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## After PMI Zimbabwe Virtual Annual Project Management Symposium 2021

### Projectizing Zimbabwe! Leveraging Project Management for Economic Growth

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The PMI Zimbabwe 2021 Virtual Project Management Symposium was held virtually on 25 May 2021. The theme was “ **Projectizing Zimbabwe! Leveraging Project Management for Economic Growth**”

This report brings some of the speakers together and provides brief information about their presentations.

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## Cedric Tsiga

Regional Manager, East Africa

Oracle

### **Project Management Career development and employability**

Project Management is a very new as a field in terms of professional certification, when compared to other professions like Accounting. There is understandably a rush to get certification by many who through personal research or recommendation come to know about project management certifications such as CAPM / PMP and PRINCE2. For many prospective project management professionals, getting the certifications has become very critical.

It does not help matters that an exam like the PMP will probably be anyone's hardest exam ever taken! The achievement of success in the exam is understandably euphoric. They laminate the certificate and hang it on the wall in plain sight for all to see, commend and remark at their great achievement.

Yet it has been said that attaining a certification such as the PMP is the same as obtaining a driver's licence. It gives you license to freely explore the field of project management with knowledge and confidence.

So after the certification one should now be challenging themselves and extending themselves in the fields of volunteering, training, consultancy and employment in project management roles.

#### **Questions**

- 1. As a qualified professional, how have you applied your project management training and certificates/licenses to manage projects, how have you stretched yourself and extended your reach?**

My dad once told me after I graduated, "Son! Now that you have your degree... Go learn! The world is waiting for you!" He further explained that some shark species don't have the luxury of buccal pumping. For example, the great white shark, the whale shark, and the mako shark don't have buccal muscles at all. Instead, these sharks rely on obligate ram ventilation, a way of breathing that requires sharks to

swim with their mouths open. The faster they swim, the more water is pushed through their gills. If they stop swimming, they stop receiving oxygen. They move or die.

Based upon the foregoing statement, earning a degree clearly wasn't the end of learning. Dad was trying to tell me that learning was a continuous process for personal improvement. I learnt early in my career that tools like PMI's free, all-in-one platform PM Edge [www.egde.pmi.org](http://www.egde.pmi.org) which offers bite-size videos, actionable reads and handy flashcards would uniquely help me to build, flex and demonstrate PM know-how which will in turn help to build cred across the Organization Chart by demonstrating skill to earn trust and reduce rookie mistakes.

2. **I am young professional, and I am also newly certified project management professional, where do I start, take me through the journey that I have to take to ensure that my certification attainment is not in vain. What opportunities are there for me? How do I better position myself for career growth?**

Knowledge is power, whether you are trying to break into a first PM gig, figure out if the role is a good fit or simply sharpen skills on the job. I'd edge you to spend your early day finding your people. The job you've just started isn't new, nor are you the first to ever do it. I mentioned earlier that building cred across the Organization Chart can be achieved by demonstrating skill to earn trust and reduce rookie mistakes. These are the steps to follow:

- You need mentors, but above all the ability to be able to spot them
- You need to be proactive (approach and show genuine interest)
- Don't E-Blast everyone (stop cold-emailing, etc.)
- Look for In-House Support:
  - Seek matchmaking programs
  - Comb the calendar (corporate events give an opportunity to make introductions across departmental lines- a new PM should take full advantage)
  - Get Social (Women-in-Project-Management, PMNetwork, etc.)
  - Find and join External Networks by plugging in and also looking outside through volunteering, continuous learning, and join the Circle (there are more than 300 PMI chapters some with LinkedIn presence and WhatsApp groups, join them and make the most of it. (contribute, don't be a silent member)
  - When you find your people follow through (you swim to the ship)

3. **Is project management training and certification for everyone in the corporate world or its for a specific few, why would I need project management if I am in Accounting, Risk or Audit functions.**

PMI's Project Management job Growth and Talent Gap Report indicates that by 2027, employers will need 87.7 million individuals working in project management-oriented roles. All of those positions mean big opportunities for those looking to break in. Whatever role or function, your relevance will require this skill.

4. **After completing my certification PMP for example, what further learning, and courses can I pursue and where do I get this information.**

In the spirit of #eachoneteachone, keep on investing in yourself as you make time for learning. I earlier share PMI's free and great all-in-one learning paths on the platform PM Edge [www.egde.pmi.org](http://www.egde.pmi.org) which offers bite-size videos, actionable reads and handy flashcards to help you build, flex and demonstrate PM know-how. Here additional great LinkedIn Learning paths for FREE, including one on PM, which will be a critical component in the future of your careers. These 10 jobs were identified as having the greatest number of job openings\*, have had steady growth over the past four years, pay a liveable wage, and require skills that can be learned online. Visit <https://opportunity.linkedin.com/skills-for-in-demand-jobs>. If not for you, share and help someone else. #Itstime2shine

5. **What do corporates need to do to support professionals and leverage from this exciting and game changing project management profession?**

Start recognising project management as a profession and bring PMs early into planning sessions and involve them at strategy level.



## Flavious Coffee

President

PMI Zimbabwe Chapter

Zimbabwe needs to recover and rebuild. The country has faced a lot of challenges caused by economic sanctions, droughts, cyclones and the current Covid-19 global pandemic.

In 2018, the Government embarked on an ambitious journey of undertaking structural reforms to put the economy on a sound footing for sustainable economic growth through various interventions and blueprints like the Transitional Stabilization Programme, (TSP) and National Development Strategy (NDS1). Citizens, corporations, and professionals are stakeholders in the economic recovery and development of the nation. The economic recovery and growth depend on all of us.

Now, projects are the basic building blocks of development. Without professional management, development plans are no more than wishes. Unfortunately, project management remains a Cinderella field in Zimbabwe just like in other African countries. the profession is unappreciated, underrated and ignored. Most of our so-called project managers are accidental.

As PMI Zimbabwe Chapter, we seek to aim for the recognition and adoption of project management in both private and public sector projects.

We have set ourselves to help organizations to see that Project management is vital for transforming company strategies into bottom-line results. We want to help our

companies to see that project management secures organizational survival and bolsters future prosperity. We believe and are ready to demonstrate that it is effective project management that translates politicians' promises of new roads, schools and hospitals into new constructions that improve the lives of Zimbabweans.

#### **What needs to be done?**

As practitioners, we need to acquire and sharpen our project management skills, so that when we are called upon, we can deliver results.



## Markus Kopko

PMI Instructor, Member of PMBOK 7  
Development Team

### Unboxing the upcoming PMBoK guide 7th Edition

His presentation at the PMI Zimbabwe Symposium was about "Unboxing the upcoming PMBoK guide 7th Edition". Besides talking about the reasons and the need for change to the guide.

He has introduced all the new structure and components of the new Guide to the audience like the 12 PM Delivery Principles in the Standard Part of the Guide; the 8 Performance Domains in the PMBoK Part of the Guide. The Tailoring Section and Process, The Value Delivery System, the "Models, Methods & Artifacts" Section, and the new digital PMISTandards+ Platform.

Why does the PMBoK Guide need to be changed at all?

- Rapid enhancements in technology and the need for organizations and practitioners to adapt to changes in the market and the Project Economy have caused our profession to evolve more quickly.
- Practitioners are now tasked with identifying the best delivery approach (predictive, adaptive, or hybrid) to get the job done and deliver value in each situation.

- To ensure that the PMBOK® Guide remains relevant as a globally recognized PM standard and framework, it must reflect this flexibility and support the project practitioner - us! - to manage each project and each project-specific situation in such a way that the intended results can be achieved effectively and efficiently.

The PMBOK® Guide – Seventh Edition, which includes a revised "The Standard for Project Management," will support this need for flexibility by adopting a principle-based structure for the standard and performance domains for the guide.

Some key facts about the new Edition:

- PMI has recently announced that the new PMBoK Guide 7th Edition will be released at August, the 1st, this year!
- The Standard for Project Management is the document that carries the American National Standards Institute (ANSI) designation.
- A Guide to the Project Management Body of Knowledge (PMBOK® Guide) provides a framework for applying that standard.
- Instead of focusing on the deliverables of projects, it helps to focus on project outcomes and delivering value.
- It also provides specific considerations for tailoring the development approach and processes to the project's unique characteristics.
- Instead of Knowledge Areas it describes 8 so called Performance Domains
- It includes a dedicated section for "Models, Methods and Artifacts"
- And finally, some of you may ask: Where will I find all the ITTO's now?" ... well, In-depth information on ITTOs can be found on the new digital PMIstandards+™ Platform

The 7th Edition reflects the full range of development approaches - from predictive over adaptive to hybrid - without preference for one over another, therefore it defines 12 PM Principles.





## Nziradzemhuka Chester

Managing Director

Outsource Investments

### **Project Management in IT and the Financial Services Sector for Economic growth in Zimbabwe**

The presentation emphasized on the existence of IT projects in the Financial services sector with different institutions applying various methodologies however, the Waterfall methodology dominates. There was a call for Project management specialist to be involved at Business case development in order to ensure greater efficiency in the delivery of projects that create value.

Given the rapid market demands driven by various areas of the business model I.e.

Frontstage: Customer segments, Channels, Value propositions, customer relationships and Revenues

Backstage: Key activities, Key resources, Key partnerships and Costs. Agile methodologies are required to deliver Minimum Viable Products in financial sector in Zimbabwe.

The challenge and call to PMI Zimbabwe was to offer training in the sector right from the C-Suite down to management to ensure a shared language on current methodologies that help quick delivery of high quality products to the benefit of customers and other stakeholders.

Importantly, for the sector to value Certification and Ethics as a prerequisite for successful delivery of high quality IT projects.



## Silibaziso Chizwina

Senior Director Projects

Zimbabwe Investment & Development Agency -  
ZIDA

### Project Management in Construction Contract Management

Her presentation at the PMI Zimbabwe 2021 Symposium was a paper on ‘Project Management in Construction Contract Management’ – where she focused on the need to ‘build Project Management into the foundation of construction management in the country’.

She highlighted the fact that the built environment still leads most industries in the need for certified technocrats despite the fact that the Covid 19 pandemic slowed down the industry in 2020.

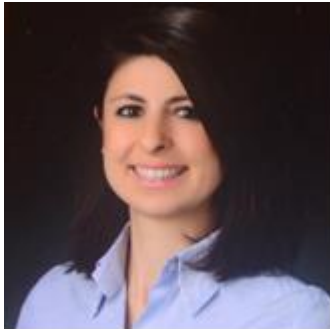
In her presentation, she also showed the gap in the Zimbabwean infrastructure sector which is projected to be approximately US\$ 40 billion and growing – and that this is close to US\$ 4- 6 billion worth of project management work that requires personnel to undertake it. The average Construction project Manager in Zimbabwe is expected to manage at least 14 – 16 contracts all covering different aspects of the development sector – depending on the type of construction being undertaken – and this requires skill, expertise and experience of the highest level.

In addition she gave her own analysis of what she stated are most Clients' Anti Project Management Double A's.

1. The Project Managers is almost 'Always an Afterthought' – to which she indicated that they considered the profession that will provide 'Foresight' on the projects.
2. The Project Management role can be 'Anybody's Activity' – when in fact it is a 'Professional' role which brings great value to any Clients project
3. That Project Managers are considered to be 'Authority Arrogates' – when in actual fact they come in to provide much needed 'Leadership' and direction on most projects
4. That the Project Manager is an 'Additional Allocation' which is always assumed to be an additional cost – when in fact they come in to improve 'Productivity' and provide the much needed risk management expertise for the Project, and in most cases make savings for the project.

Silibaziso concluded by highlighting the need for the Project Management to be professionalized in order for the much needed impact to be felt in the construction sector – and that in order to achieve this it would be up to the PMI Zimbabwe Chapter to canvass the relevant statutory and regulatory authorities for the much needed statutes to be signed into law.

## About the Editor



### **Ipek Sahra Ozguler**

Istanbul, Turkey



**Ipek Sahra Ozguler** graduated from the Istanbul University with a Bachelor of Science degree in Computer Engineering and from Middle East Technical University with an MSc degree in Software Management. As a project manager, she has more than 10 years' experience in various areas such as portfolio management, program management, project management, software management, business analysis. She became a certified PMP in January, 2012 and a certified SCRUM Master in 2014.

She has managed a variety of projects across manufacturing, defence, FMCG (Cola Cola), insurance (Euler Hermes), audit (Deloitte), telecommunication, ICT and aviation sectors and gained broader insights. In addition, she has worked as international correspondent for the *PM World Journal* since 2014.

Ipek is the creator and editor of the highly acclaimed book, [The Perspective of Women Project Management Professionals](#), interviews with leading female PM experts and professionals around the world. The book was published in March 2020 and is available [here](#).

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