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| **Chapter Name** | ATD Austin |
| **Chapter Number (ex. CH0000)** | CH7059 |
| **Chapter Location (City, State)** | Austin Texas |
| **Chapter Membership Size** | Medium (101 - 349) |
| **Contact Person for this Submission:** | Sallia Bandy |
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| **Phone Number:** | (512) - 948 - 8623 |
| **Chapter Board Position:** | President |
| **Chapter Website URL:** | [https://www.tdaustin.org](http://enotification.td.org/track/click/30530608/www.tdaustin.org?p=eyJzIjoiQnVrcmVITjNod0U2bElxLXJQeDJGY19KTVlRIiwidiI6MSwicCI6IntcInVcIjozMDUzMDYwOCxcInZcIjoxLFwidXJsXCI6XCJodHRwczpcXFwvXFxcL3d3dy50ZGF1c3Rpbi5vcmdcIixcImlkXCI6XCI1MDY4NWQwYjY0ZjA0ZGFmOWVjNTk0NGMxMzlkYWU1ZlwiLFwidXJsX2lkc1wiOltcIjBiOGZkNTUzY2JmOTgzYjg4OWQ5YzBlMTAyMWVhYzJhYjBmNDM1M2VcIl19In0) |
| **Submission Title:** | Getting Strategic with Your Organization |
| **Submission Description:** | We transformed our chapter leadership team from a flat organization to one that functions and has a much better chance of planning succession. |
| **Need(s) Addressed? Please be specific.** | The problems with our flat organization were several 1) each VP role was heavy with responsibility for a volunteer board, 2) succession planning was difficult and usually poor, and 3) the VP had to do all the work with the help of an occasional volunteer. |
| **What is your chapter's mission?** | The mission of ATD Austin is to advance the Austin Area learning and talent development community. ATD Austin is the local chapter of the international ATD professional association. ATD is the world’s leading organization focused on the promotion and advancement of workplace learning and performance. |
| **How does this effort align with your chapter's mission (Please provide specific examples)?** | With our flat organization model, we couldn't get as much done for our members as we wanted. We waited on each other to get things done. Our chapter leadership needed to be more nimble and we needed a plan to give advanced volunteer opportunities to people without killing them with responsibility. |
| **National ATD's mission is to "empower professionals to develop talent in the workplace". How does this submission align with ATD's mission? Please provide specific examples.** | We can empower our members with a more nimble organization. Instead of thirteen board members, we have 23 chapter leaders who can make things happen quicker. One example of our success is the ability to plan the implementation of a platform allows users to discover, curate, share, track, and value learning from any source. Our Director of Volunteers had bandwidth and the experience to plan the implementation and we are on schedule to bring the pilot group up this month. |
| **Target Audience: (Who will benefit/has benefited from this effort?)** | The whole chapter benefits. Members now have a path that they can follow if they want to be president of the chapter, building experience along the way. The path builds chapter experience, from member to volunteer to director to president elect to president. It will strengthen the commitment of each leader, because they know what it takes to do the board job. |
| **Costs/Resources Used: (include any details regarding use of resources including monetary, donations, contributions, volunteer hours, people resources, etc. and how you went about getting these resources)** | No extra costs were incurred. Our Executive Council (President, President Elect, and Past President) revised all the job descriptions, creating director positions that are doable for the volunteer leader. |
| **How did you implement: (please give a brief description)** | We started with the current org model from 2016, then pulled out logical director positions. Looking out a year, we added positions that we felt were needed. We'll adjust 2019 as we work through 2018. We explained the organization to our membership at several chapter meetings, highlighting positions that were open. This sparked interest in the membership, and we filled the director positions a few at a time. Before we knew it, we had a functioning chapter leadership team. |
| **What were the Outcomes: (Please include hard data regarding financial gains, membership increases, target audience satisfaction levels, publicity for the chapter or for the profession, etc.)** | Our directors are engaged. Our VPs are not dropping out because they are tired. As a matter of fact, our Past President and President will pick up VP roles in 2018 that have been empty for years. A director has less responsibility than a VP, but the responsibility is targeted - produce a newsletter, manage events, manage a specific SIG, etc. Another bonus is that VPs now have their own department of directors, so they gain valuable leadership experience. Were a Chapter of the Month this year, which was one of our goals in 2017. We couldn't have done that without depth of leadership. |
| **Lessons Learned: (hints and tips for other chapters who may be considering a similar effort)** | A vertical organization model is better than a flat model in a volunteer organization. People have busy lives and different commitment levels. Find a job that fits a person rather than trying to fit a person to a job, resulting in unhappiness and failure. Don't just fill a job because it's empty - the right person will come along when you least expect it. |
| **Please list the specific ATD chapter resources that helped guide you in the process of completing this best practice (e.g. people, documents, policies, by-laws, etc.):** | Visit other chapters' websites and look at how they manage their chapter leadership. We are a medium chapter, so we looked at large chapter organizations. We will never grow if we have a small mindset and don't aspire to bigger things. We have no problem taking what others have done and see if it fits our chapter. And, it usually will fit. |
| **Please attach any documents that help support this submission: (additional documents should be sent to Samantha Herman,** [sherman@td.org](mailto:sherman@td.org)**)** | [3 Year Plan - Austin ATD Leadership 2016 for SOS.pdf](http://enotification.td.org/track/click/30530608/forms.td.org?p=eyJzIjoiWGF1QWtrNUFoeGhYR0o4VXotT3dOVUR5ZTZVIiwidiI6MSwicCI6IntcInVcIjozMDUzMDYwOCxcInZcIjoxLFwidXJsXCI6XCJodHRwczpcXFwvXFxcL2Zvcm1zLnRkLm9yZ1xcXFxcXFwvZG93bmxvYWQucGhwP3E9Wm05eWJWOXBaRDB4TVNacFpEMHhORFVtWld3OVpXeGxiV1Z1ZEY4eE5nPT1cIixcImlkXCI6XCI1MDY4NWQwYjY0ZjA0ZGFmOWVjNTk0NGMxMzlkYWU1ZlwiLFwidXJsX2lkc1wiOltcIjJhN2QwMzI0NGE5ZjBjMjk3MjAxOGZjOTcxYWE3Yjc0ZDkzMjdmYTdcIl19In0) |
| **additional supporting documents:** | [Website Org Information.pdf](http://enotification.td.org/track/click/30530608/forms.td.org?p=eyJzIjoic29rRUtMOGxaSUVDQ0E0b2VhaGhvRUhsMUVBIiwidiI6MSwicCI6IntcInVcIjozMDUzMDYwOCxcInZcIjoxLFwidXJsXCI6XCJodHRwczpcXFwvXFxcL2Zvcm1zLnRkLm9yZ1xcXFxcXFwvZG93bmxvYWQucGhwP3E9Wm05eWJWOXBaRDB4TVNacFpEMHhORFVtWld3OVpXeGxiV1Z1ZEY4eU1nPT1cIixcImlkXCI6XCI1MDY4NWQwYjY0ZjA0ZGFmOWVjNTk0NGMxMzlkYWU1ZlwiLFwidXJsX2lkc1wiOltcIjJhN2QwMzI0NGE5ZjBjMjk3MjAxOGZjOTcxYWE3Yjc0ZDkzMjdmYTdcIl19In0) |
| **How did you become familiar with the Sharing Our Success (SOS) program?** | Saw or heard of SOS from LinkedIn Chapter Leaders' Group |
| **Would you be willing to present on this submission at the ATD Chapter Leaders Conference (ALC)? \*Request for Proposals (RFPs) open in May of each year at** [**td.org/alc**](http://enotification.td.org/track/click/30530608/td.org?p=eyJzIjoiWlljNTdDRGRWZk5jMG5qbmJXSHp5WktBRmk4IiwidiI6MSwicCI6IntcInVcIjozMDUzMDYwOCxcInZcIjoxLFwidXJsXCI6XCJodHRwOlxcXC9cXFwvdGQub3JnXFxcL2FsY1wiLFwiaWRcIjpcIjUwNjg1ZDBiNjRmMDRkYWY5ZWM1OTQ0YzEzOWRhZTVmXCIsXCJ1cmxfaWRzXCI6W1wiNTYzOWQ5MmYyNjI4ZmQ3YjQ3YmRjNDRhNzYxY2IwMDliZWVkYzA3ZVwiXX0ifQ)**. Selected session facilitators receive complimentary registration.** | Yes |