

Sharing Our Success (SOS) Submission Form

| | |
|---------------|-----------------|
| Chapter Name: | Greater Atlanta |
|---------------|-----------------|

| | |
|--------------------------|--------------|
| Chapter Membership Size: | Large (300+) |
|--------------------------|--------------|

| | |
|-------------------------|----------------|
| Chapter Contact Person: | Nicole Ghosten |
|-------------------------|----------------|

| | |
|----------------|--------------------------|
| Email Address: | president@atdatlanta.org |
|----------------|--------------------------|

| | |
|---------------|--|
| Phone Number: | |
|---------------|--|

| | |
|-------------------------|-----------|
| Chapter Board Position: | President |
|-------------------------|-----------|

| | |
|----------------------|---|
| Chapter Website URL: | https://atdatlanta.org/ |
|----------------------|---|

| | |
|-------------------|------------------------|
| Submission Title: | Chapter Leader Roadmap |
|-------------------|------------------------|

| | |
|---|--|
| What did you do? (a 2-3 sentence summary of your effort): | The leader roadmap tracks significant events in your journey as a chapter leader. The Leadership Roadmap is used as a communication tool to help potential board members to see a what's expected throughout the duration of their term. |
|---|--|

| | |
|---|--|
| Who benefitted from this effort (Target Audience) Check all that apply: | Chapter Members Board Members Chapter Volunteers |
|---|--|

| | |
|---|---|
| Why did you do it? What chapter needs were addressed? | <p>We created a Chapter Leadership Journey in response to feedback from our members. Many expressed the need for more clarity on the specific time and task commitments required to serve on the Executive Board. To address this, we developed the Leadership Roadmap, which provides a detailed outline of the responsibilities and expectations for each leadership role.</p> <p>This roadmap has been incredibly beneficial to chapter members by offering transparency and helping them make informed decisions about their involvement. It also ensures members feel confident and prepared as they step into leadership positions, ultimately strengthening the overall effectiveness and engagement of our chapter.</p> |
|---|---|

| | |
|--|---|
| What were the measurable outcomes? (May include data regarding financial gains, membership increases, target audience satisfaction levels, publicity for the chapter or for the profession, etc.) | <p>Through the development of the Chapter Leadership Journey we saw the following outcomes:</p> <ol style="list-style-type: none"> 1. Increased Leadership Interest: An uptick in the number of members expressing interest in board positions. 2. Higher Board Participation Rates: An increase in the percentage of board positions filled compared to previous years, demonstrating improved engagement and confidence among members. 3. Improved Retention of Leaders: A decrease in mid-term resignations or burnout, as leaders entered their roles with clearer expectations and preparation. 4. Efficient Onboarding Processes: Reduced onboarding time for new leaders, as the Leadership Roadmap provided a clear guide to responsibilities and expectations upfront. |
| What steps did you take to implement this effort? (Remember that other chapter leaders will use this to replicate the effort. Be specific) | <p>We implemented the Chapter Leadership Journey by following a structured process:</p> <ol style="list-style-type: none"> 1. Member Feedback Collection: We began by gathering input from chapter members to understand their concerns and needs regarding leadership roles, focusing on clarity around time and task requirements. 2. Role Analysis: Collaborated with current and past board members to document the specific responsibilities, time commitments, and skill requirements for each leadership position. 3. Leadership Roadmap Development: Created a detailed, user-friendly guide outlining the expectations for each leadership role, including timelines, tasks, and key deliverables. 4. Communication and Launch: Introduced the Leadership in the annual Executive Board retreat to ensure awareness and accessibility. 5. Ongoing Support: Established a feedback loop to refine the roadmap based on member and leader experiences, ensuring it remains relevant and useful over time. 6. Integration into Succession Planning: Incorporated the Leadership Roadmap into recruitment, onboarding, and succession planning processes to create a seamless leadership development experience. |
| Is there anything you would do differently? | <p>We should continue to communicate this leadership journey to the chapter membership. For example, we did not share the leadership journey at our annual Leadership Academy. Going forward, we should share the roadmap at the chapter's Leadership Academy.</p> |
| When did you start working on this effort? | <p>Jan 01, 2024</p> |
| When did this effort go live? | <p>Feb 01, 2024</p> |
| Approximately how many hours were spent working on this? Include an estimate of hours spent across all board members and volunteers. | <p>20</p> |

| | |
|--|--|
| What resources did you use? Check all that apply: | Board Members |
| Which board positions were involved in the effort? | Past President, President Elect |
| Do you have any additional insights to share with other chapters implementing this effort? | Yes, this document should be reviewed with members in chapter meetings. It should also be updated annually for each board position. Also, survey whether membership finds the document helpful in your annual membership survey and implement feedback into the document |
| Please attach any documents that help support this submission. It is highly encouraged to submit editable files (ex. Word, Excel, etc): (additional documents and documents over 2MB should be sent to sos@td.org) | https://www.formstack.com/admin/download/file/17371611265 |
| How did you become familiar with the Sharing Our Success (SOS) program? Select all that apply: | ATD Chapter Leaders Conference (ALC) |
| Would you be willing to apply 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 . Selected session facilitators receive complimentary registration. | Yes |
| email_consent | true |