

SOS Submission Form

Chapter Name: ATD New York City

Chapter Membership Size Large (300+)

Contact Person for This Submission: Greg Simpson

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Chapter Board Position: President

Chapter Website URL: <https://atdnyc.org/>

Submission Title: Associate Vice President (AVP) Roles as a Means of Succession Planning

Submission Description: ATD NYC developed a strategy to engage more volunteers with opportunities to manage short-term projects. The benefits included more volunteers, and some conversions into board members.

Need(s) Addressed? Please be specific. NYC needed to find a way to:
1) Encourage people to take a longer-term volunteer assignment, and
2) Convert those longer-term volunteers to board positions which ultimately helped in succession planning.

What is your chapter's mission? Our mission is to serve the business professionals of Greater New York City with cutting-edge human performance improvement programs, resources, and events so they can deliver strategic value to their stakeholders; to expand their network of professional relationships, and to enhance their career opportunities.

How does this effort align with your chapter's mission? (Please provide specific examples) Smart leaders know that people are the key to driving an organization's competitive edge. People are the chief asset in a fast-paced world, where knowledge and service are the currency of success. The best strategic solution to meet these challenges is workplace learning, which unleashes talent and leads people to peak performance.

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 activities of the chapter are aligned with ATD's mission.

Target Audience: (Who will benefit/has benefited from this effort?)	ATD NYC members and board.
Costs/Resources Used: (Please include any details regarding use of resources including monetary, donations, contributions, volunteer hours, people resources, etc. and how you went about getting these resources)	No additional costs.
How did you implement: (please give a brief description)	-Defined AVP role -Marketed opportunity -Worked with interested members to take on role
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.)	Outcomes: -Several AVPs moved into Board roles -One AVP moved into a SIG Co-Lead role (a role she helped to establish).
Lessons Learned: (hints and tips for other chapters who may be considering a similar effort)	None in particular.
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.):	None in particular.
Please attach any documents that help support this submission: (additional documents and documents over 2MB should be sent to sos@td.org)	https://www.formstack.com/admin/download/file/9501673663
additional supporting documents:	https://www.formstack.com/admin/download/file/9501673664
How did you become familiar with the Sharing Our Success (SOS) program?	Other: Several sources.
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