



PMIEF Board of Directors Culture Statement (Approved 08 October 2024)

The PMIEF Board of Directors desires to build on its strong culture of collaboration and results. These statements are designed to guide current and future Board members about the PMIEF culture:

The PMIEF Board is focused on:

Results:

- Empowerment of people to use PM for Social Good
- Strategic direction of PMIEF and coordination with PMI employees on operational execution
- Financial sustainability for the Foundation

Board and employee capability to deliver results:

- Continuous improvement of PMIEF (Board, Programs, Employees and Strategy)
- Strong structure for Board communication and getting work done
- Executing our roles as excellent ambassadors and donor stewards for PMIEF

This focus is supported by our **Board Values**

We are:

This means that:

**Collaborative
(Together We
Can)**

- We engage in open-minded discussion by balancing advocacy for personal beliefs with inquiry into the views of others, with an eye to a constructive outcome.
- We work as a team with one another as Board members, with staff, and with other stakeholders to have a constructive purpose in what we do.
- We support one each other's actions with kindness and an open mind working towards a common purpose.

**Service
Oriented and
Committed
(Embrace
Curiosity)**

- We are committed to PMIEF's vision, mission and actions.
- We believe in service to others and we are committed to exercising the privilege we share as Board members to enhance the lives of others.
- We are socially responsible, innovative, and we seek to have our work be sustaining not only with the young people we directly influence, but also with those who they inspire to realize their potential and transform lives through project management.
- We are passionate about inspiring and empowering people to realize their potential and transform their lives and the lives of others through the use of project management knowledge.

Continuous Improvement and Growth (Aim Higher)

- We practice and encourage servant leadership by enabling growth in one another, other PMIEF volunteers, and in PMIEF employees, so that we all develop and perform with an elevated standard that continually improves the PMIEF community.
- We pledge to treat one another with dignity and respect, be open with one another and communicate our intentions, be trustworthy to one each other, and be truthful with one another.

Innovative and Purposeful (Make It Easy)

- We are nimble, inquisitive, pragmatic, and decisive in governing PMIEF by determining the strategic direction and monitoring performance of programs to improve our overall organization's efficacy.
- We think outside the box in making decisions, resolving issues, exploring possibilities, and catching opportunities that support PMIEF's vision and mission.

Diverse and Inclusive (Be Welcoming)

- We encourage and support diverse and different thoughts and opinions.
- We include others who can enhance and inform the Board's work.
- We actively seek to attain a diverse composition of Board members to maintain a global organizational culture that recognizes the contributions and interests of the diverse cultural and social groups that make up the PMI global community in order to accomplish its mission.
- We are committed to cultivating a culture of inclusion and belonging and are working to make that a reality within our community and beyond. As our work advances in the space of Diversity, Equity and Inclusion (DE&I), we recognize that this is a journey and part of that journey is providing spaces for our community to learn and grow.
- We have a global outreach for our work and we seek to reach individuals, organizations and communities worldwide.

PMIEF Board Values support, adopt and align with **PMI Culture Values** and **PMI Code of Ethics**

For more information about PMIEF, visit pmief.org or email us at pmief@pmi.org