



The GOOD News

Highlights & Accomplishments of 2007 from Our Outgoing President

2007 was a banner year for the Greater Orlando Organization Development (GOOD) Network in terms of growth and quality of programs. We began the year with approximately 65 members and ended the year with over 120 members. The growth came not from a marketing campaign, but from members telling other colleagues why the GOOD Network was important to them and their professional development. The growth has also stretched the definition of "Greater Orlando" since we now have members attending from as far away as Jacksonville, Vero Beach, Sarasota, and Tampa.

Here are some of the highlights & accomplishments of 2007:

Meetings: We offered 6 bi-monthly meetings focused on professional development on the following topics:

- Employee Engagement presented by Sharon Parker, Foresight International
- Learning Organizations presented by Sandra Blossey, Kaleidoscope Change Consultants, & Edwin Mourino, Lockheed Martin
- 2nd Annual Best Practice Sharing Session (back by popular request)
- Breakthroughs in Leadership presented by Bob Anderson, The Leadership Circle
- 2nd Annual Joint Meeting with Central FL Chapter of ASTD – Topic: Human Performance Improvement presented by Carolyn McMorran, Valencia Enterprises, Rick Rhein, Marriott Vacation Club, and Carl Gill, TechFriday
- Developing Leaders through Orthodox OD presented by Luis Marrero, FARO Technologies

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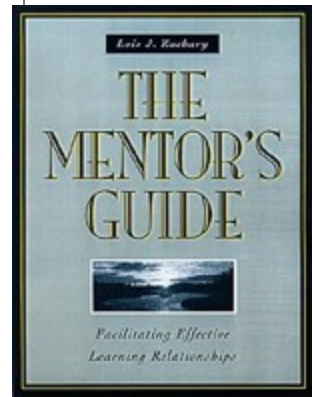


*"The distinctions between Orthodox OD practitioners and Management Consultants as so often we are called upon to play both roles."
"Reinforcement of the Action Research Model, Force Field Analysis, and the Consultant Engagement tool".*

- Survey feedback from GOOD members on what they appreciated about Luis's presentation at the December meeting

OD Article of Interest—Mentoring Makes a Difference by Barbara Yoli

In surveys of senior executives, successful leaders cite having a mentor as one of the most important and significant events in their careers. Effective mentoring programs focus on developing promising professionals to their full potential. Within companies, a mentoring program can also serve as a powerful employee retention tool. Mentoring is considered a “must-include” component for any effective diversity initiative.



... having a mentor [was] one of the most important and significant events in their [senior executives] careers...

The good news is that mentoring is also one of the least expensive development programs to develop and to launch. Once the program is up and running, the main investment is the time the mentors invest and the time that the program leader invests in ensuring that the relationships are working and are making a difference for the employees being mentored.

What does it take to be an effective mentor? Webster's dictionary defines a mentor as a trusted counselor or guide. Great mentors don't coach – instead they use the Socratic method to help their mentees think through issues and obstacles for themselves. They serve as sounding boards and as listeners, who are also willing to tell mentees the truth, even when that truth may sting. Great mentors are guides on the side, not sages on the stage.

Mentees also play an important role in any effective mentoring relationship. They must be active learners who come prepared to their meetings with their mentors ready to consider alternatives to their own ways of doing things. In our mentoring program at the GOOD Network, we also ask mentees to take responsibility for planning mentoring sessions. After all, they are the main beneficiaries of the mentoring.

But both sides benefit from mentoring. Mentors learn the patience and the due process skills that make them more effective as leaders, and in our profession, as facilitators. Mentees learn from the experience of their mentors. It's one of those true win/win relationships that can make a profound difference for both sides.



If you would like more information about becoming a mentor or mentee in the GOOD Network program, please contact Barbara Yoli at Barbara@changeresults.com.

Welcome Returning GOOD Network Members

We look forward to seeing all the returning members and many new faces in 2008. Don't forget that your 2008 dues of \$65 are due at our upcoming meeting—what a great bargain for so much value!



This Month's Member Spotlight

In response to your requests to learn more about your fellow members and their specific areas of expertise, we have developed the "Member Spotlight" section that will be an ongoing feature of our newsletter.

Dr. Leslie Miller, President, LanneM TM, LLC.

What is your specific area of expertise within the OD field?



My primary area of expertise is designing and implementing knowledge tests and practical exams for selection and development. My secondary area of expertise is designing other measurement tools and systems for selection and development (e.g., performance appraisals, training evaluations, surveys, 360 degree instruments).

What do you love most about what you do?

Making a Difference! I love hearing my clients tell me how implementing the tests and measurement systems I have designed for them has made a difference; How they have helped improve the quality of their hires and the performance of their people, teams, departments and the organization overall!

What is the one "hot topic" relevant to the OD practice that is on your mind right now?

Hmmm...good question! The "hot topic" on my mind is how to demonstrate the value or the impact of OD interventions. That is, making sure that for every client intervention there is an impact analysis to demonstrate the value of the intervention for the client.

What quick tip, idea, or tool relevant to the OD practice can you share with your fellow GOOD members?

Keep your solutions simple, pragmatic and cost effective!

What do you find most valuable about the GOOD Network?

I love continuous learning. I really enjoy the opportunity we have in the GOOD Network to learn about new and innovative approaches to client business problems.



Luis Marrero, Cathi Balboa, Brian Jackson



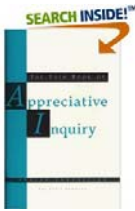
Cathi Balboa, Larry Birkes, Wendy Grauer, Edye McNickle, Nina Alexa



Aurora Realin, Nina Alexa, Paul DePalma

Highlights & Accomplishments of 2007 from Our Outgoing President (cont'd.)

Book Club: We offered 4 quarterly discussions on a range of books and articles:



- "Building Strong Brands" by David Acker
- "Performance Based Management" by Judith Hale or "Improving Performance" by Rummler and Brache
- Appreciative Inquiry: choice of several books or articles
- Multigenerations in the Workplace: choice of several books or articles

Mentoring: Several new mentoring pairs were formed and we also offered 2 "Mentoring Roundtables" geared for more junior GOOD members on the following topics:

- Tools for Change
- So, You Want to Be a Consultant?



Participation in the ODN Conference in Baltimore: This included meeting with leaders from other Regional Networks, attending the business meeting for ODN, and attending the conference keynotes and workshops. Information was then shared in an evening briefing, in the newsletter, and with the Leadership Team.

Some of the accomplishments of 2007 Leadership Team included a survey of our Members that was used as a basis of our planning, launch of a bi-monthly newsletter, automation of the RSVP process, development of Communication Guidelines for the GOOD Network and its members, on-going implementation of the succession plan with the establishment of the "Elect" positions to develop a pool of future officers for the Network, development and implementation of a budgeting process for GOOD Network, and requirements gathering and specifications of a web redesign with greater security that will be implemented in 2008.



I specifically want to thank the Leadership Team for their support and their contributions over the past year. They certainly were a tremendous team to work with and we accomplished a lot in continuing to build the capacity and infrastructure to support a growing organization.

So join me in a big "Well Done" to the 2007 Leadership Team:

President Elect: Luis Marrero

VP-Finance: Nina Alexa

Chair-Elect—Finance: Aurora Realin

VP-Communication: Kristin Chase

Chair-Elect—Communication: Pete Westlake

VP – Development: Sandra Blossey

Chair-Elect—Development: Edythe McNickle

VP – Marketing & Membership: Paul DePalma

Chair-Elect—Marketing & Membership: Karen Russell

VP – Mentoring: Barbara Yoli

Chair-Elect—Mentoring: Debbie Blacher

Advisory Board: Wendy Grauer, Jerry Salsburg, and Larry Birkes



It has been an honor to serve the GOOD Network as President this past year. I am confident that 2008 will be another stellar year of learning, networking, and professional development for all of us who are members of the GOOD Network under the leadership of new Leadership Team headed by your new President, Luis Marrero.

- Cathi Balboa, Outgoing GOOD Network President

Our regular "Dear OD" column will return next issue!

Have a tough problem that you would like to submit?

Please send your questions to chris.allen

@simtrainingsolutions.net

and we will find an answer from one of your peers in

GOOD.

Beyond GOOD! Job Postings

Topics	Replies	Views	Author	Last Post
Learning & Dev Internship - Disney	0	4	chasek	2008/01/19 18:05 → by chasek
L&D Specialist - Symantec	0	5	chasek	2008/01/19 18:02 → by chasek
Mgr Learning & Performance - TX	0	3	chasek	2008/01/18 00:43 → by chasek
Bank of America L/OD Positions - Charlotte NC	0	6	chasek	2008/01/17 23:31 → by chasek
OD/L Partner - HSN - Tampa	0	9	chasek	2008/01/15 05:32 → by chasek
Leadership Dev Mgr - T Mobile - TN	0	7	chasek	2008/01/15 04:33 → by chasek
ISD - Hudson Global Resources	0	5	chasek	2008/01/12 17:57 → by chasek
ISD - Ruth's Chris Steakhouse	0	6	chasek	2008/01/12 17:55 → by chasek
Sales Training & Dev Specialist	0	4	chasek	2008/01/12 17:53 → by chasek
Learning Enablement Specialist - Symantec	0	7	chasek	2008/01/12 17:41 → by chasek
Training & Dev Specialist - Fiserv	0	8	chasek	2007/12/29 21:32 → by chasek
Mgr Learning & Dev - CSX - Jax	0	8	chasek	2007/11/29 18:43 → by chasek

This information is accessible in the members only section of the web-site. For more instructions on how to obtain a log-in, email info@goodnetwork.us

Personal Development Opportunities

Designing Actionable Surveys to Measure & Increase Employee Engagement

A complete two-day course on creating highly effective survey systems. Attendees will learn how to measure current levels of employee engagement and increase effective action planning through proven techniques.

Leading experts in the fields of survey research and employee engagement, along with pioneers in online survey technology and reporting systems, will guide you through the entire survey process. As a result, you'll learn the steps necessary to successfully coordinate a full-scale employee engagement survey within your organization.

Date: February 6-7 2008 (Hurry and sign up today!)

Location: Orlando Metropolitan Resort—8444 International Drive, Orlando, FL 32819

This workshop is only \$475 (\$100 off) for GOOD Network Members!

Email or call Linda Johnson at Foresight to receive the discount and sign up (ljohnson@foresightinc.com) or 847-726-4040.



This is an extract of only the most recent postings. For more listings please see our website www.goodnetwork.us.

Leadership: The art of getting someone else to do something you want done because he wants to do it.

- Dwight Eisenhower

USA Today has come out with a new survey — apparently, three out of four people make up 75% of the population.

- David Letterman



**Greater Orlando
Organizational
Development Network**
E-mail:
info@goodnetwork.us

WE'RE ON THE NET!

WWW.GOODNETWORK.US



Founded in 2003, the Greater Orlando Organization Development (GOOD) Network is an organization for Organization Development (OD) professionals who are dedicated to continuous learning and sharing of best practices, tools, and techniques.

GOOD Events

Bi Monthly Meetings:

Friday, February 8th, 2008 — Leveraging Marginality in Your Client/Consultant Relationships

Speaker Katherine Farquahar, American University/National Training Laboratories (NTL)

Location: Valencia Enterprises

Book Club:

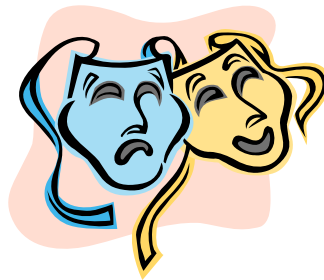
Thursday, May 15th, 2008 — "Leadership Development" (6:30pm)

Attendees choose a book/article of their choice on this topic

Location: TBD (email pambarry@msn.com for more info)

Other Upcoming Events

Sak Improv Comedy Lab (www.sak.com)



You will not want to miss the GOOD Network spring social event! Come out, socialize and laugh with your fellow OD practitioners. Guests are welcome and the show is family-friendly!

Date: Saturday, March 29th, 2008

Location: 380 W. Amelia St. Orlando

Time: Meet as a group at the theater at

7:30pm for preferred seating at the 8pm performance.

Cost: \$11/person paid in advance

Dinner: Optional gathering somewhere close to SAK (payable at the restaurant). More to come on this when you RSVP!

RSVP: Email Nina Alexa, VP Finance, at nina.alex@universalorlando.com.

Payment: Mail a check made out to "GOOD Network" for the cost of the outing for you and your guest(s) no later than March 1st. If you RSVP via email, you will be responsible for the cost of the outing, even if you are unable to make it as we must pay in advance.

You may mail your check to the following address (or bring it with you to our February 8th meeting).

GOOD Network

Attn. VP-Finance

PO Box 690213

Orlando, FL 32869-0213

We will reply back to those who RSVP to confirm your attendance and provide additional details such as directions and dinner info. Please feel free to contact Pam Barry, VP Development for GOOD, with any questions (pambarry@msn.com).