

Meeting Schedule:

June 10th:

Career Planning and Talent Management—
Facilitator: Karen Sieczka
Location: OWC/Bldg K, Gallery

July 8th

Coaching: Learners, The Internal Consultant—
Facilitator: Dr. David Schjott
Location: OWC/Bldg K, Gallery

RSVP to
aadamsl@cox.net

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Supersize Me: Ideas for Growing Your Employees Through Career Planning and Talent Management

Is it your job as a human resource/training professional to worry about assisting employees in planning and succeeding in their careers? What about their job satisfaction or goal fulfillment?

You should worry. When employees feel like an organization doesn't care about them—their hopes, their dreams, their aspirations—then they don't care about the organization. Without employees who care, an organization may not survive.

How do you accomplish this? You can prepare and plan ways for employees' skill sets to be enriched and enhanced which in turn makes them more valuable for the organization. You can **Supersize** your employees by:

- ◆ Starting Early
- ◆ Investing in Training
- ◆ Planning for the Future

(Learn more at our June 10th Meeting)

A Word From Our President:

Joyce Szilvasy, 892-2111

Dr. David L. Goetsch, Vice President OWC, is such a knowledgeable individual and always willing to share his expertise with others. We had a fantastic turn out for his presentation at the May chapter meeting. The room was filled with about 50 folks enjoying the networking and exchanging of ideas and information. The lunch prepared by the OWC staff was excellent; we cleared the cookie tray early in the meeting.

Dr. Goetsch shared examples of two organizational change “disasters” in his “Facilitating Organizational Change” presentation. He stated that he had been called by the General Managers of the two companies and asked to assist in straightening out the mess they had made. Both of his true examples featured change that was “inflicted on the employees.” He quoted from his and Dr. James R. Richbours’ book, *Effective Change Management*, “the only reason for change is to improve”. He walked the group through the steps needed to develop the “change picture”; number one, communicate with the stakeholders; number two, provide training and then implement the change. His final step to facilitate organizational change and accomplish your change goal is to monitor and adjust. Of course, this is just a brief outline of his presentation. His book is available at Books A Million or at the bookstore at the OWC /UWF Campus.

Plan to join us for the June chapter meeting. **Karen Sieczka, Founder of Growing Great Ideas Training** is going to share with us how to “Supersize Me: Ideas for Growing Employees through Career Planning and Talent Management”.

Your board members have been busy reviewing and updating the By-Laws and Standard Operating Procedures for your consideration and approval. The membership team is preparing a Member Survey that each of you will receive. We hope that you will take a few minutes to complete the survey and return it so that we can continue to meet the needs of our growing chapter.

Our committees need volunteers! Let one of your board members know if you would like to help at the sign in area, with an ice breaker or with any of the other activities of the chapter. As our chapter grows so does the need for additional volunteers, it's fun, so get involved and grow.

To learn more about our chapter,
please go to
www.astd-emeraldcoast.org/

