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| **Chapter Name** | San Antonio Chapter |
| **Chapter Number (ex. CH0000)** | CH7086 |
| **Chapter Location (City, State)** | San Antonio |
| **Chapter Membership Size** | Medium (101 - 349) |
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| **Chapter Board Position:** | Past President |
| **Chapter Website URL:** | [http://www.saatd.org](http://enotification.td.org/track/click/30530608/www.saatd.org?p=eyJzIjoiNFVoUE94c2x0ZTNjSm5naTB4dFZiai1wLTlzIiwidiI6MSwicCI6IntcInVcIjozMDUzMDYwOCxcInZcIjoxLFwidXJsXCI6XCJodHRwOlxcXC9cXFwvd3d3LnNhYXRkLm9yZ1wiLFwiaWRcIjpcIjU5NzMyZTYxOGJhODQ1NzhhZDhlM2IyZDM2ZjczNTA0XCIsXCJ1cmxfaWRzXCI6W1wiODUwNDY3MzVlNGY0YTI4MWZkZDZiMTE5MGI4MmJlMDlkNjM3YmMwNlwiXX0ifQ) |
| **Submission Title:** | Emerging Leaders Leadership Series |
| **Submission Description:** | The San Antonio Chapter of the Association for Talent Development (ATD) partnered with the San Antonio Chapter of Prospanica; an affiliate of the national organization that directly supports the growth and development of Hispanic professionals. This partnership to include support from Barbara Greene and Associates came together based on various needs assessments from both ATD- San Antonio and Prospanica-San Antonio to design and develop a program that assisted in one’s ability to create their own shadow of a leader. Additionally, to provide information on what is leadership versus management and when it would be best to leverage one over the other. Most importantly, to provide tools, techniques and best practices to the program’s participants on how they can obtain their end result and still maintain a positive perspective of their personal brand. |
| **Need(s) Addressed? Please be specific.** | Post Office Box 461566 San Antonio, TX 78246-1566 |
| **What is your chapter's mission?** | The San Antonio Chapter of the Association for Talent Development is, “To empower professionals to develop knowledge & skills successfully.” |
| **How does this effort align with your chapter's mission (Please provide specific examples)?** | The Emerging Leaders Leadership Series aligns with the San Antonio Chapter’s mission by addressing and/or supporting the following: • It provides members of the San Antonio Chapter to participate in a program that could assist them in developing their leadership and management skills and knowledge. • It allows the San Antonio Chapter an opportunity to directly support members of the surrounding community by being involved with the various cohort groups and their project which addressed various community related issues. Please see the attached cohort list and their associated projects  • It allowed the San Antonio Chapter a chance to partner with another professional organization that is also involved with assisting professionals in developing their knowledge and skills  • Lastly and most importantly, it allows the Chapter to provide other programs that go beyond what is currently offered such as curriculum design, new learning technologies and platform skills. By offering this type program, we are now able to directly support ATD’s Foundational Competencies which include both Interpersonal and Personal Skills. |
| **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.** | ATD’s vision and mission of “Create a world that works better” and “Empower professionals to develop talent in the workplace” respectively coincides greatly to the purpose of the Emerging Leaders Leadership Series. Leadership and management are terms that are utilized quite a bit but, do people truly understand what they are? Additionally, do they know how important it is that a lack of leadership and management can negatively impact an organization and its ability to achieve its results? By providing this program, the participant’s and their supervisors / leaders now have an outlet within the San Antonio area where they can obtain direct support developing these critical skills. Listed below are the specific examples on how it aligned with the ATD’s vision and mission: • One of our participants had a challenge in regards to standing up for herself to include being frightful of the negative impact it could have she raised these concerns with her supervisor. She explained that after engaging with her newly identified strengths and focusing on her end-result when communicating to obtain mutual understanding, she was able to bring her concerns to her supervisor without the fear of oppression. Ultimately, she was able to bring these concerns to her supervisor which changed her supervisor’s mindset and now they are able to have a more productive and positive relationship.  • The second example was from a participant who works for himself as an entrepreneur by providing a service to his primary customer base. Because of this, he rarely had to rely on others to get a variety of task accomplished. As part of the Emerging Leaders Leadership Series, all participants had to work in a team, focused on completing their legacy project. The participant indicated that by knowing each other’s strengths and communicating with each other on tasks, they were able to get thing done. He commented that he now can better approach others in order to get things done without having to push or even utilize insensitive language. |
| **Target Audience: (Who will benefit/has benefited from this effort?)** | The target audience for the Emerging Leaders Leadership Series included those with the following attributes / elements: • Newly assigned employees to supervisory or management positions • Employees who felt it was necessary to take another approach on how they identified or how they created their shadow of a leader • To assist those who would like an alternative method in obtaining their end result by leveraging various soft skills tools and tactics. |
| **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)** | Listed below are the cost / resources associated with the program: • $500.00 participant fee. Fee included a light breakfast and lunch for each event. Additionally, included all of the materials to include the utilization of the Emotional Intelligence and Strengths Finders assessments • ATD – San Antonio obtained and registered seven of the 20 participants • ATD – San Antonio primarily designed & developed the curriculum as well as provided facilitation with some of the training modules. They also provided 13 of the 20 participants.  • Prospanica – San Antonio assisted in designing & developing the curriculum. Additionally, they procured all the training locations as well as provided refreshments and food for each training module • Barbara Greene and Associates assisted in the design and development of the curriculum as well provided the primary facilitator for Strengths Finders module |
| **How did you implement: (please give a brief description)** | We implemented the Emerging Leaders Leadership Series in the following methodolgy: • Six training modules were designed and developed with each module facilitated per month • Each module had a prescribed set of learning objectives and the training time averaged between three to five hours • A “Meet & Greet” was provided mid-point of the training schedule in order for participants to bring their spouses and supervisors to network and build positive relationship with other leaders • One of the primary purposes of the Emerging Leaders Leadership Series was for participants to leave their legacies. In this case, the program utilized the cohort projects as a means to identify a need in the community, create a possible resolution utilizing a limited amount of resource and implementing it in order to obtain resolution as well as leave the cohort group’s legacy.  • From the first training module to the last, the participant’s supervisor / managers were part of the Emerging Leaders Leadership Series. In order to ensure we received buy-in and support from the supervisor and their respective company, we asked that they participate. This assisted us in ensuring we received the necessary feedback as well as plan for future events.  • \*\*\*Please see the attached brochure which provides information the training modules as well as other detailed information |
| **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.)** | Overall, we received positive reviews from both the participants and their supervisors. Most of the feedback we received focused on the leadership and management information that was provided and the interactive way on how it was presented. Most importantly, the cohort projects became the platform where the newly provided skills and best practices could be tested and utilized. |
| **Lessons Learned: (hints and tips for other chapters who may be considering a similar effort)** | Listed below are some lessons learned in regards to the Emerging Leaders Leadership Series: • Content should have included more leadership and management scenarios and situations in order to emphasize on key points • Feedback we received from the participants included having more direction in regards to the cohort project, more focus on management styles and conflict resolution • Lastly, we utilized three venues for the training locations. One particular venue was a bit cramped.  • \*We notated all of the feedback and suggestions to ensure the second series is modified and refined |
| **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.):** | Listed below are the resources utilized to design, develop and implement the Emerging Leaders Leadership Series: • Webster University as a training venue • San Antonio Area Foundation as a initial and final training venue • San Antonio Lighthouse for the Blind as one of the training venues • Twelve Areas of Expertise • Emotional Intelligence / Strength Finders / Values Cards • Bloom’s Taxonomy of Creating Learning Objectives • San Antonio Chapter event registration function • San Antonio Chapter network to communicate the information • San Antonio Chapter growth plan |
| **Please attach any documents that help support this submission: (additional documents should be sent to** [SOS@td.org](mailto:SOS@td.org)**)** | [SOS Submission\_Emerging Leaders Series.docx](http://enotification.td.org/track/click/30530608/forms.td.org?p=eyJzIjoiRjl4bGZzOVEyd1hDVHdOU2l5MVdVMDAtUzdnIiwidiI6MSwicCI6IntcInVcIjozMDUzMDYwOCxcInZcIjoxLFwidXJsXCI6XCJodHRwczpcXFwvXFxcL2Zvcm1zLnRkLm9yZ1xcXFxcXFwvZG93bmxvYWQucGhwP3E9Wm05eWJWOXBaRDB4TVNacFpEMHhNak1tWld3OVpXeGxiV1Z1ZEY4eE5nPT1cIixcImlkXCI6XCI1OTczMmU2MThiYTg0NTc4YWQ4ZTNiMmQzNmY3MzUwNFwiLFwidXJsX2lkc1wiOltcIjJhN2QwMzI0NGE5ZjBjMjk3MjAxOGZjOTcxYWE3Yjc0ZDkzMjdmYTdcIl19In0) |
| **additional supporting documents:** | [ELLS Participant ListV5.xlsx](http://enotification.td.org/track/click/30530608/forms.td.org?p=eyJzIjoiLXFGNXA1MFRKWGVkeHdkTmp5YnBCNkUxQWNvIiwidiI6MSwicCI6IntcInVcIjozMDUzMDYwOCxcInZcIjoxLFwidXJsXCI6XCJodHRwczpcXFwvXFxcL2Zvcm1zLnRkLm9yZ1xcXFxcXFwvZG93bmxvYWQucGhwP3E9Wm05eWJWOXBaRDB4TVNacFpEMHhNak1tWld3OVpXeGxiV1Z1ZEY4eU1nPT1cIixcImlkXCI6XCI1OTczMmU2MThiYTg0NTc4YWQ4ZTNiMmQzNmY3MzUwNFwiLFwidXJsX2lkc1wiOltcIjJhN2QwMzI0NGE5ZjBjMjk3MjAxOGZjOTcxYWE3Yjc0ZDkzMjdmYTdcIl19In0) |
| **additional supporting documents:** | [Brochure\_Leadership\_Series16.pdf](http://enotification.td.org/track/click/30530608/forms.td.org?p=eyJzIjoiRk93aVdyY0lvc2FGTUZ2dW51Ym0zT0tJZUw0IiwidiI6MSwicCI6IntcInVcIjozMDUzMDYwOCxcInZcIjoxLFwidXJsXCI6XCJodHRwczpcXFwvXFxcL2Zvcm1zLnRkLm9yZ1xcXFxcXFwvZG93bmxvYWQucGhwP3E9Wm05eWJWOXBaRDB4TVNacFpEMHhNak1tWld3OVpXeGxiV1Z1ZEY4eU13PT1cIixcImlkXCI6XCI1OTczMmU2MThiYTg0NTc4YWQ4ZTNiMmQzNmY3MzUwNFwiLFwidXJsX2lkc1wiOltcIjJhN2QwMzI0NGE5ZjBjMjk3MjAxOGZjOTcxYWE3Yjc0ZDkzMjdmYTdcIl19In0) |
| **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 each year at** [**td.org/alc**](http://enotification.td.org/track/click/30530608/td.org?p=eyJzIjoiWU5FZUd4UERvQUc3MkVTN3RnZVh5MWp5ckRrIiwidiI6MSwicCI6IntcInVcIjozMDUzMDYwOCxcInZcIjoxLFwidXJsXCI6XCJodHRwOlxcXC9cXFwvdGQub3JnXFxcL2FsY1wiLFwiaWRcIjpcIjU5NzMyZTYxOGJhODQ1NzhhZDhlM2IyZDM2ZjczNTA0XCIsXCJ1cmxfaWRzXCI6W1wiNTYzOWQ5MmYyNjI4ZmQ3YjQ3YmRjNDRhNzYxY2IwMDliZWVkYzA3ZVwiXX0ifQ)**. Selected session facilitators receive complimentary registration.** | Yes |