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| **Chapter Name** | Greater Las Vegas |
| **Chapter Number (ex. CH0000)** | CH8070 |
| **Chapter Location (City, State)** | Las Vegas, Nevada |
| **Chapter Membership Size** | Small (Less than 100) |
| **Contact Person for this Submission:** | Amanda Rael (taken over the phone by CRC member Leanne Barron) |
| **Email Address:** | [amanda.rael@allegiantair.com](mailto:amanda.rael@allegiantair.com) |
| **Phone Number:** | (702) - 830 - 8608 |
| **Chapter Board Position:** | VP Programming and Development |
| **Chapter Website URL:** | [http://atdlasvegas.org](http://enotification.td.org/track/click/30530608/atdlasvegas.org?p=eyJzIjoieGplZzVFeFpoTF9id2hCNk5XR3d3aURpM3NZIiwidiI6MSwicCI6IntcInVcIjozMDUzMDYwOCxcInZcIjoxLFwidXJsXCI6XCJodHRwOlxcXC9cXFwvYXRkbGFzdmVnYXMub3JnXCIsXCJpZFwiOlwiMjUxMWY0NDkwZWZhNGI0YmJlZjdjZDMxMGNkMTg3NmNcIixcInVybF9pZHNcIjpbXCIwNDUyYWQyOTk0Y2NhOWY0OGExZGQxYmFhNmVkZTk4MWJlMmJjMDI5XCJdfSJ9) |
| **Submission Title:** | Preventing a Program Flop |
| **Submission Description:** | The board came up with a way to keep monthly presenters and chapter leadership on the same page to get the greatest value out of the programs. This SOS talks about the importance of learning how to say no to a presentation or program that doesn't meet ATD expectations, doesn't help the chapter members/program attendees become better trainers or doesn't involve ATD organizational competencies. |
| **Need(s) Addressed? Please be specific.** | The chapter had a few program flops which hurt their engagement and reputation and they recognized the need to create more value for the membership. The chapter had several programs that weren't focused on training. The board were sometimes getting speakers to just fill says and needed to draw a clear line and establish stricter program standards. They also wanted to increase membership and recognized the importance of meetings and good topics. |
| **What is your chapter's mission?** | To provide a dynamic environment that empowers workplace learning and performance professionals to share development resources that support growth of its members and community at large. |
| **How does this effort align with your chapter's mission (Please provide specific examples)?** | This effort aligns with the chapter's mission because it helps provide better programming, a conducive learning environment, and resources and tools that the members can immediately put to use. |
| **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.** | By providing better programming with more takeaways, the board members promote empowerment and encourage chapter members to bring the tools back to their workplaces and use the information to help develop talent. |
| **Target Audience: (Who will benefit/has benefited from this effort?)** | Chapter members, potential members, and board members |
| **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)** | The volunteer hours that it took to look through the Speaker's Bureau and Board members' time. Volunteer hours, webex software for meetings with the speakers. |
| **How did you implement: (please give a brief description)** | The board realized if they didn't say no to some of the potential speakers it would affect the health and wellness of the chapter, turn away potential members and disengage current members. They needed speakers immediately so they decided to put out a call to the chapter members and assess the top talent that they had inside the chapter. The chapter also developed a form to put on their website with specific information about what they were looking for in a monthly program. In addition, they also went through the ATD speaker's bureau looking for potential speakers that would meet their needs and not be too costly (all of their speakers usually agree to present free of charge). The board also asked members if they knew of anyone and lined up a few speakers through referrals. They brainstormed and also came up with a few programs that didn't require a speaker such as "Bring your own energizers" and "Bring us your training and development problems" sessions where the chapter members interacted with and learned from each other.  The chapter was having a problem with speakers who don't deliver and don't meet the board's expectations of a good program. They brainstormed as a group and started by implementing a program evaluation for the members to gather feedback and then developing a plan for vetting speakers in a more efficient way. They instituted a policy of meeting with the upcoming speakers beforehand via webex and asking a few specific questions to make sure the program is what they need. The board members make sure that they tread carefully and frame it in a positive way so the speaker understands it's a part of their programming process and a way that the board can help the speaker. |
| **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 chapter has not had a program flop since implementing this process in late 2017. As a result of this effort overall attendance, communication, membership and engagement increased. The chapter's reputation improved and there was more excitement surrounding meetings. The webex meetings have allowed the board members to see the upcoming program and redirect the speaker if they need to. The speakers have been receptive to this because of the way the board frames it as part of their regular process. |
| **Lessons Learned: (hints and tips for other chapters who may be considering a similar effort)** | As fas as lessons learned, this is more beneficial and easier than they initially realized, doesn't take a lot of time and has yielded very positive results. They have learned that it is easier if more than one person/board member attends the webex with the speaker. Just because a potential speaker says they will talk about the topic doesn't mean that they will or that they will meet your needs. The chapter also learned that they need additional vetting of speakers, it's OK to go a month without a meeting and they can plan out several months ahead by topic and then fill in the speakers as they find them. |
| **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.):** | ALC, their NAC, ATD speaker's bureau, core competencies and past SOS's |
| **Please attach any documents that help support this submission: (additional documents should be sent to Samantha Herman,** [sherman@td.org](mailto:sherman@td.org)**)** | [Meeting Evaluation.pdf](http://enotification.td.org/track/click/30530608/forms.td.org?p=eyJzIjoiVElDMURwa3R6bGNMLTh4YjNKdW5xTWp2OXVVIiwidiI6MSwicCI6IntcInVcIjozMDUzMDYwOCxcInZcIjoxLFwidXJsXCI6XCJodHRwczpcXFwvXFxcL2Zvcm1zLnRkLm9yZ1xcXFxcXFwvZG93bmxvYWQucGhwP3E9Wm05eWJWOXBaRDB4TVNacFpEMHhOekVtWld3OVpXeGxiV1Z1ZEY4eE5nPT1cIixcImlkXCI6XCIyNTExZjQ0OTBlZmE0YjRiYmVmN2NkMzEwY2QxODc2Y1wiLFwidXJsX2lkc1wiOltcIjJhN2QwMzI0NGE5ZjBjMjk3MjAxOGZjOTcxYWE3Yjc0ZDkzMjdmYTdcIl19In0) |
| **additional supporting documents:** | [Meeting Preparation Checklist.pdf](http://enotification.td.org/track/click/30530608/forms.td.org?p=eyJzIjoicFhJZ1JWX0VQNGV3Zk4tTERqZ3VYTmE0OHRBIiwidiI6MSwicCI6IntcInVcIjozMDUzMDYwOCxcInZcIjoxLFwidXJsXCI6XCJodHRwczpcXFwvXFxcL2Zvcm1zLnRkLm9yZ1xcXFxcXFwvZG93bmxvYWQucGhwP3E9Wm05eWJWOXBaRDB4TVNacFpEMHhOekVtWld3OVpXeGxiV1Z1ZEY4eU1nPT1cIixcImlkXCI6XCIyNTExZjQ0OTBlZmE0YjRiYmVmN2NkMzEwY2QxODc2Y1wiLFwidXJsX2lkc1wiOltcIjJhN2QwMzI0NGE5ZjBjMjk3MjAxOGZjOTcxYWE3Yjc0ZDkzMjdmYTdcIl19In0)  [ATDLV Speaker Proposal Form- Blank.docx](http://enotification.td.org/track/click/30530608/forms.td.org?p=eyJzIjoiT245T3RNQkQtbWsxdXltVkQ0LUhtellKd2JJIiwidiI6MSwicCI6IntcInVcIjozMDUzMDYwOCxcInZcIjoxLFwidXJsXCI6XCJodHRwczpcXFwvXFxcL2Zvcm1zLnRkLm9yZ1xcXFxcXFwvZG93bmxvYWQucGhwP3E9Wm05eWJWOXBaRDB4TVNacFpEMHhOekFtWld3OVpXeGxiV1Z1ZEY4eE5nPT1cIixcImlkXCI6XCI4ZTZkNjg3MmQ1MjY0MWY4YWYwM2I0MGI4YmVkMmQ1NFwiLFwidXJsX2lkc1wiOltcIjJhN2QwMzI0NGE5ZjBjMjk3MjAxOGZjOTcxYWE3Yjc0ZDkzMjdmYTdcIl19In0) |
| **How did you become familiar with the Sharing Our Success (SOS) program?** | Other |
| **If you selected "other", please explain your response.** | ALC |
| **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=eyJzIjoid2ZrbXYzUmpZWUNVT0FMMHlQM0xPVU9BN2pjIiwidiI6MSwicCI6IntcInVcIjozMDUzMDYwOCxcInZcIjoxLFwidXJsXCI6XCJodHRwOlxcXC9cXFwvdGQub3JnXFxcL2FsY1wiLFwiaWRcIjpcIjI1MTFmNDQ5MGVmYTRiNGJiZWY3Y2QzMTBjZDE4NzZjXCIsXCJ1cmxfaWRzXCI6W1wiNTYzOWQ5MmYyNjI4ZmQ3YjQ3YmRjNDRhNzYxY2IwMDliZWVkYzA3ZVwiXX0ifQ)**. Selected session facilitators receive complimentary registration.** | Yes |