



Upcoming Events

Coffee, Chat & Contacts (CCC)

High Performance Learning Journeys

04/03/2020 7:45 AM – ***VIRTUAL SESSION***
WebEx link will be sent to all registrants.

Coffee, Chat & Contacts (CCC)

Topic to be determined by you

05/01/2020 8:00 AM – ***VIRTUAL SESSION***
Be on the lookout for a short survey coming your way. We're interested in hearing from you, our valued members and guests. Share your thoughts on the survey and we will tailor our next CCC event to meet your needs.

This is an unprecedented, uncertain time that impacts each of us a differently. And yet we stand on common ground in adjusting our work and personal lives to protect one another and the people we care about. That is somehow comforting. We have seen thousands of businesses and organizations flee to a virtual workplace during this pandemic. Some may operate adequately or even flawlessly. Then there are the rest who have learned a painful but valuable lesson regarding virtual work. This highlights the often-dreaded word: change. Change is inevitable, change is constant. And those who adapt quicker end up ahead of the others.

We are adapting too, with April and May's morning gatherings moved to virtual. It won't stop there as we create future events to bring relevant and timely topics to our members. Virtual work is in the spotlight and this where L&D professionals shine brightly.

We proudly share the news of receiving two Sharing our Success awards (p3). The criteria for these awards is evaluated at the national level from numerous submissions by local chapters. We are delighted to be recognized and because of you - our members - great things are happening!

Finally, visit the "Preparing Employees for Virtual Work" meeting notes on our members-only content page. Timing is everything!

- Luann

The ATD Capability Model and You (CCC Session Recap)

In case you missed it, our March Coffee, Chat & Contacts was an indepth and insightful conversation about ATD's New Capability Model and specifically its impact on talent development. Amy Edmonds, Cindy DiLauro and Sheri Schulte led that discussion and provided many helpful tidbits, along with access to some great resources for further examination.

So we'd like to continue this conversation. Have you seen or studied the ATD's NEW Capability Model? Have you had an opportunity to take the Self Assessment?

If so, we'd like to hear from you. Please join our Facebook and LinkedIn pages and share your thoughts to these questions.

1. What is one capability that you would like to develop in 2020?
2. How can your team use the model to grow and add value?

ATD's New
Capability
Model



Our Mission – Supporting Learning Professionals

Exclusively for CVATD Members

CVATD Members – Did you know that we have a Members-Only section of our website that features a list of our members and their contact information? Plus, this section also has handouts and information from our meetings! So, if you weren't able to join us at the last *Coffee, Chats & Contacts*, or *Preparing Employees for Virtual Work* session – check out some of what you missed in the Members-Only section on the **Meeting Handouts** page at www.cvatd.org.



Member Spotlight – Ned Parks – Aegis 360 Consulting



Ned joined CVATD in 2000. The very first meeting he attended, he met Amy Edmonds. They quickly became friends and volunteered to get more involved with the chapter.

Since that time, Ned has held several positions on the board, including President, Treasurer, Board Member (at-large), Programming Director, and currently, he serves as Co-Director of Membership, along with Amy.

Ned shares how he was introduced to training and development: “When I was going through Officers Candidate School in the Army my class made a presentation to the post General. For some reason, I was selected by the class to stand for the group and make the presentation. To this day I don't know why I was selected, but I found it was easy - in fact, I enjoyed it. Then, when I was a helicopter pilot in the Army, I was sent to the instructor's school to be a flight and classroom instructor. It was like I found the place I belonged. Teaching and training in every environment. Classroom and as a flight instructor. When I started my aviation company, I did most of the inhouse training and managed all the vendor training. After I sold that, I went to work for another company, and I ended up on the corporate training committee. In this role I was introduced to soft skills training, facilitation and internal consulting. Again, I felt as that was where I belonged.”

Ned goes on to share more about where he is now: “In 2000, I started Aegis 360 Consulting and when I found out about CVATD – I joined immediately. In my line of work now, I help guide organizations and individuals to business and leadership solutions that maximize profit, productivity, and efficiency. Using the skills I gained since my Army days, I coach, train, facilitate and consult. My focus is on talent development and mentoring leadership teams to improve performance and results. I love what I do. I love helping people and businesses thrive.”

Ned tells us what's so great about CVATD: “At every CVATD event I attend, I always learn something new and meet someone new. I recommend to everyone who is involved in this line of work, get involved and attend the chapter events. The value is there - you just have to come and get it.”

COMPLIMENTARY 2020 BUSINESS ACUMEN WEBINAR SERIES

Aegis 360 is hosting a complimentary, 2020 business acumen series. These 1-hour webinars feature expert guests who deliver value and bring to light the misunderstood world of connecting these different topics.

The next webinar is April 9 at 12pm (EDT)

What is Finance Acumen?

Margins, P&L's, Balance Sheets BLAH BLAH BLAH.....
making sense of these terms and what lever you pull in
the finance puzzle. Sign up online to attend.

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Connecting Leadership | Culture | Strategy
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Congratulations

Please allow us to brag for a moment and share some exciting news too! Our chapter was recently recognized for our submission to the national ATD “Sharing Our Success” (SOS) Program. The SOS Program identifies best practices among local ATD chapters and uses them as models for other chapters.

Jennifer Labrie Pereira, Chair of ATD’s Chapter Recognition Committee said, “This recognition honors the CVATD’s best practice that demonstrates its commitment to managing a successful organization as well as advancing the talent development profession at the local level. We are honored to recognize the chapter with ATD’s SOS recognition.”

CVATD was specifically recognized for two achievements. The first was our play-on-words campaign entitled, “All That and a Bag of ChIPs.” It was developed as part of the ATD Employee Learning Week and simultaneously promoted the chapter’s ChIP program, which stands for Chapter Incentive Program. “ChIP allows our chapter to earn additional revenue which is used to further enable us to accomplish our chapter’s mission,” explained CVATD President Luann Spaethe.

The second SOS was “Growing Our Geographic Footprint.” For this, Chapter Board members attended a session at the ATD Chapter Leaders Conference (ALC) on hosting chapter events based

on the geographical footprint of ATD members in the chapter’s market. Using the ATD member list by state, the board identified 20-30 national members in Stark County and surrounding areas who were not chapter members. “We reached out to ATD national members and found there was interest in creating a Geographic Interest Group (GIG) to host quarterly workshops,” explained Membership Co-Chair Amy Edmonds.

The chapter also reached out via email and LinkedIn to ATD national-only members and offered to facilitate a meeting on the benefits of both chapter and ATD membership, power membership. “Through this initiative, the chapter gained seven new power members within one month of the first program, explained Amy. Adding, “Our volunteer board is working hard and it’s great to be recognized for it!”

CVATD now had the distinct honor of adding this new logo to all of our communications.



President	Luann Spaethe
President – Elect	Open
Treasurer	Lola Gomez
Secretary	Brad Babcock
Immediate Past President	Amy Edmonds
Directors of Programming:	Sheri Schulte Teresa Pitts
Directors of Membership:	Ned Parks Amy Edmonds
Director of Marketing & Communications:	Lauren Hakos
Co-Directors of Technology:	Michele Miner Cindy DiLauro
Director of Campus Outreach:	Sheri Schulte

The Cuyahoga Valley Association of Talent Development (CVATD) is a professional organization that can help you meet other professionals in your area of expertise, develop skills through a full calendar of learning activities and expand leadership skills through volunteer opportunities.

We offer in person meetings such as Coffee, Chat and Contacts, BYOL (Bring Your Own Laptop) Workshops, and chapter dinner events, as well as ways to connect virtually. Look for our group (CVATD) on LinkedIn or on Facebook.

Also find us online: <https://cvatd.wildapricot.org/>

- ❖ [Facebook](#)
- ❖ [LinkedIn](#)