

PM in Real Life:

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The fourth edition of CollabPM #4 Webinar was successfully conducted with the title “Visionary Leadership: Inspiring Teams, Driving Change, and Achieving Excellence” by The Project management Institute (PMI) Indonesia Chapter Bandung Branch. The event was held online on Saturday, September 20, 2025 at 09:00 AM, with more than 80 participants.



We didn't have PRANKS session in October 2025.

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



PM in Real Life: The Grandparenting Initiative

Project management textbooks tend to overlook one of the most complex, multi-stakeholder, scope-creeping, joy-filled endeavors known to humanity: becoming grandparents.

Unlike most projects, this one doesn't require a charter or procurement plan in advance. That said, in our case, you could say we started planning more than 30 years ago when our son was born. That was truly shrewd long-range planning.

Eighteen months ago, we were officially initiated into the ranks of grandparenthood with the arrival of our first grandchild. We thought it was fun. We thought it was rewarding. We thought we'd nailed execution.

And then, just as the project team was starting to stabilize, a “phase two” expansion occurred: another little one joined us six months ago, courtesy of the same project sponsors (our son and daughter-in-law).

What follows is my light-hearted but honest view of how project management skills—delivered through the four phases of initiating, planning, executing, and closing—apply to this real-life adventure.

Initiating: The Surprise Project Charter

Like all good projects, this one began with an announcement that immediately changed priorities. When we first heard that we would become grandparents, the objectives were clear:

- Primary goal: Provide unconditional love and support.
- Secondary deliverables: Supply meals, babysitting, and the occasional toy that makes more noise than our son would prefer.
- Stakeholders: Son, daughter-in-law, extended family, and eventually two very small but very powerful individuals who would quickly become the true project sponsors.

The initiation phase was full of joy, anticipation, and risk identification. Risks included:



- Sleep loss (even for grandparents)
- Schedule disruptions (“Can you come over tonight?”)
- Conflicting advice from different branches of the family tree

Still, the business case was overwhelming: Who wouldn’t sign up for extra hugs and the chance to see your family grow?

Planning: From 30 Years Ago to Diaper Duty

Some planning phases are long. Ours began three decades ago, when we invested in the bold strategy of raising our son. That foresight eventually created the conditions for grandparenthood. Talk about extended project horizons!

When the actual grandchild arrived, the planning got more tactical. Tasks included:

- Procurement: Stocking our house with a crib, playpen, high chair, and toys (many of which light up, sing, or otherwise create opportunities for “accidental” noise disruption).
- Scheduling: Negotiating calendars with our son and daughter-in-law to balance visits, babysitting, and occasional overnight stays. MS Project would have struggled to model the nap/feeding/diaper cycles.
- Risk mitigation: Preparing for the unexpected by ensuring extra outfits in the diaper bag, snacks in the car, and patience reserves on standby.

And then came the project curveball. Just as the first grandchild was transitioning from infant to toddler, we were informed the project scope had doubled. Another baby was on the way! In classic project management fashion, we adjusted the schedule, doubled the resources (diapers), and braced for the additional deliverables.

Executing: Diapers, Giggles and Scope Creep

Execution is where the plan meets reality—as well as where reality tends to giggle, cry, and occasionally spit up. Our execution phase was defined by equal parts joy and unpredictability:

- Deliverables: From babysitting shifts to meal drop-offs, we met milestones with enthusiasm. Bath time was completed (mostly without flooding). Story time was delivered, though some stakeholders preferred chewing the book over listening to it.
- Resource allocation: Attention had to be split between two small humans with competing needs. One wanted to nap, the other wanted to play. The risk log filled up quickly.

- Scope creep: What began as “occasional babysitting” quickly escalated into full-day engagements, emergency diaper runs, and creative problem-solving when the diaper bag was discovered to contain three pacifiers but zero wipes.
- Communication management: While baby talk was the language of choice, we quickly discovered that even without words, the project sponsors made their wishes very clear. Loudly. And repeatedly.
- Change requests: Bedtime schedules shifted without warning. Favorite toys rotated weekly. Bottles preferred at one temperature on Monday were rejected by Thursday. The project required agility, patience, and a sense of humor.

And let’s not forget stakeholder engagement. Nothing brightens a day quite like a smile from a grandchild. Yes, there were delays, resource shortfalls, and the occasional sticky incident, but the project team’s morale remained remarkably high.

Closing: Reflection, Photos, and Lessons Learned

Projects must eventually be closed—though in the case of grandparenting, “closing” is more about pausing to reflect than wrapping up. After all, the initiative is ongoing, with deliverables stretching well into the future (school plays, graduations, weddings, and more).

Still, we’ve reached some preliminary conclusions:

- Archiving deliverables: Thousands of photos and videos now reside on our phones, forming a living project archive that we return to frequently.
- Knowledge transfer: We’ve become eager to share our experiences with other new grandparents, offering wisdom about diaper brands, sleep strategies, and the importance of baby-proofing (even if our advice is sometimes politely ignored).
- Benefit realization: The joy of bonding with two grandchildren is immeasurable. The laughter, the little hugs, the look of recognition when they see us. These are returns that no spreadsheet could capture.
- Risk closure: Inconveniences like spit-up, sleep deprivation, and chaotic schedules fade quickly from memory. What remains is the sense of privilege at being part of their early lives.

In project terms, we could say the initiative is successful beyond expectations, with ongoing benefits that will continue to accrue for years.

Becoming grandparents has proven to be one of the

most rewarding projects of our lives. It has involved long-term planning, short-term scrambling, unexpected risks, and the kind of scope expansion that only babies can deliver. Yet the benefits far outweigh the challenges—we can't imagine life without this project.

We sometimes joke that if we'd known it would be this much fun, we would have done it sooner. But in truth, this project came at just the right time, with just the right team. And as with all successful projects, the lessons learned will guide us through whatever phases come next. Whether that's teething, toddler tantrums, or the first day of kindergarten, we are ready.

Until then, we're happy to remain fully engaged stakeholders in the Grandparenting Initiative, armed with toys, snacks, and enough patience to tackle whatever change requests come our way. (Status reports to follow.)



Bruce Garrod

Following 20 years at a large Canadian telecommunications firm, Bruce established the project management consulting firm Solutions Management Inc (SMI). Since 1999, he has provided contract project/program

management services, been a source for project management support personnel and created/delivered courses to over 7,000 participants in Canada, the United States and England.



Volunteer Profile



Ongky Suherman Heng

Board Member of Communication

A young project management professional with a background in geological engineering, currently working in the oil & gas industry. Successfully completed three major project cycles with a total investment of USD 380 million, ensuring efficiency from planning to execution. A diplomatic leader, experienced in managing transformation across various organizations, recognized for being active, adaptive, and agile in tackling industry challenges.

BRAIN TEASE



To schedule team building activities, the project manager wants to find details on the availability of the team members so that the meetings would have a minimal impact on the project team assignments.

What should the project manager do?

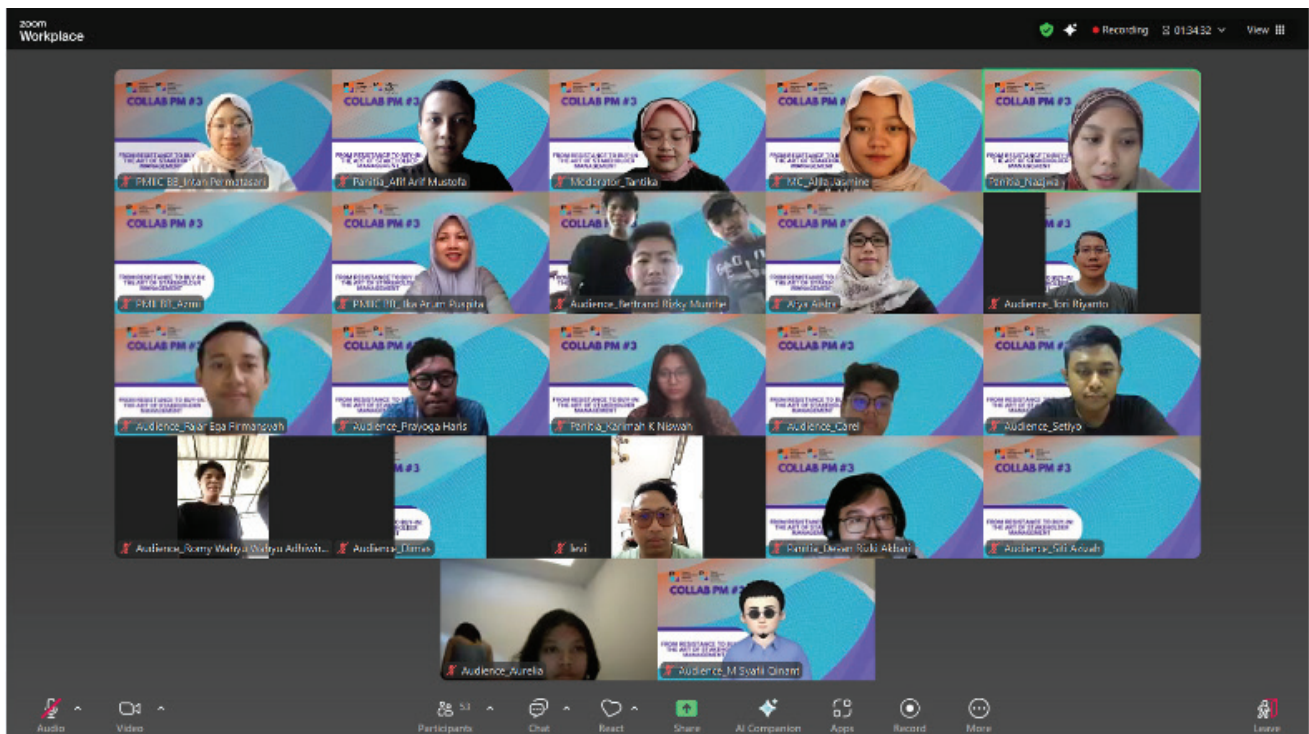
- a. Look at the resource calendar
- b. Review the project team assignments
- c. Check with the team members
- d. Consult the project schedule

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



CollabPM #4 – Webinar Collaboration in Project Management

Visionary Leadership: Inspiring Teams, Driving Change, and Achieving Excellence (Leadership Management)



The fourth edition of CollabPM #4 Webinar was successfully conducted with the title “Visionary Leadership: Inspiring Teams, Driving Change, and Achieving Excellence” by The Project management Institute (PMI) Indonesia Chapter Bandung Branch. The event was held online on Saturday, September 20, 2025 at 09:00 AM, with more than 80 participants. The webinar was attended by two incredible speakers: Avon Budiyo, S.T., M.T., a faculty member of Information Systems from Telkom University, and IR. TS. Jody Oh, PMP, a strategic portfolio & project leader and Southern Branch Co-Lead of PMI Malaysia Chapter.

For the first session, Mr. Avon get to deliver his knowledge about the role of a leader. He highlighted that visionary leadership focuses on the long-term perspective whilst inspiring the team to seek common goals. Unlike traditional leadership, which focuses on responding to challenges, visionary leadership focuses on innovation, transformation, and sustainability as guiding principles. A strong vision serves as a compass in times of uncertainty and allows the organization to remain resilient.

Mr. Avon laid out the most significant traits of a visionary leader: clarity of vision, communicating persuasively,

courage to take strategic risks, empathy in trusting, and flexibility in the face of change. He emphasized that visionary leaders inspire not only by directing, but also by motivating, giving space for creativity, leading example, and rewarding accomplishments.

To achieve meaningful transformation, Mr. Avon summoned leaders to decide what must change, cultivate a culture of innovation, and manage resistance with transparency. He concluded that true excellence is achieved through talent cultivation, high standards, and continuous improvement, making a visionary leadership a gate away to lasting impact, not just style.

Coming onto the second session, Ms. Jody begins with a discussions about ‘what is a leader?’ involving the audiences. She points out that leadership is not just about titles, but also about how one leads oneself before leading others. She noted that there is a necessity for leadership even in the most basic of campus life—without it, teams are trapped in chaos, while with it, they become transparent and vibrant. This perspective set the foundation for leadership as not simply an official role but also an attitude that occurs in every academic, personal, and professional environment.

Ms. Jody connects leadership directly with project success, emphasizing that project are intrinsically complicated and individuals are accountable for what happens. Referring to the PMI model, she defined leadership as one of the three basic skills of each project manager. Visionary leadership, in particular, suggests seeing beyond today, motivating others to a shared future, and creating enduring differences. She discussed several types of leadership—ranging from directive to servant leadership—while highlighting that the best leaders are team- and context-specific in style.

To illustrate leadership in action, Ms. Jody provided her example of a fast-track development project on 1,500 units of service apartments. Although the application period usually takes 9-12 months, her team managed to complete the initial application in less than three months and the final applications in four months. She explained that this success was realized through adaptive workflows, parallel processing, collaborative effort, decision-making at the spur of the moment, and constant team encouragement. Her story was a concrete example of how visionary leadership becomes concrete results under adversity.

Ending her session, Ms. Jody encouraged young professionals and students to start small and develop leadership on a daily basis—through self-management, teamwork, active listening, taking initiative, and learning. She reminded the participants that leadership is influence, and visionary leadership results in action. By starting now, individuals will be able to develop their effect and apply visionary leadership from campus projects to real-world careers.

After listening to the presentations from the two speakers, the sessions with Mr. Avon and Ms. Jody were each concluded with a question and answer session involving 3–4 audience members. Not only that, but both speakers also kindly shared their social media accounts, such as LinkedIn, so that participants could continue the discussion or ask further questions outside of the webinar forum. This webinar will be held routinely by each branch, with the mainstay format of having two speakers from the practitioner and academic side.

The Project Management Institute (PMI) Indonesia Chapter Bandung Branch, successfully conducted the second edition of CollabPM #2, a webinar titled “Workplace Conflicts & Communication Styles (Finding the Right Approach to Resolution)”. Held online on Saturday, May 17, 2025, at 09.00 AM, with +-60 participant. The webinar brought together two prominent speakers: Litasari Widyastuti Suwarsono, S.Psi., M.PSI, a lecturer and psychologist from Telkom University, and Azmi Faaiq Ash S., S.T., PMP, PMOCP, an experienced IT Project Manager from the FMCG industry.



Mr. Azmi, in first session, described general theory and sample regarding conflict management in workplace, first section described types of conflict are generally divided into several forms such as intrapersonal (within oneself), interpersonal (between individuals), and intergroup. The level of conflict also varies, from mild (for example, differences of opinion) to severe, which can disrupt organizational productivity.

In the workplace, several types of conflict that often occur include personality conflicts (character incompatibility between coworkers), task-based conflicts (differences in understanding or work responsibilities), policy disagreements (disagreements over company policies), and conflict of ideas or solutions (clashing views on project solutions or ideas). Views on conflict also vary—some see it as a threat, but in the context of a project, conflict can be an opportunity if managed with the right principles such as transparency, objectivity, and open communication.

Conflict resolution solutions can be carried out through various conflict management styles such as competing (fighting to win), collaborating (working together for the best solution), avoiding (avoiding conflict), accommodating (giving in for harmony), and compromising (finding a middle ground). The style chosen depends on the context and urgency of the problem. Case studies from various organizations show that collaborative and communicative approaches tend to produce more constructive and sustainable outcomes in conflict resolution.

Mrs Litasari in the second session described very interesting material presented in a very informative and communicative manner from an academic perspective. Attendees gained knowledge on psychological approaches to conflict, practical tips for resolution, and much more.

Conflict Code Unlocking the psychology of interpersonal material discussion in second session, and split to 5 agenda : Introduction, Cracking the code Psychological foundation, Decoding communication in conflict, Applying the code conflict resolution strategy and last section Conclusion.

Interpersonal conflict is inevitable due to the diversity in human beliefs, values, and cultural backgrounds. The session began by emphasizing the importance of understanding the “conflict code” to effectively manage these differences.

The psychological foundation of conflict was broken down into three main factors: perception, emotional landscape, and personality styles. Perception, defined as the brain’s process of selecting, organizing, and interpreting stimuli, often leads to biased interpretations that fuel conflict. Additionally, emotions and personality traits—framed through elemental analogies like air, fire, earth, and water—shape how individuals react to conflict.

In this section also describe decoding communication during conflict, highlighting the importance of verbal, nonverbal, and active listening skills. Participants were introduced to practical strategies in applying the conflict code, including cognitive restructuring, empathy and perspective-taking, negotiation, collaboration, and knowing when to seek external support.

The session concluded with a powerful message: conflict is inevitable, but understanding the psychology behind it allows us to manage it constructively. The call to action encouraged attendees to practice applying the CODE in their daily lives, with the belief that mastering this approach can lead to healthier relationships and improved emotional well-being.

The last session continue with a question and answer session. Webinar also offered e-certificates and networking opportunities, encouraging continuous learning. This webinar will be held routinely by each branch, with the mainstay format of having two speakers from the practitioner and academic side.




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