

The GOOD News

Greater Orlando Organization Development Network



June, 2014

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UPCOMING EVENTS

June Bi-monthly Meeting

9th Annual Best Practices Session

[Click here for a complete program description and on-line registration.](#)

Special Interest Groups

BOOK CLUB MEETING

Join the Book Club for an informal gathering on Wednesday, June 11, 2014 at Mimi's Cafe near Millenia Mall for a lively discussion of the new Daniel Goleman book,

June 13, 2014 Bi-monthly Program

Our 9th Annual Best Practices Session

We will meet **Friday morning**, June 13, 2014.

Program Description

Join us for the 9th Annual Best Practices session and fill your OD toolbox with new ideas!



Here is the list of topics and member presenters you will hear from on June 13:

"Our 'Universe' of Data: Engagement Practices & Implications for an Hourly Workforce" -- Anisa Ali

At Universal Orlando, we have some best practices to share related to managing an engagement survey process and the impact of employee status on drivers of engagement. Our workforce consists of approximately 90% hourly Team Members; in this type of environment, it is critical that hourly employees feel valued and that their voices are heard. Over the past 12 years of its existence, Universal's survey process relies on a three-pronged analytical approach for understanding engagement and reporting results: 1) Quantitative, 2) Qualitative, and 3) Case Study/Anecdotal.

"Teachable Fit: A Framework for Hiring Critical Talent" -- Sindy Cassidy and Lisa Hancock

Businesses today are facing an ongoing

MEMBERSHIP NEWS

Welcome our New Members

The following new members joined GOOD Network since our last meeting:

- Wilts Alexander
- Karen Agrait
- Beverly Blanding
- Kirsten Cooper
- Jack Green
- Susan Gurnik
- Stephen Young

Dues Special beginning July 1

The Good Network will again offer "half-year" dues of \$50.00 from July 1st. Join after July 1 and enjoy membership for the balance of 2014. Contact the [Treasurer](#) if you have paid a recent "returning guest fee" for bi-monthly meetings about how to apply that fee to a full membership in 2014.

Focus: The Hidden Driver of Excellence.

Please register for the meeting on our [EVENTS page](#) so that a final table reservation can be made.

EXTERNAL CONSULTING GROUP

The next External Consulting Group meeting is scheduled for **July 18**. The topic will be announced shortly on the GOOD Network Site.

At the last External Consultants' (aka Ex Cons) meeting, two GOOD Network members shared their knowledge of a couple of time-tested assessment tools. Pat Chaffin provided an overview of the FIRO-B instrument with special emphasis on its use as an effective teambuilding tool. A copy of his PPT presentation is available to all members by going to the [Special Interest Groups' Materials Downloads](#).

The Strength Deployment Inventory (SDI) was presented by Ed Hampton. The SDI provides insight into the way individuals and teams productively manage conflict in their relationships. Attendees were given an opportunity to take the instrument in preparation for the session and receive a report back on their results.

Future programs of SIG groups will appear on the website under [EVENTS](#).

challenge of finding sufficiently skilled talent in the right place at the right time. Employers are seeking even more specific skill sets and combinations of skills, making an ideal employee even harder to find. The framework of Teachable Fit provides an analytical tool that maps the capabilities needed for a given role against an individual's likelihood of meeting those needs. As the global economy continues to improve, the talent mismatch will become more pronounced and employers will need to adjust their mindset and look beyond the usual places for candidates. The Teachable Fit framework can be incorporated into an organization's overall talent strategy.

"The Power of Cross-functional Action Learning in Leadership Development" -- Peggy Jackson

Sharing the secrets of our success in 20 years of leadership development at WOMEN Unlimited, I'll present a simple model and discuss how we have used work-based assignments combined with feedback, accountability and cross-functional peer coaching to help leaders transform the way they lead. I'm sure you all know from our corporate experience, similar models ARE often used in internal company talent development efforts, so I believe our model is applicable to member companies of the GOOD Network.

"Creating and Multiplying Leadership Growth for Women and Ethnic Minorities" -- Ana Maria Lowry and Mary Ng

Aware of the immediate need of emerging women and ethnic minorities in senior levels of leadership in entrepreneurial and corporate organizations, A&P International, Inc. offers the assessment, analysis and training to create and multiply these types of leaders in a "cross-cultures" environment. Our team will role-play cases with women and ethnic minority members of an organization and will provide helpful hints and preventive tools for conflict resolution.

"Leading Edge 21st Century Technology Tools for Training: Stay Current for Better Results" -- Isabel Perry

No Wi-Fi? No problem. 97% of workers have cell phones. Whether it is an e-mail or a text message, our safety training software provides 2-way rapid-response communication *and* keeps robust reports for record-keeping. Perhaps it is a short quiz with instant feedback *or* a mobile tool box talk *or* just-in-time training on equipment, our new technology takes learning to the employee wherever they are located. . . from the employee

President's Message

[Click here to link](#) to the most recent message from our Co- Presidents, Carol Anderson and Laura Newcomer.

IMPORTANT ANNOUNCEMENTS

GOOD Website Down During Upgrade

Our website will be **unavailable on June 21** for a system upgrade at Wild Apricot -- our service provider. Look for easier navigation into the "hidden" Member Only area as one of the enhancements that will come with our upgrade.

GOOD Needs YOU!

We are a volunteer-run organization that exists because people like you see the value in becoming involved. The benefits of holding a leadership position are significant, particularly for OD practitioners.

As volunteer leaders, you have the opportunity to be part of the leadership challenges that you confront as a consultant every day. And you add so much

No SIG for your Interest? Start One!

If you are interested in starting a Special Interest Group, please contact our [Presidents](#) and the Board will help you get one started.

[Learn more about our SIGS on the website.](#)

"Quotable Quote"

If you don't like something, change it. If you can't change it, change your attitude.

Maya Angelou

erecting scaffolds on a remote construction site to a logger in the middle of the woods. Learn the latest in technology advancements in training and communication.

"Maximizing the ROI on Emotional Intelligence Training: How You Assess It Matters!" -- Steve Young

This presentation will focus broadly on the importance of assessment and how it can enhance the quality of training that OD practitioners are able to give to their clients. It will then present various emotional intelligence assessment options, accompanied by the pros and cons of each. Finally, I will end with a brief discussion of the state of the art assessment of emotional intelligence using advanced technology (e.g., Facial Recognition Software) and its exciting implications for measuring emotional intelligence.

UPCOMING MEETING DATES FOR 2014

Our August, 2014 meeting date has been changed!! We will move to August 15, 2014 (rather than August 8) to accommodate our program facilitator.

There is more to come on this dynamic and 100% interactive program very soon!

NOTE: December Program

Based on your survey feedback, we plan to have our typical Friday morning bi-monthly program.

Thanks for completing the survey!

Mark these Fridays in your calendars for our 2014 Bi-monthly meetings:

June 13

August 15 (date change)

October 17

December 12 (no change)

value back into the organization. What better learning lab could an OD practitioner have?

We have opportunities available for the 2015 leadership team and committees. No OD or prior Board experience is necessary -- come learn and make a difference. Contact [Presidents](#) to express your interest in volunteering.

JOBS on Website

Five open positions have been posted on the website within the last few days. Take a look at our [Job Bank](#) on the website.

APRIL PROGRAM RECAP

Dr. Ingrid Guerra-Lopez on Performance Management

A short summary of this program is found on the [Bi-monthly Programs Recap page](#) on the website.

To view the presentation slides from Dr. Guerra-Lopez's presentation, visit the MEMBERS ONLY page of the website and click on [Bi-monthly Programs](#)

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