

Chapter Name	Greater Cincinnati Association for Talent Development
Chapter Number (ex. CH0000)	CH3044
Chapter Location (City, State)	Cincinnati, Ohio
Chapter Membership Size	Medium (100 - 299)
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Chapter Board Position:	Co-Leader of Dayton Geographic Interest Group
Chapter Website URL:	http://www.gcata.org
Submission Title:	Hands-on workshop format for the Dayton Geographic Interest Group
Submission Description:	<p>We all know that people learn by doing, so we have implemented a consistent hands on approach for every workshop provided by the Dayton Geographic Interest Group. Please note we only have workshops within the Dayton GIG and we DO NOT have meetings.</p> <p>Prior to the workshop we:</p> <ul style="list-style-type: none"> • Find a SME that has implemented a learning solution within their organization that others can use. For example, creating cheap but effective learning videos. • Encourage participants to bring something they need to build and want to work on during the workshop. <p>During the workshop we:</p> <ul style="list-style-type: none"> • Divide the room into teams that can each work on one solution. • Share the agenda and a few other logistical details. • Ask the SME to share (for about 5 minutes) their success. • Have participants identify what they will work on within their teams and debrief (about 5 minutes). • Ask the SME to share (for about 10 minutes) relevant details that will help participants build their solution. • Have participants complete a structured activity to build their solution or a game plan for success (about 20 minutes). • Debrief and end workshop passing out award for best solution (about 10 minutes). <p>After the workshop we:</p> <ul style="list-style-type: none"> • Send out ah-ha moments from the workshop and ask for future SME's.
Need(s) Addressed? Please be specific.	The need is to provide sessions that people want to attend and provide real value with an opportunity to interact with their peers.
What is your chapter's mission?	<p>MISSION: GCATD is the "go to" resource for best, emerging and relevant talent development practices for connecting workplace leaders.</p> <p>VALUES: Inspiration – motivate people to take action, build confidence and courage Innovation – focused on best and emerging practices</p>

Connection – we connect 1:1 and 1:many within GCATD and outside the organization
Excellence – demonstrating competence at its very best
WIIFM – our members find value in GCATD

How does this effort align with your chapter's mission (Please provide specific examples)?

GCATD is committed to serving its members through creative ways to connect others and provide relevant talent development practices and this format provides that opportunity.

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.

This workshop format allows participants to build tools and plans they will actually be able to use in the workplace. It helps people new to talent development learn how to effectively and efficiently develop others through hands-on learning and minimal preparation.

Target Audience: (Who will benefit/has benefited from this effort?)

Anyone involved in Talent Development. Especially those that need to design learning that promotes hand-on interaction.

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 additional costs associated. The venue was arranged through a contact with a local community college. SMEs are volunteers. Time invested is minimal due to the format. A nominal fee is charged to cover breakfast items.

How did you implement: (please give a brief description)

Workshop details are advertised through the chapter website and email communications. See above for details on the structure of each workshop.

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.)

The Dayton GIG is a well-attended workshop with between 16-30 people in attendance 3 times per year. We anticipate participation will continue to grow in the future.

Lessons Learned: (hints and tips for other chapters who may be considering a similar effort)

The SME and topic is expected to change, but by keeping things consistent with both format and logistics we have minimized the prep time needed to conduct effective workshops.

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.):

I have simply learned a lot from ATD meetings and contacts over the years that have helped design truly interactive workshops with very specific objectives.

Please attach any documents that help support this submission: (additional documents and documents over 2MB should be sent to Kylie Malloy, kmalloy@td.org)

[2019 Feb Meeting Activity.docx](#)

How did you become familiar with the Sharing Our Success (SOS) program?

Saw or heard of SOS from another Chapter Leader

Would you be willing to present on this submission at the ATD Chapter Leaders Conference (ALC)? *Request for Proposals (RFPs) open in May of

Yes

each year at td.org/alc. Selected session facilitators receive complimentary registration.
