

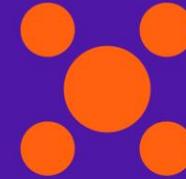
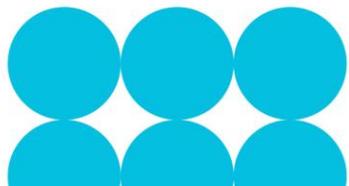
Empowering Women In Project Management

Dr. Patricia Domínguez Marín

Lead FEMP

Diversity & Inclusion Circle

PMI Germany Chapter e.V.



- **Background and Experience:**

- PhD Mathematics (University Kaiserslautern, Germany)
- 20 years of experience as project manager in IT, PMP certified since 2014
- Co-founder of a small IT company
- Logistics specialist in SAP Migrations and Conversions, Cutover Plan Manager
- Statistics and Data Analytics expert

- **Skills:**

- Analytical and structured thinking, problem solver
- Empathy and communication in (remote) international environments
- Fluent in German, English, Spanish (native)

- **Current Activities:**

- Leading the Female Empowerment Program (FEMP), PMI Germany
- „Women in PM“, Global PMI
- Coaching at „STEM Talent Girl“ and „Cybermentor“ (programs for motivating girls in STEM topics)
- Cooperating with „Inspiring Girls“

- **Hobbies:**

- Reading, swimming, and walking on the beach
- Spending time and travelling with my family
- Cooking for my family and friends



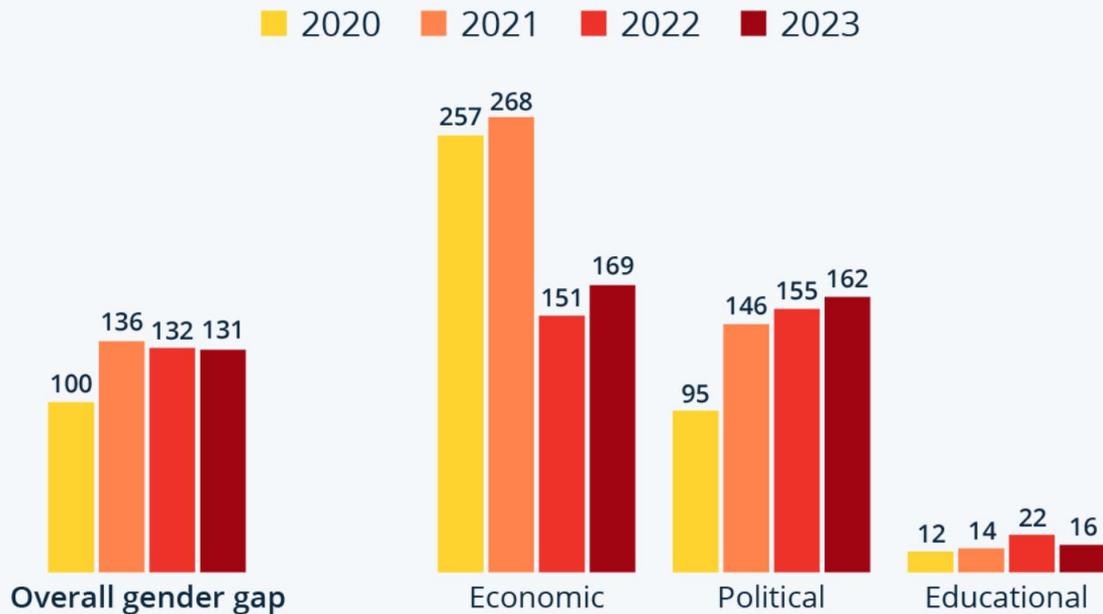
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Why Empowering Women In Project Management?

Some Statistics & Numbers

Moving Backwards on the Long Road to Gender Equality

Time needed to close the following global gender gaps based on current trends (in years)*



* Calculated using figures for countries covered continuously by the report
Source: World Economic Forum



Source: <https://www.statista.com/chart/11667/the-long-road-to-gender-equality/>

Overall gender gap

- 2023: one year lost
 - no improvement at all
 - no action improved the overall gender gap
- Status before COVID not recouped yet

Economical gender gap

- The most volatile over the years as women's participation in the workforce is often first to be affected by economic crises

Proportion Of Women In Senior Leadership Positions By Region

Region	Percentage of women in senior positions*
Africa	39%
Southeast Asia	38%
Latin America	36%
European Union	34%
North America	33%
Asia Pacific	28%

PMI Data** 2023: 25%

Male project managers outnumber female project managers by 3:1

*March 21; Source: <https://www.catalyst.org/research/women-in-management/>

**Source: <https://www.pmi.org/learning/thought-leadership/women-in-project-management-2023>

About PMI Germany Chapter

- Second biggest PMI Chapter in Europe (3360+ members)
- 200+ events yearly
- 185 volunteers

As of January 2021

- 100% male board
- 19% female members*
- 27% female volunteers
- No events around diversity or targeting female PMs

As of December 2023

- 20% female board
- 14% female members*
- 28% female volunteers
- 15 female “roundtable” events
- 2 FEMP
- 1 YEP

*No transparent data at PMI regarding to gender, even repeatedly requested

GC Diversity Circle: Our Initiatives

Diversity Events

Women @PMIGC

Female Empowerment

Youth Empowerment

Core Team



Namitha

03/21

07/21

03/22

07/23

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Female Empowerment Program

Retrospective 2022-2023

FEMP Motivation

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Resources

High level of female PM professionals

Cooperative and open environment

Confidential atmosphere

Diversity: different backgrounds and skills



Goals

Increasing efficient **networking**

Sharing **knowledge** and **experiences**

Exchanging **best practices** and **strategies**

Gaining **self-confidence**

**Empowered
WOMEN
Empower
WOMEN**

Retrospective FEMP'22



Kickoff & Speed Dating
23rd Feb 22

Best Practice Guideline

Individual meetings (self-organized)

Program **Closure**
6th Oct 22

Peer Groups

Program start after **matching** of the peer groups – all together
10th March 22

Review after 3 months – Decision to continue or to leave
23rd May 22

Program evaluation

Challenges for Female PMs
5th May 22

LinkedIn as career resource
15th Sep 22

Leadership
22nd Jun 22

Workshops

Retrospective FEMP'23



Peer Groups

Kickoff
16th Feb 23

Program start after **matching**
of the peer groups –
all together
9th March 23

Review
after 3
months –
Decision to
continue or
to leave

Program
Closure
12th Sep 23

Best Practice Guideline

**Speed
Dating**
2nd March 23

Individual
meetings
(self-
organized)

Work shops

**Challenges for
Female PM**
16th March 23

**Interactive
Session:
Work/Life
Balance**
15th May 23

**Leveraging
Collaborative
Strengths &
“Female
Power”**
11th July 23

**Imposter
Syndrome**
20th April 23

**Building
Confidence**
15th June 23

**Conflict
Management**
20th July 23

Lessons Learned



Success Stories

FEMP'23 in collaboration with **PMI UK**

Elena Pancera (from FEMP'2) empowering the next generation via **Youth Empowerment Program (YEP)**

Articles in PMI German Chapter Magazin in Q4/2022 and Q3/2023



Next Steps

Next **FEMP'24**

- September 2024 – March 2025

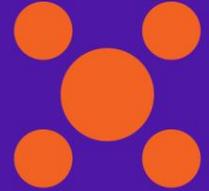
FEMP Alumni

- Keep networking
- Organize common events

Standardize FEMP Fundamentals

Extend FEMP to other **PMI regions**

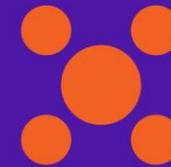
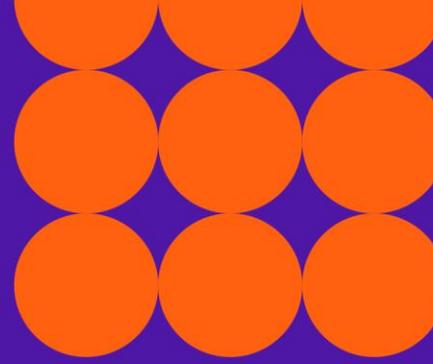
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Questions?

Feedback and Discussion





Empowering Women in Project Management

2 December 2023 | 11:40 – 12:25

Scan the unique QR code with your mobile device or use the URL to note your attendance.

By signing in, we will report PDUs on your behalf. You will receive PDUs based on session attendance and sign-in. Please allow 21 business days for the process to complete.

Questions? Email leadership.institute@pmi.org

Sign In Now!

