to change with acceptance that they have a role to play in developing the careers of their teams, ensuring the welfare of individuals, and acting as champions of their employer in how they interact with everyone involved with the project.

It's overly simplistic to suggest that project managers

can single-handedly ensure the well-being of everyone on their teams. But it's also impossible to ignore the fact that they have a major influence over that well-being. Team members may be allocated to a project full-time for months, or even years. It is inevitable that within that timeframe, there are going to be personal, work and career needs that must be met if the individual is to be able to give of their best.

Put yourself in that situation. There have been times when you have felt that your employer wasn't understanding or respecting your needs, and that impacted your ability to give of your best. There have also been scenarios where your employer, or an individual within the organization, has recognized your needs and made adjustments to accommodate them. That too has impacted your ability to give of your best. Your team members are no different.

Conclusions

Project managers know that one of the keys to success on any project is the way that the team is feeling. An engaged, motivated team that enjoys working together can overcome a lot of challenges and deliver a successful outcome. But PMs also know that creating and maintaining that environment is never easy—and that focusing on the short- and long-term needs of each member of the team is vital.

A for-purpose orientation formalizes this approach and builds it into the way that organizations and projects are expected to be delivered. But this is still far from the norm in many industries and regions. Until it is, it is essential that PMs remain connected to the needs of their teams, collectively and individually, and do whatever they can to ensure that those needs are recognized as important—and met wherever possible.

SYMEX 2025
13th International Symposium & Exhibition on Project Management

Charting the Future:

Transforming Project Management in the Age of AI and Innovation

08 & 09 October 2025 in Solo

Our Keynote Speakers

Paul Hodgkins
Founder Paul Hodgkins Project Consultancy Limited

Azran Osman Rani
CEO and Co-Founder Naluri

Dr Danny Chung
Global Leadership (IT & Ops), FHKIoD, FHKCS, PMP

SoHyun Kang
Regional Managing Director of the Project Management Institute (PMI) for Asia Pacific

Our Prominent Speakers

Tao Chun Liu
2024 PMI Global Summit speaker and PMI AI SME

David Khaw
Integration and Technical Infrastructure Manager - Microsoft

Ir. Ery Prasetyawan
Founder & CEO of PT. Pranama Pembelajar

Cornelius Mellino Sarungu
Founder dari PMX.ID Consulting

Mai Anh Tran, MBA, PMP®, PMI-ACP®
Agile Coach | Delivery Leader | Speaker | Change Enabler

Preeta Nair
past Vice President of PMI Malaysia and founder of Global Alliance Digital Academy (GADC)

Rahmat Mulyana, MT, MBA, PhD, PMP
Co-Founder Transforma Consulting

Eddi Sutanto, EPC, Prosci® CCP, CCMPTM
co- founder of Indonesia Change Management Association (ICHMA).

PMC 2025 Closing

Recap PMC 2025

A Three-Day Journey of PMC 2025

June 13th 2025

PMC 2025 unfolded over three impactful days, starting with an **opening ceremony** and project presentations at Universitas Islam Indonesia, where finalists showcased their ideas through pitches and Q&A sessions. The second day brought a **cultural field trip** to Kota Gedhe, allowing participants to explore local communities and gather insights for their projects. The final day at Universitas Ahmad Dahlan featured the last round of presentations and an **award ceremony** celebrating the best works, closing with the exciting announcement that **PMC 2026** will be held in **Bandung**.

June 14th 2025

June 15th 2025

@pmc_indonesia   +62-851-7978-4958   pmc.pmi-indonesia-chapter.org

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Across three days, participants experienced:

Inspiring project showcases and mentoring session at UII

Cultural immersion in the heart of Kota Gede

A celebratory Awarding Night at UAD

Organized in collaboration with *PMI Indonesia Chapter, PMIIC Yogyakarta Branch* and five outstanding universities — *UII, UGM, UAD, UAJY, and UST Sarjana Wiyata* — this event reaffirmed a shared commitment to advancing project management knowledge in Indonesia.

Huge appreciation to our dedicated mentors *Sigit A Wibowo, Tony Hu, Reza Aldiansyah, and Bayu A Firmansyah*, insightful judges *Prof. Budi Hartono, Alin Veronika, Geetha Gopal*, and the passionate student organizers who made PMC 2025 an unforgettable success

The event was proudly closed by *Putri Dwi Annisa*, Project Manager of PMC 2025, with the ceremonial handover to the next host.

See you in Bandung for PMC 2026 — The Journey Continues!

SG23 Officially Closed — A Celebration of Growth, Gratitude, and Success!

On Saturday, July 26, 2025, the PMI Indonesia Chapter (PMIIC) proudly held the closing ceremony for the PMP Study Group 23 (SG23) at the PMIIC office, Soho Capital, 19th floor. It was a heartwarming, laughter-filled afternoon marking the end of a truly inspiring learning journey.

The event brought together mentees, mentors, and the organizing team to celebrate the end of a dedicated three-month journey — a journey that challenged, inspired, and united us as a learning community.

From Kickoff to Closing — What a Journey!

Since its launch on April 26, 2025, SG23 has brought together 72 enthusiastic mentees and 25 devoted mentors in a 3-month intensive preparation for the PMP exam. Across 15 sessions, our mentees grew not just in knowledge, but also in confidence, discipline, and community spirit.

And the results speak for themselves: 7 mentees have officially passed their PMP exam during the program — an incredible milestone worth celebrating!

An Afternoon Full of Reflections and Appreciation

The closing ceremony was filled with moments of gratitude, joy, and inspiration. The event featured heartfelt speeches and sharing sessions from:

- **Tony Hu,** Secretary General of PMI Indonesia Chapter

- **Wisnu Suryo Pratomo,** VP Education of PMIIC

- **A. Rezza Suhendra,** SG23 Project Manager

- One of the PMP-certified mentees, sharing their journey and tips

- And of course, words of love and laughter from various mentors, mentees, and the organizing team

This event was also a chance to reconnect, laugh, and relive the best memories from the past 3 months —

from late-night study sessions to the first mock exams, the nerves, the breakthroughs, and the friendships forged along the way.

A Huge Thank You to the SG23 Committee

Behind the scenes, SG23 was made possible by a group of passionate and tireless individuals — the SG23 organizing committee. Your dedication, planning, and behind-the-scenes magic brought this program to life and made it truly unforgettable.
From scheduling to communications, logistics to mentorship coordination — thank you for making SG23 a success!

To Our SG23 Family — This Is Just the Beginning

To all SG23 mentees: Whether you've already passed or are still preparing — your journey is valid, and your growth is real. You've shown commitment, resilience, and community spirit.

To our mentors and committee: Your passion for giving back is what drives this program forward.

We close this chapter with gratitude and pride, and we look forward to seeing what's next for each and every one of you.

Until we meet again — either as future mentors or in the next PMIIC event — keep learning, keep growing, and keep inspiring!

#SG23 #PMIIndonesiaChapter #PMPStudyGroup #PMPJourney #ClosingCeremony

Volunteer Profile

Ir. Muhammad Mulya Jati
Board Member of Membership

Ir. M. Mulya Jati is a skilled project engineer with nearly 5 years of experience in the Engineering, Procurement, and Construction (EPC) industry. He holds certifications in project management, including the Certified Associate Project Management (CAPM) certification and Young Expert of Project Management (A.MP) certification.

Brain Tease

A company is about to undertake a project that will use new technology. It is expected that the customer will request a very large number of changes throughout the entire project life cycle. The project sponsor indicated that delivering incremental value to the customer frequently while maintaining the cost baseline under control is of the utmost importance for the project.

Which of the following would help the most in addressing the frequent changes?

    a. Time-boxing

    b. Integrated change control

    c. Risk register

    d. Quality control measurements

Send your answer to quiz @pmi-indonesia.org and win 1x polo shirt or 1x tumbler.

Project Management Knowledge Sharing (PRANKS)

On our last PRANKS:

In **122nd** PRANKS, we discussed about "Delivering Projects 100% Faster AI, Leadership, Management and Mechanics" that delivered by Jay Rahman. This presentation explored the secrets needed to super change your projects with AI and Human.

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