

Chapter Name	ATD Detroit
Chapter Number (ex. CH0000)	CH5014
Chapter Location (City, State)	Detroit, MI
Chapter Membership Size	Medium (100 - 299)
Contact Person for this Submission:	Esther Jackson
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Chapter Board Position:	President
Chapter Website URL:	http://www.detroitatd.org
Submission Title:	Networking in a Box
Submission Description:	This submission includes nine (9) activities that can be used by chapters for an icebreaker or networking to promote attendee engagement. A description of the required materials and the directions for implementation are also included. Variations of these activities can also be created to increase the number of activities that may be used.
Need(s) Addressed? Please be specific.	<ol style="list-style-type: none"> 1) Structured activities available for chapter use at networking and other chapter events 2) Use of activities that promote engagement and allow for networking 3) Allows the chapter to allocate time prior to meeting presentations productively 4) Helped us to promote our brand and keep the momentum going after receiving feedback from chapter members that they look forward to our chapter's creative approaches to networking/ice breakers 5) Fulfilled our need to be creative with a variety of activities to implement with professional groups of 8 – 65 persons in different chapter event types
What is your chapter's mission?	To promote the growth of workplace learning and performance by providing members with professional development opportunities, targeted services, and relevant events that impact business goals.
How does this effort align with your chapter's mission (Please provide specific examples)?	These activities encourage interaction amongst professionals attending our events. They can allow for relationship building and engagement that spark attendee interest in learning about others while promoting enthusiasm for learning. In addition, targeted services and relevant events are addressed with the networking, interactions amongst other professionals in the field, and sharing backgrounds.
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.	<p>As individuals get acquainted with peers in the industry, they can learn about trends, improve their skill sets, stay current with the job market, seek out potential mentors, develop partnerships, and gain resources for career pursuits or other endeavors.</p> <p>Networking in a Box activities can provide structured activities that result in a greater level of empowerment for professionals who participate.</p>

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

Chapter membership and guests

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)

Approximately a spread of 3.25 hours for researching sample activities to model, creating the individual activities, creating the templates, and writing the instructions. Resources used included an icebreaker/activities book for trainers to obtain the "Treasure Hunt" sheet but the directions have been modified for this submission.

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

For each chapter event, we determine if the meeting format and timeframe will allow for a networking activity or icebreaker to be included. If time allows, a networking activity/icebreaker is selected based on how well it aligns to the following:

- Type of presentation
- Presentation topic
- Time available for the activity
- Number of attendees expected to attend
- Type of venue

The designated chapter meeting host is informed by the VP of Programs about which activity will be included. A person is designated at the board meeting prior to the chapter event to facilitate the activity. The VP of Programs ensures that they have all necessary materials and directions. Following the welcome and logistics, the designated facilitator of the activity provides the directions and starts the activity. If applicable, other board members present will distribute any materials to the attendees that may be needed such as an icebreaker sheet.

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.)

- Ratings on evaluations improved by 15%.
- Attendee arrival prior to presentation time improved.
- After two consecutive meetings of implementing activities at meeting opening, at least 10% of attendees personally expressed their pleasure in participating and their satisfaction with the chapter continuing to conduct them.
- Two chapter members submitted suggestions for additional activities to consider using without being solicited.
- A few attendees shared that they heard about the wonderful time their colleagues or associates had with activities in a prior meeting. This reflected that members/guests were sharing positive experiences that encouraged others to become involved with the chapter.
- Three members/guests shared that they were impressed with the changes in the chapter from us implementing structured networking activities and icebreakers which they were not familiar with us doing in the past when they attended. They decided to return and start attending events again with the thought that we were finally doing something different.

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

- Networking should be structured as an activity in some events but not all.
- Networking is not natural for everyone so assistance is needed for some individuals with the use of an activity.
- Networking activities and icebreakers serve different purposes but can sometimes achieve the same goal.
- We need to be creative and innovative but appropriate with

selection of our activities.

- Be willing to change things up while staying relevant to our focus of talent development.
- Ensure that the facilitator understands the purpose and how to conduct the activity.
- Give clear and specific directions for activities and be intentional and TIMELY.
- Avoid long and drawn out activities that can turn off attendees.
- Give opportunity for others to share ideas for approaches to networking and attendee engagement.
- Every event may not warrant an activity.

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 and documents over 2MB should be sent to Kylie Malloy, kmalloy@td.org)

[Bingo.doc](#)

additional supporting documents:

[Cast Call.docx](#)

additional supporting documents:

[Empower U Conference Bingo Card.doc](#)

additional supporting documents:

[Find Your Identity & The Perfect Pair.docx](#)

additional supporting documents:

[Scavenger Hunt.docx](#)

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

Saw or heard of SOS on an area call with my NAC

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. Selected session facilitators receive complimentary registration.

Yes