



SSA

**Leadership
Institute
Meeting
2026**

Designing Culture in Practice: Making “Make It Easy” Real

1X September 2026| 14:30-15:30

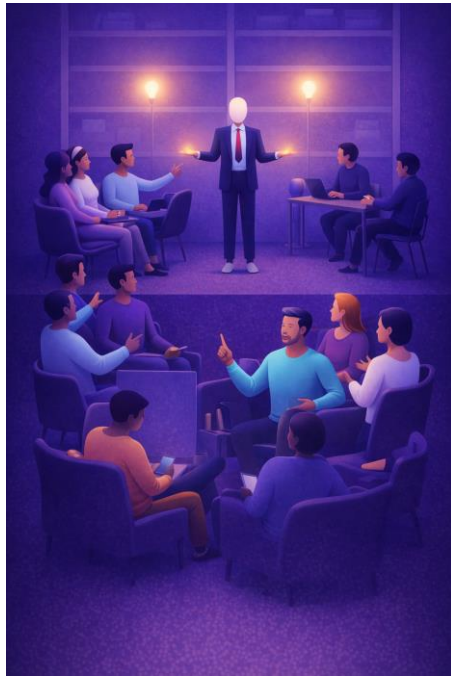
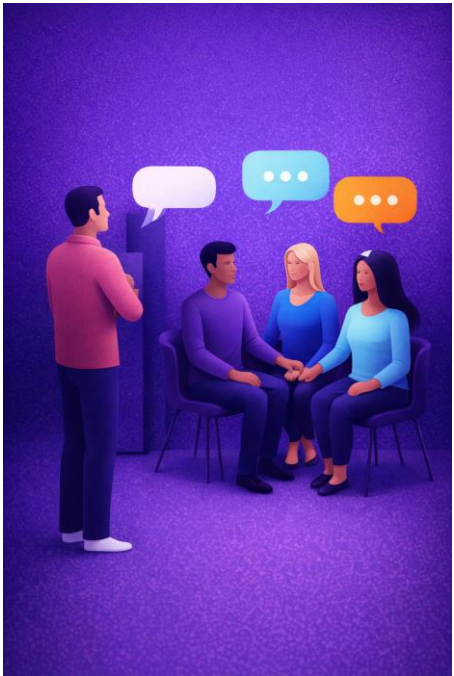
PMI Culture Value: Make It Easy

Jeane Mathenge, Culture & Diversity Ambassador

Megan Speight, Culture & Diversity Manager

Choose your battle

Select your table based on the image that represents where you feel the most friction in your chapter. There is no minimum or maximum number of people per table.



Learning Objectives

At the conclusion of this session, attendees will be able to:

- Understand how culture is reinforced through systems and processes (not just behaviors or intent).
- Identify common friction patterns affecting “Make It Easy” across different chapter contexts and regions.
- Design one practical, system-level for your chapter.

Our Culture Values

Make It Easy



Aim Higher



Be Welcoming



Embrace Curiosity



Together We Can



RITUALS

Repeated practices, habits, and touchpoints

E.g. simple (how we open a meeting) or powerful as (LIMs, Chapter Presidents Meeting or a team check-in).

HEROES

Recognizing and celebrating individuals, projects, chapters and organizations

E.g. Global Awards recipients, shoutouts during meetings, peer appreciation messages

SYSTEMS

The policies, processes, and frameworks that hardwire our values in decisions

E.g. recruitment, onboarding and handover processes, meeting formats.

STORYTELLING

Stories that show who we are, what we believe in, and why our work matters.

E.g. Rationale behind PMI:Next, experiences from PMI founding members, etc.



Culture Activators: how we bring our values to life

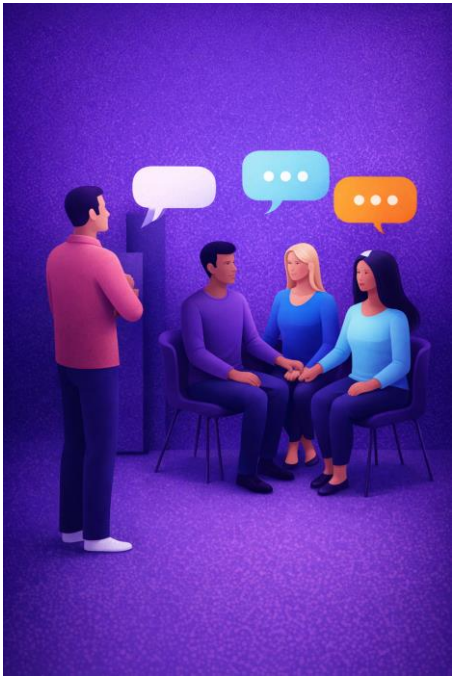
Culture doesn't live in a document—culture shows up in 4 things:
how you meet, what you celebrate, what you share, and how you operate.

From Friction to Action

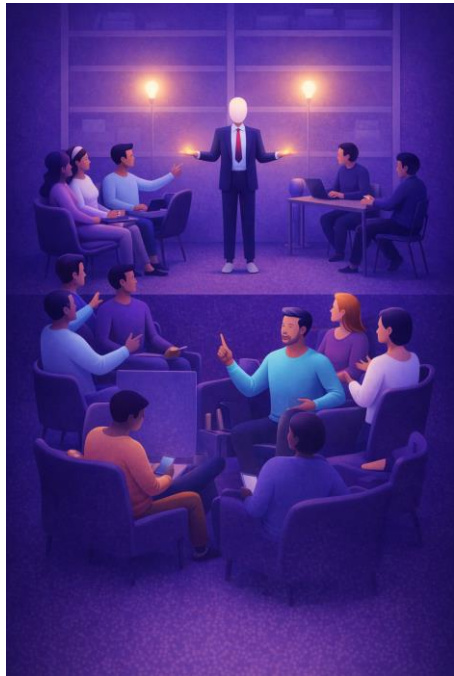
1. Choose Your Table (Choose Your Battle)
2. Reflect (1–2–4)
3. Identify Root Causes
4. Define a 15% Solution
5. Share & Commit

Choose your battle

Select your table based on the image that represents where you feel the most friction in your chapter. There is no minimum or maximum number of people per table.



Membership



Events Delivery



Governance & DM



Finances



Volunteers

2a. Reflect 1

Individually

What is NOT EASY in this area today — because of how the system works?

3 mins



2b. Reflect 2

In pairs

Share and compare

Select **one real, concrete problem**

3 mins



2c. Reflect 4

In groups of 4

Align on ONE specific problem

(not easy, matters most, common to all)

Make it concrete

4 mins



3. Identify Root Causes (6 mins)

PMI - Related

Project Management Institute.
LIM Europe 2026

What is NOT EASY?

Processes
What step creates friction?

Tools
What tool makes it hard?

People
What role/behavior contributes?

Chapter - Related

4. Define a 15% Solution

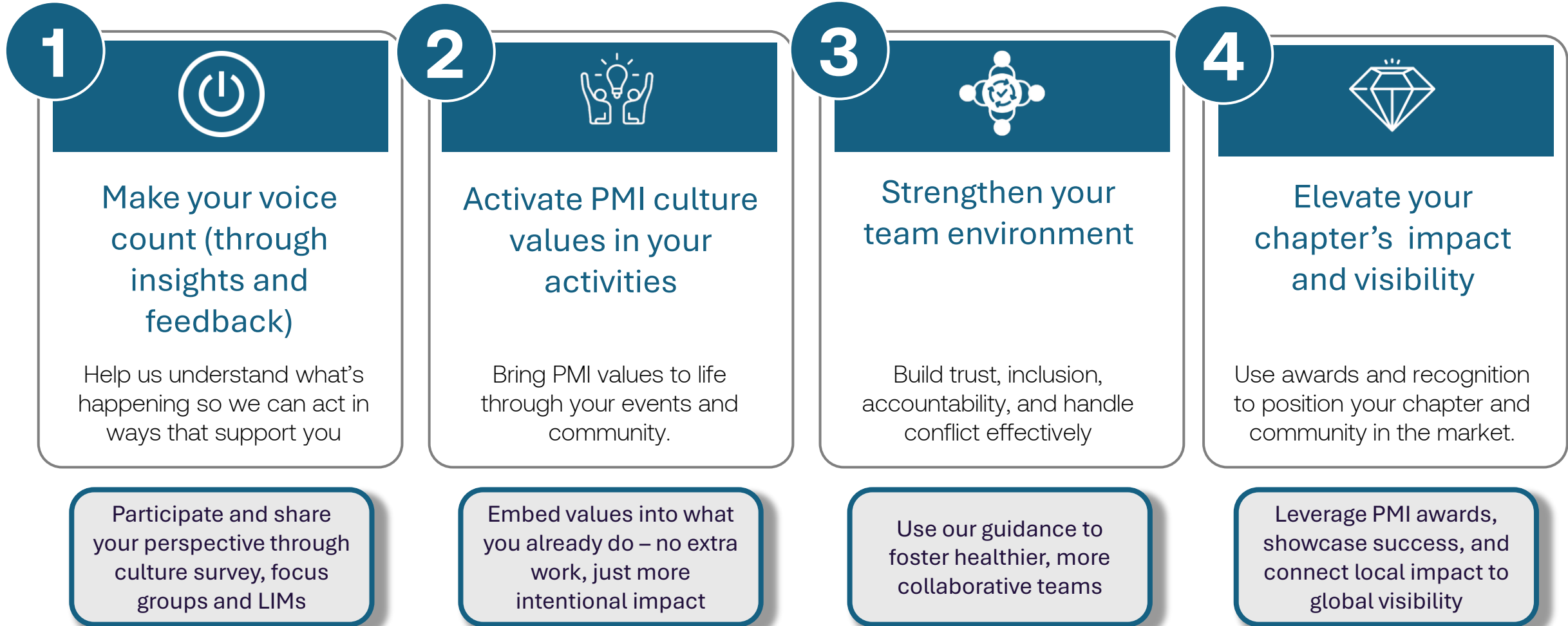
Define one action you can test in 90 days
(within your control)

Be specific: how will you do it?

4 mins



4 Ways We Support Your Chapter in 2026



You Don't Have to Do this Alone - Resources to Support You

1



Make your voice count (through insights and feedback)

- Culture Survey (September)
- LIMs sessions

2



Activate PMI culture values in your activities

- in [PMInsight](#)
- Culture Guidebook
- Values & Behaviors (23 languages)
- Culture & Diversity Playbooks for Chapters & Practitioners
- [Culture & Rituals Library](#)
- [Report - Broader Perspectives, Stronger Outcomes](#)

3



Strengthen your team environment

- [Chapter Conflict Mediation Process](#)
- *In My Shoes Community Webinar Series*

4



Elevate your chapter's impact and visibility

- [PMI Awards Website](#) and [Nomination Guide](#)
- Nomination handbooks for each award
- Quick reference for Chapters activating awards locally

Your main points of contact besides your Regional PMI Chapter Team

Regional Mentor

Culture & Diversity Ambassadors

Conflict Mediators / Culture & Diversity Ambassadors

**Culture & Diversity Ambassadors
PMI Awards Center of Excellence**

Your Voice, Our Culture: 2026 Culture Survey is Here!

- Your voice shapes the future. Watch your email for your 2026 Culture Survey invitation, 9–28 September.

THANK YOU