



PMI - QUEENSLAND CHAPTER INC.

BOARD SOCIAL CONTRACT

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Why does PMIQ Exists

- To Uplift the Profession
 - Promoting Project Management as a Career
 - Professional Development of Project Managers
 - Uplift Skills and Knowledge
 - Create Industry careers
 - Support members in the project management journey and careers
- Industry Peer Body
 - Community Group of Like-Minded People
 - Providing Friendship and Connection to the Community
 - Home for PMs
- Representing to Global PMI Board and Services
 - Being part of a well-known organisation
 - Build and facilitate the PM Community in Qld
 - Advance the profession and get known
- Giving back to the local Queensland Community
 - Provide project managements skills to organisations that do well
 - Provide a way for people to volunteer



What is important to us as a group?

- **Building Trust by Being Trustworthy.** We need to be honest, open, share both good and bad news, but beyond everything else always be respectful
- **We respect each other's time.** All around the table there are people giving their time, expertise, energy, and time away from loved ones to be here. Agenda's, timeboxing, and doing pre-reading and papers beforehand is a respect to others.
- **We value positive Communication:** Listening and learning can be more valuable than making a point. We understand each of us has different ways of working, but that's ok. Diversity & inclusion is part of what will unlock innovation.
- **We're here to serve our members fiduciary interests:** We've all joined the board for this. We have fiduciary duties to consider fairness, materiality, and live the values of a professional board.
- **We'll do better as we invest in our relationships:** How we work with each other, and get to know each other, is important. How we listen to others and given them respect matters. We will meet in person when we can. We will take time to be social and get to know each other.
- **We value fairness in decision making:** How we invest in preparing, making, and recording decisions is important. Avoiding biases is also important.
- **We value being a Strategic board.** We want to respect the operational line, be clear on board & executive responsibilities, and be future focussed. We want to consider materiality and which battles are worth having.

What can we count on from each other?

- **Transparency:** We can expect openness and transparency of information. This includes ensuring we know of any decisions that are coming up, or being made.
- **Accountability:** We can expect others to follow through on what they commit to – however if anyone asks for help with anything, we can expect to get that also.
- **Collaboration:** We will work together, and help each other
- **Respect:** We can count on each other to attack the issue, never the person. We can count on each other to listen, and to seek understanding.
- **We can count on each other to speak up, and get involved:** We can trust that others will share their views, and if they don't speak up it is because they agree with what's been said and are happy with the discussion. We will give space for everyone to get involved.
- **Psychological Safety and Support.** We can count on others to always be respectful. We are a group who always remembers everyone is doing their best with the capability and capacity they can make available to PMIQ. We will not make demands or cast judgements.
- **We can count on each other to not hold grudges, however each of us can also count on each other to act with kindness.** We want to be able to have robust discussions and discuss big ideas. We want to try things, not all of them will work. We understand this can only happen when we don't harm each other, and don't hold grudges.
- **We can count on each other to support any decisions made by the board** (even if this wasn't our decision).

What have we agreed to avoid?

- **Wasting each other's time:** Having to discuss things decided previously, or back and forth discussions that do not progress forward to shared understanding. This isn't valuing others time and also isn't supporting the previous decisions of the board.
- **Personal Agenda's, Separate Agenda's, Division or Cross Purposes:** We are all on the same team
- **Self-interest or undeclared conflicts of interest:** We have all signed on to be here for our members
- **Secrets or Unbalanced information sharing:** We will work best when the team doesn't hold secrets.
- **Spending too much time in the tactical:** It is ok to visit tactical items, when necessary, but don't stay there too long.
- **Allowing any grudges or negative preconceptions to develop:** This is not ok. We will talk to each other, respectfully, and give others a chance to respond. We will check ourselves and ask for help if we're starting to feel negative.
- **We will not accept volunteers being put under undue pressure or conflict:** We need to respect that we are all volunteers here. This has to extend to the board, executive, and everyone else who helps PMIQ.

