

## Sharing Our Success (SOS) Submission Form

<b>Chapter Name:</b>	Cascadia
<b>Chapter Membership Size:</b>	Medium (101-299)
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<b>Chapter Board Position:</b>	Administrator/Business Manager
<b>Chapter Website URL:</b>	www.tdcascadia.org
<b>Submission Title:</b>	Building a Community of Support for Talent Development Leaders: Sharing Best Practices and Overcoming Organizational Challenges
<b>What did you do? (a 2-3 sentence summary of your effort):</b>	Dan Vetter and Dan Bilderback implemented the ATD Cascadia Learning Leaders SIG. It is a monthly discussion forum that brings together professionals who lead the learning and development function for their respective organizations
<b>Who benefitted from this effort (Target Audience) Check all that apply:</b>	Chapter Members Potential Chapter Members Non-Chapter Members Other: Individuals in a formal L & D Leadership position
<b>Why did you do it? What chapter needs were addressed?</b>	<p>Two dedicated volunteers implemented the ATD Cascadia Learning Leaders SIG. It is a monthly discussion forum that brings together professionals who lead the learning and development function for their respective organizations.</p> <p>Their purpose was to bring Talent Development leaders together to build community, so they can share best practices and feel supported in their work. As a chapter, we have focused on various groups, such as instructional designers or those new to the L&amp;D world, but have focused less on the needs of those leading the learning efforts in their organizations and the challenges they face.</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.)**

We have established a small core of attendees who come together to share their accomplishments and challenges with the group. This has produced a number of discussion topics that most learning leaders are facing to one degree or another, from authoring and delivering Diversity, Equity, and Inclusion training to staffing and funding challenges. One of the positive outcomes from these discussions is the level of support we receive from our peers when dealing with challenges that are all too common when managing the Learning and Development function of an organization.

In 2023, the first year of the program, attendance rate averaged 56% of registered attendees. In 2024, the average attendance rate was about 69%, with several months having 100% attendance rate indicating a strong interest and dedicated attendees.

**What steps did you take to implement this effort? (Remember that other chapter leaders will use this to replicate the effort. Be specific)**

1. We decided that a lunch and learn format was preferable, given the busyness of our respective positions.
2. We built on existing contact lists to invite learning leaders in our geographic area.
3. We wrote marketing material describing the purpose of this Special Interest Group and bios of the facilitators.
4. We advertise our monthly meeting on the ATD Cascadia website and contact potential attendees with a registration email.
5. We constructed a format for the meeting which includes an icebreaker, a time for sharing accomplishments and challenges, and then narrow the discussion to focus on one or two challenges where we can support each other by listening and sharing our own insights and experiences.
6. Any challenges or topics not discussed are added to a list to be revisited in later sessions.

**Is there anything you would do differently?**

We started this group rather experimentally, so our expectations weren't well-defined. That has worked up to now in getting this group established. Now that we are a year into the program, it might benefit us to have clearer picture of what we are wanting to accomplish and how to measure our progress. In 2024, a topic of discussion was added to each months' program to help frame the conversation during that session.

**When did you start working on this effort?**

Jan 29, 2023

**When did this effort go live?**

Mar 07, 2023

<b>Approximately how many hours were spent working on this? Include an estimate of hours spent across all board members and volunteers.</b>	20
<b>What resources did you use? Check all that apply:</b>	Volunteers Board Members Other: The two volunteers who started the Special Interest Group have vast experience in the field and with the chapter.
<b>How many volunteers were you able to recruit?</b>	There are 2 volunteers who coordinate the monthly efforts
<b>Which board positions were involved in the effort?</b>	Board approval and support were needed. Administrative support aids in promoting the program each month.
<b>Do you have any additional insights to share with other chapters implementing this effort?</b>	It's remarkable how much we as learning leaders have in common, irrespective of industry. We have learning leaders from finance, manufacturing, state government, and medical, yet our accomplishments and challenges are strikingly similar, proving that "we're all in this together." That is a major selling point of this particular SIG. As one of our attendees said, "I'm surprised at the depth of people on this call; so many of our organizations don't allow for this level of gathering."
<b>How did you become familiar with the Sharing Our Success (SOS) program? Select all that apply:</b>	Chapter Leader ATD Chapter Leaders Conference (ALC) National Advisors for Chapters (NAC) Leader Connection Newsletter (LCN) Chapter Relations Manager (CRM) Other: I am submitting this on behalf of the two volunteers - Dan Vetter and Dan Bilderback. I do not know if they would be available to present so I am marking no for now.
<b>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 <a href="http://td.org/alc">td.org/alc</a>. Selected session facilitators receive complimentary registration.</b>	No