

2025 - 2028

Strategic Plan



Project
Management
Institute.
Central Indiana



Introduction

The PMI Central Indiana Chapter (PMICIC) is dedicated to advancing the practice and profession of project management while providing value to its members and the broader project management community. This strategic plan outlines our vision, goals, and key initiatives for the next three years (2025-2028), aligning with PMI Global's mission and adapting to the evolving needs of project professionals.

1. Executive Summary

The PMI Central Indiana Chapter (PMICIC) is committed to advancing project management excellence and fostering a thriving professional community. This Three-Year Strategic Plan (2025-2028) outlines our vision, mission, and key strategic initiatives to drive value for our members, partners, and the broader project management ecosystem in Indiana.

Our mission is to provide professionals, students, and organizations with the tools, certifications, and networks necessary for achieving excellence in project success and career growth. Our vision is to be the premier catalyst for project excellence in Indiana, setting the standard for innovation, engagement, and impact among PMI chapters.

The strategic plan is built upon three key focus areas:

1. Member Engagement & Retention
2. Operational Excellence & Leadership Development
3. Program & Event Innovation

Through a strong commitment to PMI's core values—Make It Easy, Aim Higher, Be Welcoming, Embrace Curiosity, and Together We Can—PMICIC aims to create meaningful professional development opportunities, foster leadership, and build a robust project management community.

This plan provides a clear roadmap for PMICIC's success and sustainability, positioning the chapter as a leader in project management excellence in Indiana.

2. Mission and Vision

2.1 Chapter Mission Statement

To advance the profession of project management and positively impact Central Indiana by providing professionals, students, and organizations with the tools, certifications, and networks they need to achieve excellence in project success and career growth.

2.2 Chapter Vision Statement

To be the premier catalyst for project excellence in Indiana, recognized as a leader among PMI chapters and a model of innovation, engagement, and impact in the Central Indiana community.

3. PMI Core Values

3.1 Make it Easy

- We are easy to deal with.
- When things slow us down, we find a better way.
- We prioritize the impact that matters most and take the most direct route to it.

3.2 Aim Higher

- We set the standard in top quality work to create the greatest impact for the PMI community.
- We lead the way by thinking long-term and acting in the short-term.
- We fearlessly take ownership of what we do, knowing every action counts.

3.3 Be Welcoming

- We create genuine belonging for all because our differences make us stronger.
- We act with humanity, showing care, empathy, and respect for others' needs.
- We assume good intent and seek to understand, not judge.

3.4 Embrace Curiosity

- We are always seeking ways to better serve the PMI community.
- We see challenges as opportunities to innovate, and take them.
- We feel able to fail fast in order to get it right.

3.5 Together We Can

- We build deep, trusting relationships that help us work towards our mission together.
- We use our shared purpose to unite us as a community and drive us forward to create impact.
- We act in alignment with our global goals, while being empowered to deliver locally.

4. Current Project Management Landscape in Central Indiana

The project management profession in Central Indiana is evolving, influenced by technological advancements, industry shifts, and a growing need for strategic leadership. Several key trends define the current landscape:

<input type="checkbox"/>	<p>Diverse Industry Reputation Central Indiana's project managers work across various industries, including technology, healthcare, manufacturing, construction, and government sectors, driving complex projects and organizational transformations.</p>	<input type="checkbox"/>	<p>Increased Demand for Agile & Hybrid Methodologies Organizations are increasingly adopting Agile and hybrid project management frameworks to improve adaptability and efficiency.</p>
<input type="checkbox"/>	<p>Talent Shortages & Workforce Development Needs Companies report challenges in hiring experienced project managers, emphasizing the need for upskilling, certification programs, and entry-level training pipelines.</p>	<input type="checkbox"/>	<p>The Rise of AI and Digital Transformation Project professionals are required to integrate AI-driven tools and digital workflows, reshaping project planning, risk management, and stakeholder communication.</p>
<input type="checkbox"/>	<p>Stronger Focus on Soft Skills Beyond technical expertise, employers value project managers with leadership, change management, and communication skills to navigate organizational complexities.</p>	<input type="checkbox"/>	<p>Hybrid & Remote Work Adaptation Post-pandemic work models continue to influence project teams, requiring project managers to balance remote collaboration with in-person engagement.</p>

Given these trends, PMICIC is well-positioned to serve as a catalyst for professional growth, offering education, networking, and support to ensure members remain competitive and adaptable in an evolving industry.

5. Strengths, weakness, opportunities and challenges (SWOC) analysis

Strengths	Weaknesses
<ul style="list-style-type: none"> • Established Brand and Network • Experienced Leadership and Volunteers • Expanding Membership & Volunteers 	<ul style="list-style-type: none"> • Limited Resources and Engagement • Historic Financial Challenges • Negative Perception Among Some Members • Lack of chapter structure, documentation and processes (onboarding) • New leadership
Opportunities	Challenges
<ul style="list-style-type: none"> • Increased Demand for PM Skills (including Academia) • Rapidly changing profession • Career Development and Certifications • Hybrid and Virtual Events • Community Engagement and Partnerships (including Academia) • Dispersed Geographically 	<ul style="list-style-type: none"> • Economic Uncertainty • Increased Competition from Online Platforms • Volunteer Fatigue and Turnover • Shifting Industry Demands • Decentralized Project Management in Local Organizations

6. Chapter 3-year strategic goals

Strategic Priorities (2025- 2028)

Based on insights from our strategic planning workshop, we have established three high-level strategic priorities:

No	Chapter Key Priority	Goal
1	Member Engagement & Retention	Enhance the member experience by providing relevant, high-value connection points and programs that foster long-term engagement and networking opportunities.
2	Operational Excellence & Leadership Development	Streamline governance, tools, and processes to support scalable and sustainable growth and ensure leadership continuity.
3	Program & Event Innovation	Expand professional development opportunities, upskilling programs, and diverse educational offerings beyond PMP certification.

7. Stakeholder Engagement & Impact

To successfully execute the strategic plan, PMICIC must actively engage with key stakeholders who influence and are impacted by the chapter's initiatives. This section outlines stakeholder interests, expectations, and engagement strategies.

Primary Stakeholders

- Chapter Board of Directors – Governance, strategy, and execution.
- PMI Global – Governance, resource allocation, and branding oversight.
- Chapter Members – Core audience benefiting from programs, events, and development.
- Chapter Volunteers – Key contributors supporting execution and engagement.



Secondary Stakeholders

- Chapter Sponsors – Financial support and industry partnerships.
- Chapter Partners & Vendors – Service providers for events, technology, and operations.
- Organizations Employing Project Managers – Employers seeking talent and professional development opportunities.
- Educational Institutions – Universities and training providers that develop future project professionals.

8. Chapter 3-year initiatives

Member Engagement & Retention Initiatives

Key Goal 1: Expanded Geographic and Remote Engagement

Objectives:

- | | |
|----|---|
| a) | Develop a remote engagement strategy, including virtual networking events and online career workshops. |
| b) | Implement roadshow-style events to extend the chapter's presence beyond the Indianapolis region, reaching underserved areas in Indiana. |

Key Goal 2: Targeted Career Development Programming

Objectives:

- | | |
|----|--|
| a) | Expand mentorship programs and structured career transition workshops. |
| b) | Offer dedicated tracks for new project managers and career changers. |

Key Goal 3: Enhanced Networking & Community Building

Objective:

- | | |
|----|---|
| a) | Establish the chapter as a premier networking hub where members know they have a better-than-market chance of securing interviews and career opportunities. |
| b) | Strengthen partnerships with local organizations, universities, and employers to engage diverse communities and emerging professionals. |

Operational Excellence & Leadership Development Initiatives

Key Goal 1: Standard Operating Procedures (SOPs) & Governance Improvements

Objectives:

- a) Develop and maintain SOPs for key chapter operations to ensure continuity and clarity.
- b) Build and motivate the governance committee to evaluate and update policies regularly.

Key Goal 2: Leadership Development & Succession Planning

Objectives:

- a) Implement structured onboarding and training for new board members and committee chairs.
- b) Create leadership and ownership opportunities to keep volunteers engaged and motivated.

Key Goal 3: Data-Driven Decision-Making

Objective:

- a) Improve tracking and analysis of membership engagement, event attendance, and satisfaction metrics.
- b) Conduct annual member feedback sessions and focus groups.

Program & Event Innovation Initiatives

Key Goal 1: Researching and Reimagining of Special Events

Objectives:

- a) Enhance (and possibly add to) current special events to better serve specific member segments.
- b) Continue to offer hybrid participation options to increase accessibility across our broadening geographic and membership base.

Key Goal 2: Expanded Event Calendar & Diverse Programming

Objectives:

- a) Develop programming that covers the entire project management lifecycle, including agile, AI, and industry-specific best practices.
- b) Pilot family-friendly and social engagement events to increase inclusivity.

Key Goal 3: Partnerships & Outreach

Objective:

- a) Strengthen collaborations with PMI Global and regional chapters.
- b) Increase outreach efforts to universities and local businesses to expand membership.

9. Implementation & Timeline

Year 1 (2025): Foundation & Engagement

- Establish SOPs and governance frameworks
- Launch segmented engagement and career transition programs
- Pilot new event formats, including the revamped PDD

Year 2 (2026): Expansion & Growth

- Scale successful engagement initiatives based on Year 1 feedback
- Strengthen leadership pipelines and volunteer development programs
- Expand regional outreach and partnerships

Year 3 (2027): Maturity & Optimization

- Evaluate the impact of implemented strategies
- Optimize chapter operations for sustainability as well as the single membership model
- Develop the next three-year strategic plan based on lessons learned

10. Success Metrics & Monitoring

We will track progress through key performance indicators (KPIs), including:

- Membership retention rates (increase in long-term membership)
- Event participation metrics (growth in attendance and engagement levels)
- Volunteer engagement (number of active volunteers and leadership transitions)
- Financial sustainability (balanced budget and increased sponsorships/partnerships)

This strategic plan reflects PMICIC's commitment to delivering value, fostering professional growth, and building a thriving project management community. By focusing on engagement, operational excellence, and program innovation, we will position our chapter for long-term success and sustainability.