



APMP Board of Directors

MINUTES

Thursday, December 10, 2020

Conference Call

Supporting Documents: Strategic/Long Range Plan, Belgium Luxembourg Chapter Application and Charter

- A. Walsh called the meeting to order at 10:04am

- B. In attendance: Mike Walsh, Krystn Macomber, Ginny Carson, Helene Courard, Jody Alves, Alison Coon, Anatalia Macik (guest), Beth Wingate, Blake Inkster, Bruce Farrell, David Gray (guest), Kedren Dillard, Mel Smith, Leigh Newman (guest), Nicole Shaffer (guest), Patrick Gueth, Rick Harris, Stephanie Spears, Steven Coles, Bette Sturino (guest), Felix Becker, Peter Frank (guest)

Absent: Hermann Dillmann-Pflueger; Kumiko Shikimachi (guest)

- C. Approval of Minutes (Mike Walsh)

MOTION to approve the last BOD meeting minutes (Courard moved, Farrell seconded). Motion passed unanimously.

- D. Opening Remarks (Mike Walsh)

Walsh delivered his opening remarks and reviewed the agenda for the meeting.

- E. New Board Members as Observers

Walsh welcomed all the new APMP board members for 2021. He pointed out that all six new Board members have earned at least Practitioner-level APMP Certification, and one is Professional level.



F. Belgium Luxembourg Chapter Vote

Walsh presented the charter and petition to establish a new Belgium-Luxembourg Chapter.

MOTION to approve the formation of the new Belgium-Luxembourg Chapter (Carson moved; Gueth seconded). Motion passed unanimously.

G. Membership Report (Rick Harris, CEO)

Harris reported we have currently has 10,400 members, which demonstrates remarkable growth considering we are experiencing a pandemic. Our focus is constantly on membership and retention and the numbers reflect it.

BREAK

H. Strategic/Long Range Plan

Walsh explained that normally we would be updating/revisiting the APMP Strategic/Long Range Plan, however we're doing things slightly differently due to the pandemic. APMP did make progress this year and things happened; however the pandemic impacted many things.

New board members introduced themselves to the group.

Walsh presented an overview of the Strategic Plan and our four primary strategic priorities.

Significant discussion surrounded the goal of expanding into Adjacent Roles, including talk of the Winning Business Ecosystem, the International Expansion Committee, and the Intentional Career Path Committee.

Gueth provided an update about targeting areas for international expansion and the International Expansion Committee, its history and current direction.

Carson spoke about APMP's goal to recruit/support next-level executive programs. Walsh mused about a possible Executive Advisory Council.

Smith and Harris provided a brief update about the Marketing Committee and APMP's efforts to develop internal/external awareness.



Walsh took time to discuss the current rebranding effort, why it's happening, what's happening, etc.

To summarize, Walsh recommended all the committees and working groups should do a similar review and look ahead for adjustments to make for 2021.

BREAK

- I. **One APMP** – Walsh launched a discussion regarding APMP's working groups, including guidance he discovered through research he and others have done:
 - A Working Group is any part of the association that's doing work – committees, task forces, advisory councils.
 - The board should avoid the temptation to generate a lot of committees
 - Members should focus on a single committee; we should aim to discover new volunteers, with all new opportunities for volunteers. One Board member on one Committee. They may work on multiple projects, but they should be on one committee/task force/Advisory Council or working group.
 - All committees should be “forward looking”
 - Committees should frequently assess whether their group remains necessary
 - Committees should all be identified as either “standing” (committees) or “ad hoc” (task forces)
 - The BOD cannot influence a committee unless the committee is made up entirely of BOD members
 - A committee cannot bind APMP to a contract
 - Advisory Councils
 - comprised of SMEs
 - assist the board but have no governance responsibilities
 - candidates for this type of group – vendor AC, ATO AC
 - Another consideration is how much “reporting to the BOD is involved?”

Discussion continued regarding diversity of thought (people from varying backgrounds), the appropriate size for groups (“no more than 7” was recognized as a good rule of thumb), and having volunteer orientation sessions to communicate all of the above expectations to these groups.



It was observed that the ExCom should include in its priorities a constant analysis of whether these groups remain relevant, and ExCom should not feel reluctant to stand down these groups as needed.

J. **One APMP** – Walsh broached the topic of APMP chapters.

Walsh explained that our hope is for all volunteers and chapters to view APMP International as the primary focus, with all affiliates supporting the parent organization – APMP International. He encouraged all BOD members to convey this and reflect this to members throughout their term and moving forward.

K. **2020: The COVID YEAR**

Walsh expressed that he's very proud of the work APMP's Board did to mitigate the financial risks associated with the pandemic and all the challenges in 2020. We are a stronger organization for having gone through 2020, and things we've established now will have a large impact on the organization moving forward.

L. **The Future**

Macomber reviewed her vision moving forward. She looks forward to establishing more processes and structures to help move APMP forward. Much work has been done already to meet the current and new board members and talk about what we want to achieve in 2021. Also, more communication with members will be of significant priority next year.

M. **Goodbyes and Thank Yous**

Thanks were conveyed to all who are rolling off the board.

All reflected on the year and the positive experiences working with each other.

N. Meeting adjourned at 3:35pm