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| **Chapter Name** | ATD New York City |
| **Chapter Number (ex. CH0000)** | CH1026 |
| **Chapter Location (City, State)** | New York City, New York |
| **Chapter Membership Size** | Medium |
| **Contact Person for this Submission:** | Greg Simpson |
| **Email Address:** | gregory.simpson@atdnyc.org |
| **Phone Number:** | 646-256-0357 |
| **Chapter Board Position:** | President |
| **Chapter Website URL:** | https://atdnyc.org |
| **Submission Title:** | People Science GIG |
| **Submission Description:** | The People Science SIG meets quarterly, both in-person and virtually, where chapter members come together to learn about and share the latest thinking in data-driven analytics to enable learning and performance. This SIG provides a safe space to explore ideas, tools, and technology relating to learning analytics in an open, welcoming environment. |
| **Need(s) Addressed? Please be specific.** | From a conversation between a Board member and a Professor, came a 1-time “Human Capital analytics event” that was so well received that the Board decided to set up a SIG. |
| **What is your chapter's mission?** | Our mission is 1) to serve Greater New York City professionals with timely and relevant talent development programs, resources, and events so they can deliver strategic value to their stakeholders; 2) to expand their network of professional relationships; and 3) to enhance their career opportunities. |
| **How does this effort align with your chapter's mission (Please provide specific examples)?** | The People Science SIG is where chapter members come together to learn about and share the latest thinking in data driven analytics to enable learning and performance. The People Science SIG provides a safe space to explore ideas, tools, and technology in an open, welcoming environment. Meetings are held both in person and virtually to provide members the opportunity to gain proficiency and experience in various data analytic techniques, tools, and processes. We welcome members with all levels of expertise in people analytics and believe that we learn best when we learn together.  The People Science SIG will meet quarterly and offer both in-person and webinar events to address common People Science issues around turnover, learning analytics, organizational effectiveness, and engagement.  Everyone is welcome to participate in the People Science SIG regardless of whether you’re an analytics novice or a pro! |
| **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.** | The People Science SIG allows ATD NYC to offer another talent development opportunity for members of all skill levels. Helping our members be more comfortable with data analytics will allow them to remain relevant and have a bigger impact in their roles. |
| **Target Audience: (Who will benefit/has benefited from this effort?)** | Any chapter member or non-member who is interested in learning more about human capital analytics.  The Chapter will benefit by allowing the SIG Leads to provide guidance on data collection and analysis. It will also provide live (anonymous, of course) data for the SIG to use for their events. |
| **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)** | Cost comes from volunteer hours used to review our current data/data sources, clean up the data, and analyzing the data collected. Google docs (Sheets) will be used and information will be stored securely on Google Drive. |
| **How did you implement: (please give a brief description)** | A former board member met a professor at one of our chapter events and after some discussion, they decided to test the waters with a single human capital analytics event. The initial event was very well received and attended so the 2018 Board green-lighted the formation of a new special interest group for the Chapter. We appointed co-leads with deep experience in analytics. One is a college professor who also runs his own analytics company (FYI, he also a member of ATD LI) and the other applies his skills in the corporate world.  Our VP SIGs worked with the SIG Leads to get them up-to-speed on creating events in Wild Apricot and helped the secure space for their first couple of events. From there, the SIG Leads were able to bring in practitioners from which attendees could learn. |
| **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.)** | SIG is seen as timely and relevant. Another professional development opportunity for our members. We’ve gained new members as a result of the SIG. The Chapter has benefited from suggestions related to data cleanup and data capture. |
| **Lessons Learned: (hints and tips for other chapters who may be considering a similar effort)** | Using the pilot approach helped us gauge the interest in the topic. |
| **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.):** | N/A |
| **Please attach any documents that help support this submission: (additional documents should be sent to Samantha Herman,** [sherman@td.org](mailto:sherman@td.org)**)** | No samples to share but info is available on our website. |
| **How did you become familiar with the Sharing Our Success (SOS) program?** | ALC |
| **If you selected "other", please explain your response.** |  |
| **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=eyJzIjoiQUsxa01maXQwRlVRUXVWUkFVdTBaUGtJTUhNIiwidiI6MSwicCI6IntcInVcIjozMDUzMDYwOCxcInZcIjoxLFwidXJsXCI6XCJodHRwOlxcXC9cXFwvdGQub3JnXFxcL2FsY1wiLFwiaWRcIjpcIjllOWIwNzRmNjkzYzRlMTJhZDJlZjdjM2UwNTViY2M2XCIsXCJ1cmxfaWRzXCI6W1wiNTYzOWQ5MmYyNjI4ZmQ3YjQ3YmRjNDRhNzYxY2IwMDliZWVkYzA3ZVwiXX0ifQ)**. Selected session facilitators receive complimentary registration.** | Yes |