



The GOOD News

Member Survey Results Recap: GOOD is indeed GREAT!



Thanks to those of you who spent time completing our GOOD Network Member Survey! We collected 35 responses and the Leadership Team has done some in-depth analysis of the results to determine how best to act upon your recommendations moving forward.

A few of the highlights of the results include:

- Overall, you think GOOD is GREAT! We received a 4.69 out of 5 for overall satisfaction.
- Positive comments mentioned excellent value for the money as well as in comparison to other HR/OD organizations. Also mentioned was the “inclusiveness” and “small group feel” of our organization.
- Constructive comments indicate a desire to more fully understand the direction and future of GOOD and consider revisiting some meeting logistics.
- Specific topics of greatest interest for future meetings include:
 - Developing Effective Leaders
 - General Best Practice Sharing/Benchmarking (our June meeting provides this!)
 - Change Management
 - Coaching
 - Employee Engagement and Motivation
 - Group/Team/Org Dynamics/Social Psychology/Culture
 - Leadership Theories
 - Assessment Tools (e.g., MBTI DiSC, Hogan, Watson-Glaser)
 - Conflict Resolution



We'll be in touch with those of you offering to host or speak to review your ideas and assess fit with member interests.

Some specific suggestions we are committed to follow up on include:

1. Offering a “group forum” type of meeting...April will provide this as we explore the concept of Open Space Technology.
2. Raising awareness of our member offerings via a memo explaining all member benefits
3. By June we'll commit to providing you the 2nd half of the year schedule of speakers (dates are already available on the “Announcements” section of our website).
4. Looking into the process for setting up SIG's (special interest groups) to meet in the “off-months” when Bi-Monthly Meetings are not held.
5. Making member resources more readily available through the new version of our website launching later this year.

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Inside this issue:

Member Survey Recap 1

Article of Interest: Coaching 2

New Members 3

Sneak Peek: New Web Site 4

Leadership Team Openings 5

GOOD Conferences 6

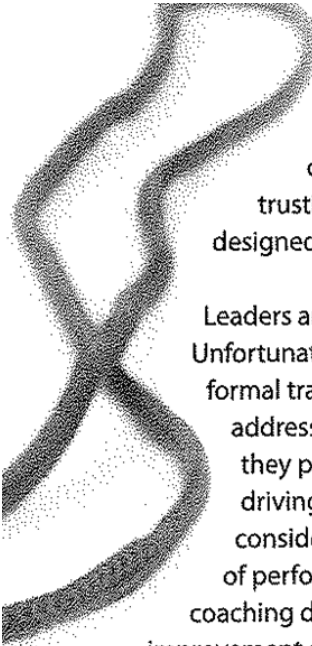
*Are you linked in?
Join the GOOD Network LinkedIn group by searching for us in the Groups Directory at www.linkedin.com.*

OD Article of Interest—Put Me in, Coach

Cheryl Gitlin, Executive Coach, Organizational Effectiveness Consultant and GOOD Member

"A coach is someone who tells you what you don't want to hear, who has you see what you don't want to see, so you can be who you have always known you could be."

Tom Landry
Dallas Cowboys

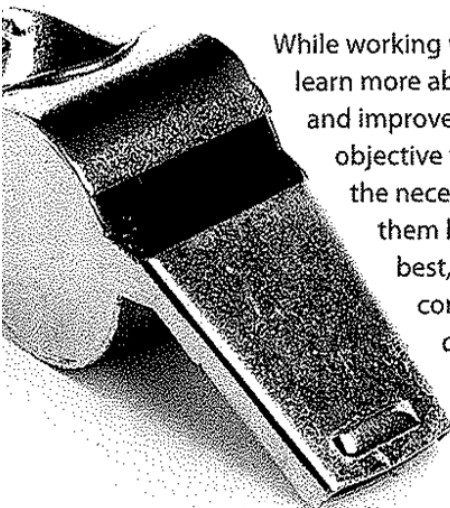



Tom Landry's definition of a coach describes the essence of executive coaching. Executive coaching is a trusting, challenging, facilitative, mutually designed relationship.

Leaders are expected to know it all. Unfortunately, it is impossible to have all of the formal training it would take to completely address all the issues they face, the roles they play, achieve every result they are driving for, or the competency development considered necessary for superior levels of performance. This is where executive coaching drives executive performance improvement and compresses the timeline of learning in the process, all the while performing in their leadership role.

How it Works

In executive coaching, the process and context used in facilitating the learning is personalized, specifically designed to an executive's education style. The guidance, support, and accountability, enables the executive to gain momentum and reach identified goals faster.



While working with a coach, executives learn more about their strengths and improve their weaknesses, gain objective feedback, and practice the necessary skills to help them become their personal best, in the privacy and confidentiality of the agreed coaching appointments.

Because coaching is an ego-less process, "coachable" moments are created to draw out distinctions and promote shifts in thinking and behavior. The results include improved working relationships, better decisions and goal setting, improved tolerance and reduced stress.

For example, one executive's business interpretation style is focused solely on data and the bottom line. Perhaps this is what he/she learned in college or while climbing the corporate ladder. Very little or no time was spent on developing communication proficiency or emotional intelligence skills necessary to be a well-rounded leader. An executive coach helps broaden these skill sets by challenging the executive to gather additional data through observation and listening expertise, paying particular attention to unique language and emotional mood, which broadens their interpretive world and helps them gauge better the temperature of the organization and the outside competitive environment. It is proven that executives who are adept in communication abilities and emotional intelligence deliver a stronger, more positive impact on the bottom line.

Importance of Coaching Employees

While organizations invest thousands of dollars in employee training, little is targeted specifically to critical executive leadership development. Since organizations are the ongoing creation of the people who work in them, successful executives and managers must also develop their coaching skills so they in turn can support and enhance their direct reports' performance and development. At the end of the day, retention of contributing, fulfilled employees is more cost efficient, and value-added to the bottom line.



We're Growing: Welcome New GOOD Network Members

Here are our newest members who joined us in January or February 2009!

- Asselta, Denise Imagine Schools
- Barbieux, Betsy Image Inside & Out
- Creighton, Kim Hard Rock Café
- Crudele, Karen Harris
- Griffiths, Karen
- Lia, Simon GEMS Consulting
- McCloud, Donald
- Perry, Isabel TheSafetyDoctor.com, Inc.
- Raheb, Susannah Lockheed Martin
- Seifert, Barbara Committed to Your Success
Coaching & Consulting
- Sorrell, Erica Rollins College
- Strobel, Linda Children's Home Society



HR Professional Development Opportunities for 2009 - Valencia Enterprises

For details and registration call 407.582.6688 or visit www.valenciaenterprises.org

- SHRM Learning System Certification Preparation - August 2009
- Essential of Human Resource Management SHRM May 14 & 21 or Aug 19 & 26
- DISC Train the Trainer Certificate Program—April 15 or June 12
- Train the Trainer: A Results Based Approach—May 6th & May 13th

Our President Jerry Salsburg will represent GOOD at the National OD Network Conference!



New GOOD Network Website Making Its Debut in Late 2009!

We are excited to bring you a new enhanced version of <http://www.goodnetwork.us> that will be available in late 2009! Many of your recommendations for improvement from our latest Member Survey will be addressed as part of this upgrade. You'll find all of the features that you enjoyed from our old website, plus even more capabilities for exchanging information and networking along with greater site security and a more modern "look and feel". Check out the picture for a "sneak peek" of the new site homepage!



Here are some new functions that will expand the richness of our site:

- Simplified member management, including online account registration, payment, profile management, and member information/list sharing
- "Members Only" information that is visible and downloadable once you are logged in (e.g., newsletters, presentations and handouts from meetings, job postings, etc.)
- Leadership Team blog

Some of the capabilities available to you on our current site that will continue to be available in the new site include:

- Overview information about the GOOD Network and the Leadership Team
- Up-to-date details about upcoming events and meetings
- Meeting RSVP functionality
- Meeting/event resources including flyers, directions, pictures, etc.
- Links to useful websites and resources for OD practitioners

Our website is not outsourced and is managed directly by the GOOD Network Communications team led by Kristin Chase, VP Communications (kristin.chase@universalorlando.com). We also have technical consulting and development support from a long-time friend and colleague, Chuck Malani (cmalani@gmail.com). Your patience is appreciated as we work towards a more improved and valuable site for you in the limited time we have outside of our day jobs! Suggestions for content and design updates are always welcomed at info@goodnetwork.us.

Crucial Conversation from February 2009 with Simon Lia

What did GOOD members have to say about the Crucial Conversations overview with Simon Lia of GEMS Consulting at our February Bi-Monthly Meeting hosted by Schenck Company?



93.1% rated themselves **very satisfied**

Your comments were overwhelmingly positive:



"I liked the practical aspect"

"I most liked the concept of communication as a relationship issue"

"direct application, strong energy"

"Simon is a dynamic speaker"
"It was a needed reminder"

"Simon's passion for the subject was inspirational"

"It would benefit us to have Simon come back"



GOOD Network Open Leadership Positions ***Make a difference in your organization!***

The GOOD Network is managed by a team of dedicated volunteers who work diligently to provide you with opportunities that are a valuable investment of your time. We are currently seeking individuals for the following open positions:

First Chair-Elect Communication—will manage minimal content updates on our new website to be introduced in late 2009 (using the user-friendly content management system Expression Engine) and other communication responsibilities. Email VP Comm Kristin Chase at Kristin.chase@universalorlando.com for more details.



Chair-Elect Development—Assists President and VP Development in securing meeting locations, speakers, and cultivating a pool of potential speakers, as well as supporting events outside of the bi-monthly meetings such as the Book Club and Social/Networking events. Email VP Dev Anisa Singh at anisa.singh@universalorlando.com for more details.





**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 — see www.GOODNetwork.us for more details.

Bi Monthly Meetings:

- **Best Practice Sharing**

Location: Schenck Company (off John Young Pkwy west of College Park)

Date: Friday, June 12th, 2009

Time: 8:30am–12:30pm

- *We need YOU to share 5-7 minutes on YOUR best practice at our next meeting! This is our "Members Only" opportunity to showcase what's going on locally that's hot in OD. Contact Jerry Salsburg at jerry.b.salsburg@lmco.com to express your interest (a formal call for speakers will be emailed soon).*

Book Club:

- **Book Selection: "Fake Work: Why People are Working Harder than Ever but Accomplishing Less, and How to Fix the Problem"**

Location: Jason's Deli on West Colonial by Fashion Square Mall

Date/Time: Monday, May 4th 2009, 6:30pm–8:30pm

Info: Anisa Singh (anisa.singh@universalorlando.com)

Social/Networking Event (There's still time to RSVP for this one!):

- **Join your GOOD colleagues in a relaxed setting!**

Location: Dexter's Winter Park & Orlando Museum of Art

Date: Saturday, April 18th, 2009

Time: 11am–2:30pm

RSVP online at www.goodnetwork.us!

ORLANDO MUSEUM OF ART



Conferences

OD Network Conference 2009

Advancing the Theory and Practice of OD

October 18 - 21, 2009

Seattle Washington

Sheraton Seattle

International Society for Performance Improvement

THE Performance Improvement Conference 2009

April 17 - 22

Orlando, Florida

Walt Disney World Hotel

2009 SHRM Annual Conference and Exposition

New Ideas. New Orleans.

June 28 - July 1, 2009