

## SOS Submission Form ▶ #259

<b>Chapter Name</b>	Baton Rouge
<b>Chapter Number (ex. CH0000)</b>	CH7121
<b>Chapter Location (City, State)</b>	Baton Rouge, LA
<b>Chapter Membership Size</b>	Small (Less than 100)
<b>Contact Person for this Submission:</b>	Missy Korduner
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<b>Chapter Board Position:</b>	President
<b>Chapter Website URL:</b>	<a href="http://atdbatonrouge.org">http://atdbatonrouge.org</a>
<b>Submission Title:</b>	Board Buddies
<b>Submission Description:</b>	<p>For the 2020 Board year, we realized that we had a relatively split board between new members (5) and returning board members (6). Because things move so quickly once the new board transitions, we thought it would be helpful to offer a "board buddy." Thus, we paired one returning board member with a new board member. We were strategic about the partnerships by looking at past board experiences, current experiences, and time/ability to contribute a little extra beyond basic board responsibilities. Each new board member received a board buddy who periodically checks in with them 1:1. This check in can be simply a text, phone call, email, or in person meeting. The 1:1 connection provides the opportunity for the new board member to get individualized support, ask questions about basic board operations (or even their specific position), and build more cohesiveness on our board.</p> <p>To coordinate the board buddies, the President emailed all Board members - new board members to see if they were interested in a buddy and returning board members to see who would be willing to serve as a buddy. Then, the President paired up each new member with a returning board member and sent a joint email to each pair letting them know of the connection. This partnership provided an additional level of support and didn't add an exorbitant amount of time to any board member's plate. It was a simple, easy way to engage, connect, and support new board members.</p>
<b>Need(s) Addressed? Please be specific.</b>	<p>New board members indicated feeling overwhelmed with all the processes/procedures and how quickly everything moved once they transitioned. The board buddy provided them with an addition level of support on an individual level.</p> <p>The partnerships were strategically paired providing new board members with valuable resources and experiences in their board buddy/returning board member partner. Essentially it filled a gap in knowledge that was felt by the new board members in regarding to general board and chapter operations.</p> <p>The partnerships provided another level of cohesiveness and engaging new board members into the board team.</p> <p>The new board members didn't feel so alone in trying to navigate all the board lingo, processes, and procedures. In addition, this saved time in larger board meeting activities as we didn't have to spend time reviewing basic information - these are things that could be done at the individual level.</p>
<b>What is your chapter's mission?</b>	The mission of the Baton Rouge Chapter of the Association for Talent Development is through exceptional learning and performance, we create a workforce that works better and a community committed to adult professional development.
<b>How does this effort align with your chapter's mission (Please provide specific examples)?</b>	I believe this aligns with our chapter's mission as we're essentially role modeling what we hope to provide the community. We're using experienced,

established members to help mentor, coach, and support new board members. This can be mirrored in the workplace with new employees being coached and mentored by seasoned professionals. In addition, by better supporting and educating our new board members, we are stronger as a board overall and thus can offer the best experiences, professional development, and opportunities to our general members. This in turn meets our mission to develop a workforce that is committed to building a better community and focusing on professional development.

**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.**

This aligns well with the National ATD mission. By providing the mentorship and coaching to our new board membership through their board buddy, we empowered our seasoned board members to develop the talent among our new team members. In addition, a team is only as strong as their weakest player - this initiative provided an avenue to strengthen the board as a whole, which further strengthened the services and opportunities we provided as a board to our membership.

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

Specifically our new board members have benefitted directly from this effort. In addition, I think our entire board has benefitted as it has helped us build a stronger, more cohesive team. In addition, our membership has indirectly benefitted as the stronger the board, the better the professional development and opportunities we offer our membership.

**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)**

No cost or resources used. It simply involved taking a little time to send an email, pair the board members, and encourage them to connect.

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

To coordinate the board buddies, the President emailed all Board members - new board members to see if they were interested in a buddy and returning board members to see who would be willing to serve as a buddy. Then, the President paired up each new member with a returning board member and sent a joint email to each pair letting them know of the connection. This partnership provided an additional level of support and didn't add an exorbitant amount of time to any board member's plate. It was a simple, easy way to engage, connect, and support new board members. Individual buddy pairs determined how often they connected - if it was structured, planned, as needed and what methods were used - email, text, phone, in person.

**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 basic outcome was to provide an individual level of support to our new board members in helping them navigate the processes, procedures, and general operations of the ATD BR chapter. The board buddy initiative helped better connect the new board members to the board experience, the board team overall, and the inner working of their position and how it fit into the board. In addition, the new board member had a readily available individual to ask questions, clarify general board processes, and get more comfortable with things without having to wait until a large board meeting to ask questions or get clarification.

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

In the future, I would have this set up at the very start of the new board year. We implemented it AFTER our new board members expressed feeling overwhelmed and a little lost. I think having it in place immediately would help ease the transition and feelings of being overwhelmed. In addition, you could take time in the initial board onboarding/strategic planning sessions to provide an opportunity for the buddies to get together.

I would also do general check ins and reminders to connect with your buddies. It was really left up to each pair to manage their "buddy relationship" and with everything going on, it can easily get lost in the shuffle of responsibilities.

**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

**Please attach any documents that help support this submission: (additional**

**documents and documents over 2MB should be sent to sos@td.org)**

**additional supporting documents:**

**additional supporting documents:**

**additional supporting documents:**

**additional supporting documents:**

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

**If you selected "other", please explain your response.** I've submitted an SOS previously

**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](https://td.org/alc). Selected session facilitators receive complimentary registration.** Yes



#### Entry Info

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