06.10.2025

## PMI Norway Chapter

Annual Meeting, Monday 6 October 2025 Microsoft Teams, 19:30-21:00





## **Our PMI Culture Values**

Make It Easy

Aim Higher

Be Welcoming

Embrace Curiosity

Together We Can













## Agenda

- 1 Approval of Meeting Notice and Agenda
- 2 Appointment of Leader of Meeting, Scribe, Protocol Signees and Teller
- 3 Board's annual report, accounts for the previous period, Auditing Committee's report
- 4 Budget for the Next Period 1. September 2025 31. August 2026
- 5 Suggested Changes to our Bylaws, incl Charter with PMI
- 6 Election for the Board of Directors and Auditing Committee
- 7 Appointments to the Nominating Committee

## **Meeting Governance**

1 Item 1

2

Item 2a & 2b

3

Item 2c

Approval of Meeting notice and agenda

**Recommendation:** Approval

Appointment of Leader of

Meeting

Suggest Merete Munch Lange, President

Appointment of Scribe

**Suggestion:** Kari Mørkesdal, Operations Director Appointment of Protocol Signees

#### Suggestion:

Lill-Ann Diserud, Membership Director

Ingrid Palma Viddal,
Professional Development
Director

## 2d Counting of Votes and Appointment of Teller

For agenda items 1-4 and 7 the following procedure for counting is applied:

- Those in agreement remain silent
- Those who have objections need to come forward verbally by using the «Raise Hand» feature in Teams

For agenda items 5 (Bylaws updates) and 6 (elections) the polling functionality in Mentimeter will be used for the counting of votes in the Bylaws decisions and elections

One candidate (teller) for confirming the counts documented in the minutes from the meeting

Suggestion: Tommy Nordlund

## 3a Annual Report and Financial Results for 1.9.2024-31.8.2025

The assumption is that participants have read the annual report

The annual report will be commented high-level with focus on key achievements and/or changes of significance, area by area

**Questions are welcome** 

President's Summary – Merete Munch Lange, President

#### Main focus this period: Enabling the Board to best serve our members and other stakeholders

- Stabilising the board and introducing increased autonomy for each board role
- Increased cooperation across board roles
- United efforts to plan and design the 25th anniversary celebration
- Continued focus on a smooth onboarding process for board members and volunteers

Member Engagement – Lill-Ann Diserud, Member Engagement Director

- From September 2024 to August 2025, the chapter welcomed 91 new members. (Previous period 82 new members.)
- As of August 2025, the PMI Norway Chapter has 415 active members. The number of members has stabilized over the last three years, after a period of decline.
- As of August 2025, 261 (63%) of our active members hold the PMP certification. (PMI-ACP 14, CAPM 7)
- Leading the preparations for the new single membership model which will have effect from February 2026

Professional Development – Ingrid Palma Viddal, Professional Development Director

- ATP partner Holte Academy (HA) organized two open PMP Prep courses and one company internal
  - PMI Norway Chapter supported these courses by promotion and participated in HAs information and marketing webinars and by attending course days to present PMI and the Norway Chapter
- PMI Norway Chapter have organized two PDU webinars
- PMI Norway Chapter have continued to focus on increasing its presence on LinkedIn to boost visibility and maintain engagement
- PMI Norway Chapter is in the process of renewing and renegotiating our ATP partnership to promote PMP and CAPM. Our current agreement expires in November 2025

Volunteer Engagement – Ali Kohansal, Volunteer Engagement Director

- Contacted and onboarded all potential volunteers through email, 1–1 calls, and a physical meeting with 12 participants, plus one joint online session with board members.
- Appointed a Volunteer Activity Lead and established five interest groups: Content Creation, Reporting Assistance, Sponsor/Partnership Engagement, Event Assistance, and Mentorship Program.
- Completed structured mapping of 19 volunteers' interests and competencies through 1–1 Teams meetings,
   creating a strong foundation for targeted involvement.
- Content Creation group delivered the most contributions, driving communication activities and strengthening visibility.

Young Professionals – Tommy Nordlund, Young Professionals Director

#### Main focus:

Establish **stronger connections with the academic bodies** offering project management studies on a university level in Norway.

- NTNU in Trondheim
- BI in Oslo
- UiA, Agder

#### Student interaction

- NTNU in Trondheim
- UiA plan

Young Professionals / academic relation to the 25-year anniversary

Closer contact with fellow Nordic Chapters

Events – Natella Ghazaryan, Events Director

- Organized and delivered a balanced portfolio of onsite and online events, reaching members and the wider project management community.
- Expanded regional engagement with in-person events in Stavanger/Rogaland, strengthening connections outside Oslo.
- Continued to grow the webinar portfolio with sessions on design thinking, AI in projects, and human-centered leadership.
- Represented PMI Norway Chapter externally by presenting at the Smartsheet User Group in Oslo-establishing Smartsheet as a potential sponsor/partner for the chapter.
- Focused efforts on preparing the 25th Anniversary Conference "Brace for Impact", including program
  development, speaker engagement, and partner outreach for the milestone celebration in Oslo on October 23,
  2025.

#### Partners and Sponsors – Aleksander Strøm, Partner and Sponsor Director

- Academic partnerships (NTNU, BI): Formalized NTNU collaboration, initiated dialogue with BI, joint panel at 25-year anniversary, strengthens student engagement and CAPM foundation.
- Renewed partnership with ProsjektNorge: Reestablished collaboration with focus on mutual visibility, coordinated promotion, and leveraging networks for student and corporate engagement.
- Holte Academy collaboration: Closing renewal of ATP agreement, incorporated CAPM prep course, increases PMI exposure and supports recruitment of younger members.
- Professionalizing sponsorship efforts: Developed sponsorship package, initiated outreach to potential partners, formed Nordic Sponsorship & Event Group for stronger corporate engagement and growth.

Operations, Finance and Communications – Kari Mørkesdal, Operations Director

**Visibility of PMI Norway Chapter** - Much improved Social Media presence with the help of volunteer Roma Flores Karlsen in the Communications Manager role, especially on LinkedIn, and slowly re-building our Instagram profile.

**Upskilling and Training Programs** – In the past 1-2 years PMI has set higher expectations in terms of professionalism and PMI proficiency especially for elected "officers" in all Chapters, including Board members and Committee leaders.

• Chapter Leader Orientation program – must be completed before attending PMI Chapter Leader events; also a requirement to complete the courses that are relevant to each role to gain access to PMI internal material.

**New Membership Model** – Upcoming introduction of the New Membership Model (aka "Single Membership Model") from February 1<sup>st</sup>. Learning about the model, preparing updated governance documents and planning communication and deployment together with Lill-Ann, Membership Engagement Director.

Finance cont'd – Kari Mørkesdal, Operations Director

#### Explantations for the low costs:

- All expenses for conference on 23 Oct will be paid in the next financial period
- Events in Oslo have either been webinars with no expenses or in-person events in sponsored venue (Holte Academy)
- Events in Rogaland sponsored by KnowIT and SopraSteria
- One in-person Board meeting was made virtual
- No summer party due to the conference in October

Income		Bud	get	Actu	uals
Account	Description	Income	Expenses	Income	Expense
0.1	Personal membership in PMI Norway Chapter	150 000		131 571	
0.11	Participant fees (non-members, no-show fees)	4 000		-	
0.2	Corporate membership in PMI Norway Chapter, sponsorship funds	30 000		-	
0.3	25-year anniversary celebration - fees	50 000		14 417	
0.4	Funds from PMI EMEA for member activities (Event Grants)	-		53 446	
0.44	Funds from PMI (Travel Grants)	50 000		31 214	
0.5	Interest	25 000		41 518	
	Total income	309 000		272 165	
_					
Expenses					
1.1	Transport, accommodation, participant fees - PMI events/meetings internationally		110 000		97 310
1.11	Transport, accommodation, meals - business meetings, follow-up with corporate partners		95 000		47 641
1.3	Value to the members (PMI "pubs", events)		120 000		-
1.31	Value for members and potential members, as well as corporate		50 000		_
	partners (requires board approval)				
1.32	Value to the members: Events outside the Oslo region		25 000		4 045
1.33	ATP collaboration with Holte Academy - year 3		50 000		37 255
1.34	PMI Norway Young Professionals Award 2024		12 000		
1.4	Marketing and communication		30 000		2 734
1.41	Website, IT		45 000		29 127
1.5	Accounting - software subscriptions, audit services, fees		15 000		15 857
1.6	25 Year Anniversary celebration for PMI Norway Chapter		350 000		-
1.7	Insurance		2 500		2 228
1.8	Miscellaneous expenses		10 000		2 361
1.9	Unwanted debt				-
			-		-
					-
	Total expenses		914 500		238 558
	Result		(605 500)		33 606
	Assets	Per 31 August 2024	Per 31 August 2025		
	Bank (PayPal, DnB (3 accounts), Vipps Bedrift/GetPaid)	1 445 666	1 479 100		
	Accounts receiveables				
	Inventories				
		1 445 666	1 479 100		

**3a Decision:** Annual report of the board and accounts for 1.9.2024-31.8.2025

#### **Suggested decision:**

The annual report and accounts for the period 1.9.2024-31.8.2025 are approved.

### 3b Auditing Committee's report for the period 1.9.2024-31.8.2025

The assumption is that participants have read the Auditing Committee's report

The report will be commented high-level by the Auditing Committee

**Questions are welcome** 

High-level comments: Øyvind Johnsen, Auditing Committee Leader

#### 4 Budget for the next period – 1.9.2025-31.8.2026

Operations, Finance and Communications – Kari Mørkesdal, Operations Director

#### **Income**

- Increase in members with NMM, but amount reduced from \$35 to \$30 starting 1 Feb 2026
- 25-year conference: expect much lower ticket sales than originally budgeted
- NOK600,000 moved to high-interest account in April 2025, interest should be higher depending on rate

#### **Expenses**

- 25-year conference: overall cost may be lower due to lower than max attendance
- We are looking into purchasing insurance against embezzlement, in addition to the insurance package we have through PMI (approx. NOK2500).

#### PMI Norway Chapter Budget for 2026 (in NOK) (1 Sept. 2025-31. Aug. 2026)

Income		Budget	
Account	Description	Income	Expense
0.1	Personal membership in PMI Norway Chapter	150 750	
0.11	Participant fees (non-members, no-show fees)	-	
0.2	Corporate membership in PMI Norway Chapter, sponsorship funds	30 000	
0.3	25-year anniversary celebration - fees	100 000	
0.4	Funds from PMI EMEA for member activities (Event Grants)	40 200	
0.44	Funds from PMI (Travel Grants)	15 075	
0.5	Interest	50 000	
	Total income	386 025	
Expenses			
1.1	PMI events/meetings internationally - Transport, accommodation, participant fees		110 00
1.11	In Norway business meetings, follow-up with corporate partners - Transport, accommodation, meals		90 00
1.3	Value to the members (PMI "pubs", events) - Oslo region, webinars		120 00
1.31	Value for members and potential members, sponsors and partners (requires additional board approval)		50 00
1.32	Value to the members: Events outside the Oslo region		30 00
1.33	Collaboration with ATP in Norway		40 00
1.34	PMI Norway Young Professionals Award/Grant 2026		12 00
1.4	Marketing and communication		30 00
1.41	Website, IT		40 00
1.5	Accounting - software subscriptions, audit services, fees		20 00
1.6	25 Year Anniversary celebration for PMI Norway Chapter - conference 23 October 2025		350 00
1.7	Insurance		15 00
1.8	Miscellaneous expenses		10 00
1.9	Unwanted debt		
	Total expenses		917 000
	Result		(530 975
	Assets	Per 31 August 2025	Per 31 August 2025
	Bank (PayPal, DnB (3 accounts), Vipps Bedrift/GetPaid)	1 479 100	1 479 100
	Accounts receiveables		
	Inventories		
		1 479 100	1 479 100
	Assumptions		

10.05

USD to NOK conversation rate is

## **4 Decision:** Budget for the next period – 1.9.2025-31.8.2026

#### **Suggested decision:**

The budget for 1.9.2025-31.8.2026 is approved.

## 5 Suggested Bylaws and Charter Changes

## Changes due to New Membership Model, mainly in the Charter:

- Chapter membership will be mandatory
- Rate refunded to Norway Chapter per regular individual member reduced from \$35 to \$30
- Serve members of other chapters

#### **Notes:**

- Approved in Board meeting on 3 September
- Cost to members for PMI+Norway Chapter memberships remains at \$174 (new) and \$164 (renew). Retiree remains at \$65 and Student at \$32.

#### Other significant changes in the Bylaws:

- Board open to allow «bench proposals» for Board roles
- Deadline for financial results and budget ready 10 days (reduced from 30 days) before the annual meeting together with the other documents
- Principal address change from «Oslo» to «that of the President of PMI Norway»
- Alignment with latest Bylaws template from PMI and linguistic improvements

## 5 Suggested Bylaws and Charter Changes

#### Voting

## Changes due to New Membership Model, mainly in the Charter:

- Chapter membership will be mandatory
- Rate refunded to Norway Chapter per regular individual member reduced from \$35 to \$30
- Serve members of other chapters

**Recommended decision:** The changes to the Charter between PMI and Norway Chapter are approved.

#### Other significant changes in the Bylaws:

- Board open to allow «bench proposals» for Board roles
  - Recommended decision: By majority vote of the Annual Meeting
- Deadline for financial results and budget ready 10 days (reduced from 30 days) before the annual meeting together with the other documents
  - Recommended decision: Reduce from 30 to 10 days
- Principal address change from «Oslo» to «that of the President of PMI Norway»
  - Recommended decision: Approve suggested change
- Alignment with latest Bylaws template from PMI and linguistic improvements
  - Recommended decision: Approve suggested changes

## 6 Election for the Board of Directors and Auditing Committee



Gunn Stirling, Leader of the Nominations Committee

## Role: Volunteer Engagement Director

#### **Milos Stoisavljevic**



## Project management-related details e.g., certifications:

BSc Civil Engineering- Project Management (2011)

MSc Civil Engineering-Structures and Materials (2015)

PMP Certified (2024)

PMP- CP (2025)

## I would like to contribute to the field of project management as follows:

I aim to contribute to the field of project management by leveraging my extensive experience in the construction industry, where collaboration is crucial due to the diversity and large number of participants and stakeholders.

As a certified PMP with 15 years of experience in various roles across four countries, I am committed to applying best practices in project management. I strive to lead teams and clients in adding value to projects, inspiring them, and fostering trust. By embracing new technologies and trends, I enhance processes and adapt to changes, ensuring projects remain relevant and innovative.

#### About me:

I am a family-oriented individual and a proud father of two daughters, aged 7 and 6, who are undoubtedly my most important projects. We are based in Lørenskog and cherish our free time by actively enjoying the natural beauty of Norway, whether it's cycling and hiking through stunning forests in the summer or skiing at the numerous resorts in the winter.

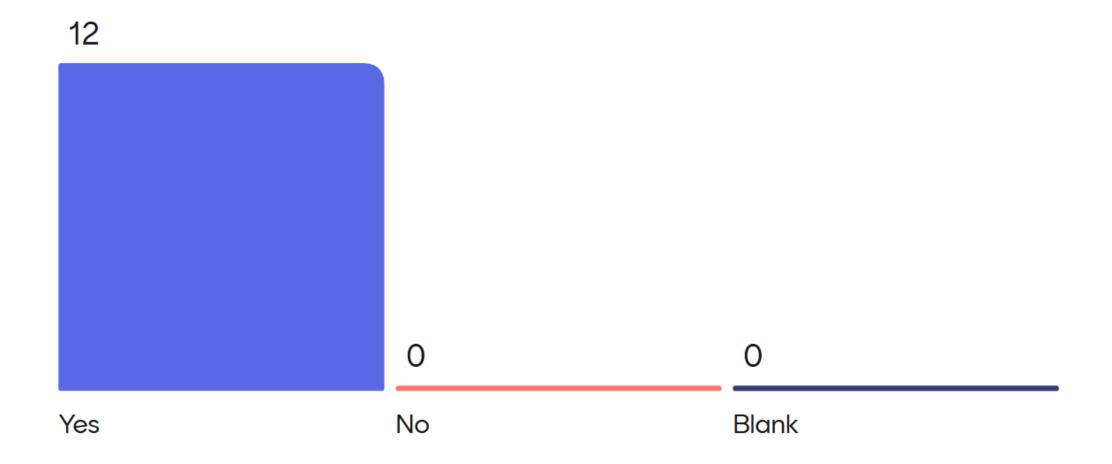
Embracing a holistic approach to life, I value relationships as vital assets, whether within my family, friends, work, neighborhood or various organizations.

I am open to new knowledges and experiences, embracing the philosophy that life is a continuous journey of learning and proving oneself. I believe there is no stagnation: if we are not progressing, we are regressing.

I hold the belief that life is made up of small things that, through determination, perseverance, and discipline over the long term, culminate in something great.



Do you support Milos Stoisavljevic in the role as Volunteer Engagement Director (2 years) in the PMI Norway Chapter?





## Role: Professional Development Director

#### Joe Aloka K'Odingo



## Project management-related details e.g., certifications:

- BSc Information Technology,
- MSc Management (UK),
- PMP,
- PMI-ACP,
- PRINCE2 (Foundation + Practitioner),
- Management of Benefits (Foundation)

## I would like to contribute to the field of project management as follows:

- Mentorship: Supporting junior project managers as they join our team.
- Knowledge exchange: Strengthen collaboration between PMI chapters. Engaging in knowledge transfers between PMI Chapters. I have established good working relations with PMI Kenya and Strathmore University (Kenya), which have given me opportunities to share insights and gain diverse perspectives.
- Continuous improvement of the project management framework used in our company to ensure better outcomes and alignment with best practices.

#### About me:

My name is Joe Aloka K'Odingo. I work as a Senior Project Manager at Jotron AS, where I lead global projects in the aerospace industry. I started as an IT consultant, where I was part of a delivery team that later opened up new opportunities to the science of project management.

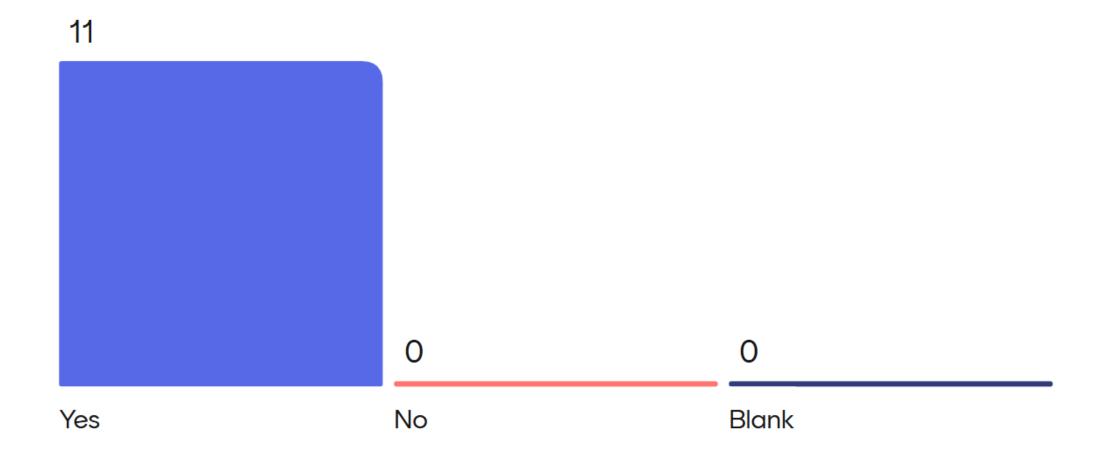
I have over a decade of experience leading crossfunctional teams in medium to large organisations to deliver strategic initiatives.

I am committed to life-long learning and challenging the status quo. I am a staunch advocate for using technology as an enabler to change our ways of working in projects, programs and portfolios.

I presently serve as PMI Norway Chapter's Educational Liaison, and have previously been a member of its election board. In addition, I scout for good speakers for the Chapter's webinars.



Do you support Joe Aloka K'Odingo in the role as Professional Development Director (2 years) in PMI Norway Chapter?





## Role: Auditing Committee Member

#### Kåre Gulliksen



## Project management-related details e.g., certifications:

- MSC Naval Architecture,
- PMP

### I would like to contribute to the PMI NC auditing committee as follows:

Being a long-term member of PMI and PMI NC I like to give something back and with my experience from a plethora of organizing committees and sitting on the board of several volunteer organization, I think I can contribute with a new set of eyes. My experience related to board work includes:

- Member of the tenement board in a building in Drammen (Nye Cappelentunet)
- Member of the board for the Norwegian Reservist Association Oslo Branch
- Elected Auditor for the Norwegian Bowhunters Association

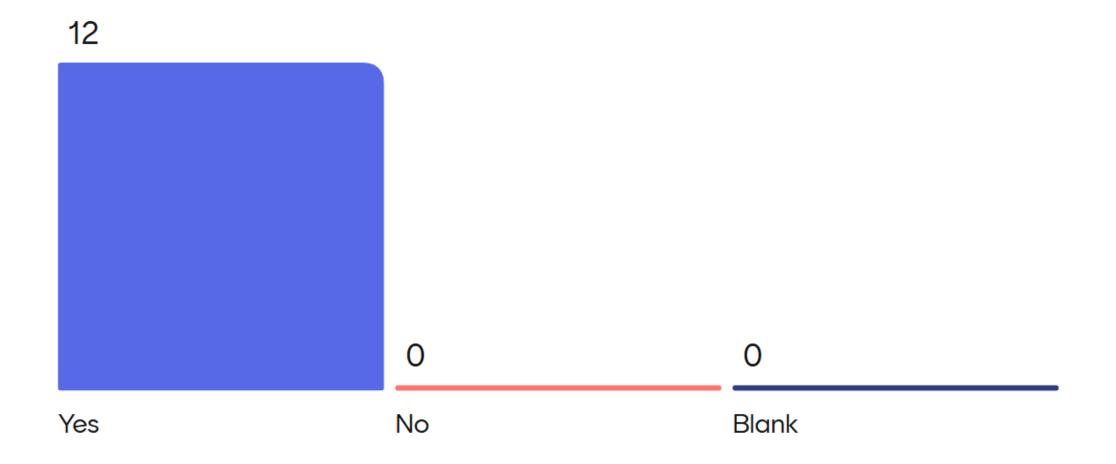
#### About me:

I am Kåre Gulliksen, working as a PM and technical expert within pipeline technology at DNV Høvik. I started by career at Stena Offshore/ Coflexip Stena working offshore on installation of pipelines, then moved to Norsk Hydro before join DNV in 2001. I still do some offshore work but limited to a few trips a year.

My wife Trude and I have 3 children that have now fled the nest. This means less involvement in arranging of jumble sales for the local school band and more time to DIY at home and at the cottage. Outside this you find me taking part in pistol shooting arrangements and competitions. I am an avid hunter of almost everything and Trude and I also love just collecting some orienteering posts (Flaggspetten) while picking berries and mushrooms in the local woods.



Do you support Kåre Gulliksen as Auditing Commitee Member (2 years) in the PMI Norway Chapter?



#### Role: Event Director

#### Natella Ghazaryan



## Project management-related details e.g., certifications:

Project Management Professional (PMP) by Project Management Institute (PMI)

Professional Scrum Master level I (PSMI) by Scrum.org

## I would like to contribute to the field of project management as follows:

I like to contribute to the Norwegian Chapter by continuing to be an active event manager and build on that experience.

I want to give the members fresh and captivating chapter's gatherings together with the volunteers and the rest of the Board.

I would love to share my experience in the PMI Audit process and encourage more professionals to join the Norwegian Chapter.

#### About me:

My name is Natella. I settled down in Oslo, Norway with my husband about three years ago. I started in the role as event manager in 2023 and have really enjoyed it.

At the same time, I also started actively learning Norwegian two years ago, but still most meaningful conversations and professional dialogues have to be in English, Russian, or Armenian.

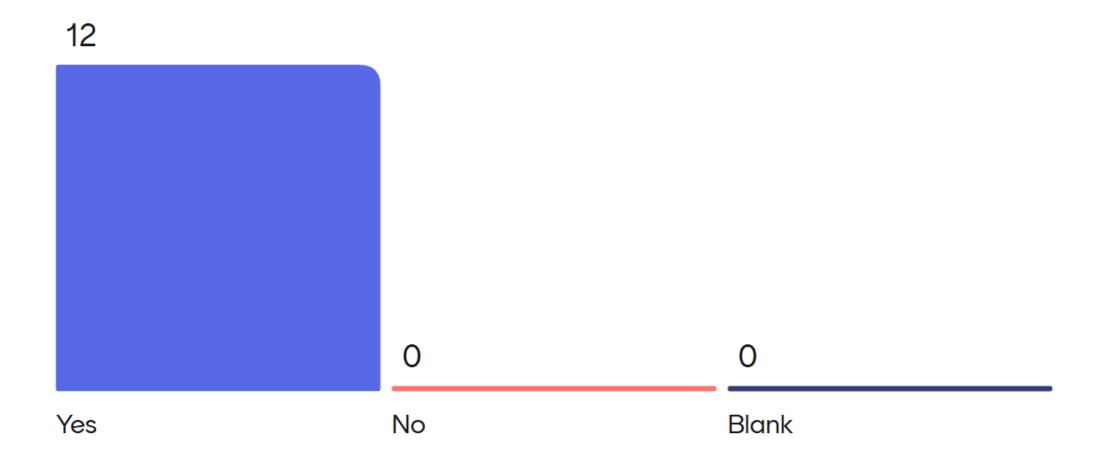
I'm a passionate project management professional currently working with an American company in the cosmetics industry and recently was promoted to PMO Manager. It's a great responsibility and challenge to help the company to scale.

I have experience managing international events with over 1,000 participants, organizing sport competitions, and running my escape room project with five operating rooms. In addition, I participated in events organized by the PMI Armenia chapter.

I was elected to the position of PMI Norway Chapter Event Director in 2023.



Do you support the re-election of Natella Ghazaryan as Event Director (2 years) in PMI Norway Chapter?



#### Role: Vice President

#### **Torgeir Fjelldal**



## Project management-related details e.g., certifications:

- Project Management Institute (PMI) Project Management Professional (PMP)
- International Council on Systems Engineering (INCOSE) - Associate Systems Engineering Professional (ASEP)
- AXELOS PRINCE2 Foundation Certificate in Project Management
- Professional Scrum Master (PSM 1) Scrum.org

## I would like to contribute to the field of project management as follows:

In my experience as a project manager, I have benefited from a synergistic approach where fields such as Design Thinking, Systems Engineering, and Agile Project Management have inspired my perspective on project management.

I am convinced that the key to successful project management lies in deeply understanding the user's needs while maintaining a holistic overview of the complex system within which the project operates. This balance ensures that our project outcomes are both relevant to the user and technically robust. Moreover, given the dynamic landscape of today's business world, it's imperative for project managers to be equipped with the skills to adapt to rapidly changing conditions, focus on value-creating activities, and prioritize continuous improvement. With this comprehensive approach, I aim to make a significant contribution to the field of project management within PMI Norway.

I am passionate about sharing insights on how we can shape projects that are not only innovative and adaptable but also consistently deliver genuine value to those we serve.

#### **About me:**

I was born and raised in Trondheim but recently moved to Oslo.

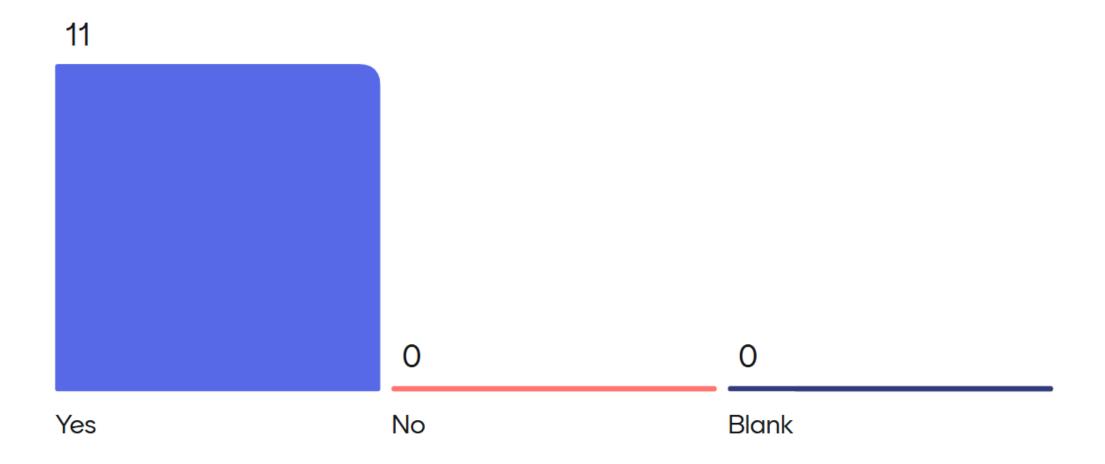
My greatest passion is music. I'd say I have a quite diverse musical background, and I consider myself a generalized specialist in music, playing different string instruments, wind instruments and piano (much to the delight of my neighbors).

When I'm not practicing, you can find me outdoors enjoying nature, engrossed in a good book in my armchair, in the company of good friends and family, or attending professional events around town.

I took over the position as PMI Norway Vice President in 2024 after serving as Operations Directors from 2023.



Do you support the re-election of Torgeir Fjelldal as Vice President (2 years) in PMI Norway Chapter?





## Role: Member Engagement Director

#### Lill-Ann Diserud



## Project management-related details e.g., certifications:

- BI Master of Management program in Project Management
- PMP certified
- PRINCE2 certified
- Nohr-Con certified within public sector acquisitions
- Certified Scrum Master and Scrum Product Owner

## I would like to contribute to the field of project management as follows:

Spread knowledge about PMI/PMP.

Actively recruit and engage new members.

Provide solid structure and good plans for welcoming and follow-up our members.

Contribute to the sharing of knowledge, experience and trends within the fields of project work and project management.

#### About me:

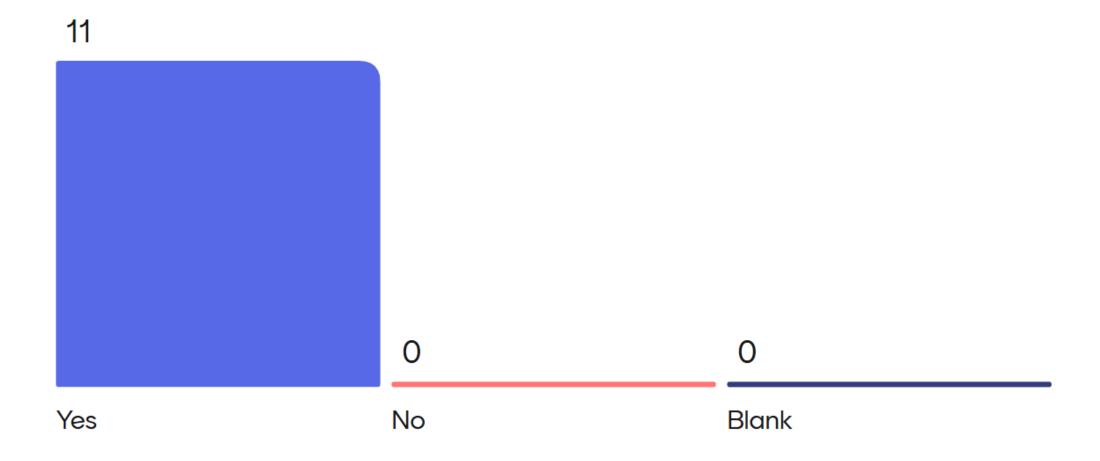
I am a Partner in the consulting firm Uniconsult AS and I have worked with project management for more than 20 years.

I live in Oslo and use much of my leisure time outdoors or in the mountains. I love music and play in a band.

I was a member of the PMI Oslo Branch board 2015-19. I have held the PMI NC board member position of Member Engagement Director since 2022.



Do you support the re-election of Lill-Ann Diserud as Member Engagement Director (1 year) in PMI Norway Chapter?



## Role: Operations Director

#### Kari Mørkesdal



## Project management-related details e.g., certifications:

I travelled to London for my PMP exam and quickly signed up as a board member in the PMI Norway Western Chapter at the time. I also volunteered for the Bergen Branch and the Auditing Committee before I took on the role as Operations Director for PMI Norway Chapter in 2014. I held office for 6 years until 2020, and in 2023 I was elected back in.

## I would like to contribute to the field of project management as follows:

I would like to contribute to operational efficiencies within PMI Norway Chapter, including communication and a sound financial situation that allows us to fund interesting activities for our members and potential members within the field of project management.

#### **About me:**

I was born in the northern part of Norway, I grew up in the southern part, and I fell in love with Bergen when I moved to the city in 2003.

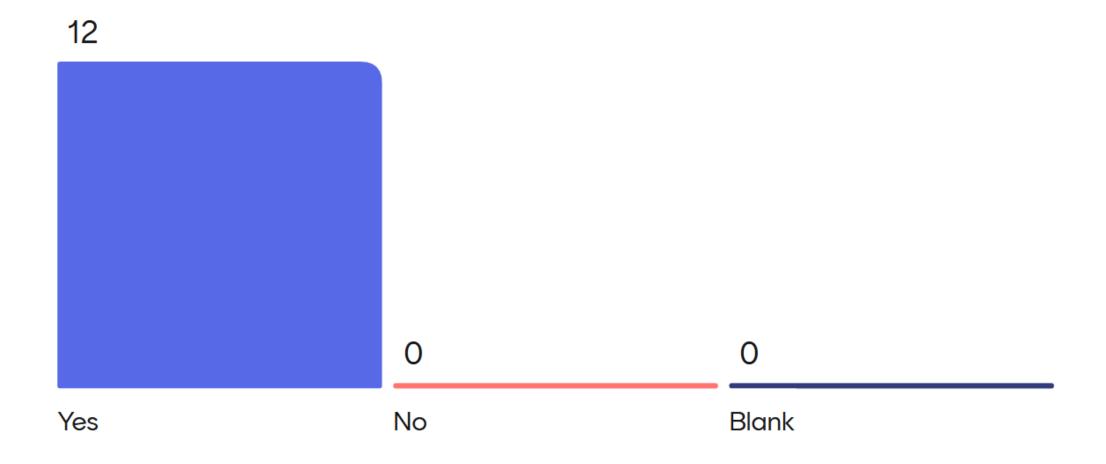
I've studied in the U.S., and I've worked in Singapore, Sweden and Costa Rica.

After 30 years in the Localization (Translation and Linguistic Services) industry, I joined the IT industry in January 2024 as a Project Manager at Amitec, a local company in Bergen. Going from 6,500 colleagues worldwide to 50 was a big change, and very much a good thing!

I truly love the beautiful and easily accessible nature that Bergen has to offer, and I am happy to take visitors up the mountain any time of the year. Or enjoy quality wine at a cozy wine bar on a Tuesday. You will often see me walking around listening to podcasts about anything and everything. For holidays, I like to travel far, and the best times are spent when I can combine mountain hikes with urban relaxation afterwards.



Do you support the re-election of Kari Mørkesdal as Operation Director (1 year) in PMI Norway Chapter?



## 7 Appointments to Nominating Committee

Leader of the Nominating Committee Gunn Stirling has accepted to lead the committee for one more year.

The President will take the lead on identifying 2-3 more people to contribute as volunteers on the Nominating Committee.



## Thank you for your contributions to PMI and PMI Norway Chapter:

- Ingrid Palma Viddal
- Ali Kohansal
- Øyvind Johnsen



# That's all for today!

Thank you for your participation

