ATD TULSA CHAPTER
Association for Talent Development

Board Meeting Minutes

Date & Time: Wednesday, October 5, 2022, from 4:30 PM to 6:30 PM

Location: Virtual via Zoom

https://us06web.zoom.us/j/83776686556?pwd=M0FHOGJCUWRrQlBQOVkyZUg3NGhxUT09

Meeting ID: 837 7668 6556   Passcode: 500271

1) Meeting Called to Order
   a) Board Meeting Minutes
   b) Roll Call – President
   c) Confirm Quorum
   d) Guests Present
   e) Agenda for October 5, 2022, Board Meeting – Review and Approve

2) Board of Directors – President
   a) Minutes from September 12, 2022, Board Meeting – Review and Approve (Attached)
   b) Elections Committee Report- Alaina Taylor, Election Committee Chair, Review and Accept (Attached)
      i) Election Results Report
      ii) Nominee/ Chapter membership Election Results communication
         (1) Email
         (2) Social Media Post
      iii) Election Committee Recommendations
         (1) Filling open board positions
   c) Bylaws and Policies Committee – Past President
      i) Bylaws Update- Review and Accept (Attached)
   d) Leader Connection Hour- Difficult Conversations- Nov 9, 2022, 02:00 PM in Eastern Time https://td-org.zoom.us/meeting/register/tZcrfu2rrj0uEtHFHms_xI4q3hm-9WKHv52- Optional for board members to attend.
   e) ATD National Advisors for Chapters (NAC) Meeting – President
      i) Kim to attend the NAC meeting on October 14th at 12 PM CDT.
      ii) Jennifer will attend the NAC meeting on December 9th at 12 PM CDT

3) Governance – President
   a) Board succession Planning
      i) Board Member Tasks
      ii) *Reminder to* attend- Everything You Want to Know About CARE 2023 (But Were Afraid To Ask) October 18 at 2:00 p.m. ET- https://td-org.zoom.us/meeting/register/tZEpfu-spjosEte186GFW6i45xQX9jmho6gS
      iii) Board Onboarding-
         (1) Invite new Board Members to board meeting
         (2) Schedule without going board members
   a) Operational Plan (CARE) Report- President
      i) Membership Drive
      ii) Sponsorship letter out

      iii) Minutes posted

5) Membership – VP of Membership
   a) Monthly Membership Report (attached) - Review and Accept
   c) Annual Member Survey Report-(attached) - Review and Accept
   d) Employee Learning Week - Dec. 5-9 –
      i) Membership recognition- ideas?
   e) Membership Drive –
      i) https://www.td.org/chapters/clc/sos/membership-drive
      ii) Nov. 10? Jocalyn Lombardi will be at the ATD State wide conference

5) Communications – VP of Communications
   c) LinkedIn Update
   d) October Communications Calendar
      i) Newsletter
      ii) Election Results
      iii) Trainer Throw Down-tag COC
      iv) OK State Conference
   b) Schedule learning session for other board members to learn about creating flyers in Canva.

4) Financial – VP of Finance
   a) Financial Reports September 2022– Review and Accept (attached)
   b) M&M Status on Compilation

7) Programming – VP of Programming
   a) Sept. 16th Program Meeting – Translating your Learning & Talent Management Skills to Change Management Roles and Projects presented by Katie McLaughlin Participant Survey Results-(attached)
   b) October 14 Program Meeting- Add Muscle to Your Level 1 Evaluations with Predictive Questions presented by Ken Phillips
      i) Board support and attendance
   c) November 18 Program Meeting – E-Learning Authoring Tools Showdown: Let's Get Ready to Rumble! Presented by Diane Elkins
   d) January 2023 Program –
      i) State of the Industry?
      ii) Smash the Silos: Break through the invisible barriers that are making your job harder and negatively (and silently) impacting your training and change initiatives, presented by Kiki Orski, MBA, RN. (Attached)
         (1) Our slots are full for 2022, so this would be under consideration for 2023.
   e) 2023 Sententia Gamification 1-Day In-Person Workshop, Tuesday, March 7, 2023 (attached) - review and approval
   f) December 9th Program- Annual Trainer Throwdown
      i) Email invitation to participate to COC and surrounding national members

g) Oklahoma Statewide ATD Conference Update – President
- i)   https://tdokc.org/https/tdokc.org/event-4923866
- ii) Date/Time: Wednesday, November 9, 2022, 8:00 AM - 5:00 PM
- iii) Location: Moore Norman Career Technology Center
  - (1) Conference marketing- logo
  - (2) Conference code- TulsaATD2022

8. Old Business - None

9. New Business - None

10. Confirm Dates for Next Two Board Meetings – President

- a) November 8, 2022, from 4:30 PM to 6:30 PM
- b) Schedule December Board Meeting

11. Confirm Action Items

12. Adjourn Meeting

Board Meeting Minutes

Date & Time: Monday, September 12, 2022, from 4:30 PM to 6:30 PM

Location: Virtual via Zoom

https://us06web.zoom.us/j/83393251516?pwd=S1dRSm5kYmN6WnRCTXZUOWllcUw4dz09

Meeting ID: 833 9325 1516   Passcode: 924401

1) Meeting Called to Order by President Sunilyn Hertt at 4:34 PM
   a) Board Meeting Minutes – Linda Jenkins, Past President, volunteered to take minutes.
   b) Roll Call – President
      Members Present:
      1) Suni Hertt, President
      2) Linda Jenkins, Past President
      3) Kim Boggs, VP of Membership
      4) Jennifer Roberson, VP of Finance
      5) Walt Hansmann, VP of Programming
      Members Absent (Unexcused):
      1) Andrea Gentis, VP of Communications
   c) Confirm Quorum – 5 of 6 Members Present, Quorum Confirmed
   d) Guests Present - None
   e) Agenda for September 12, 2022, Board Meeting – Review and Approve - **Motion for approval moved, seconded, and approved.**

2) Board of Directors – President
   a) Minutes from August 9, 2022, Board Meeting – Review and Approve - **Motion for approval moved, seconded, and approved.**
   b) Bylaws and Policies Committee Update – Past President
      i) Meetings held on August 15th and August 30th. Next meeting scheduled for September 13th.
      ii) Working to have draft bylaws for review at October 5th board meeting.
   c) ALC has been changed to a virtual format. It will be held on November 3rd and 4th. Want to provide opportunity for all six (6) 2023 board members to attend. Team Rate is $800, we have $225 in credit (paid for one (1) board member to attend in-person before change to virtual). Per ATD, we may apply the $225 credit to a team registration ($800 for five (5) attendees) for ALC before October 1st.
      Action Item: Jennifer will pay for 6 members to attend ALC with 5 attending under the team rate of $800 and one attending for $200 individual rate. Change allows all board members to virtually attend within budget for one (1) person to attend in-person.
   d) Leader Connection Hour- Difficult Conversations- Nov 9, 2022, 02:00 PM in Eastern Time https://td-org.zoom.us/meeting/register/tZcrfu2rrj0uEtHFHms_xI4q3hm-9WKHv52- Optional for board members to attend.
   e) ATD National Advisors for Chapters (NAC) Meeting – President
      i) Jennifer attended the August 12th virtual NAC meeting at 12 PM CDT – Jennifer reported that discussion focused on member engagement, so she discussed our proposal to offer $10 QT gift card to all members who complete the survey.
      ii) Jennifer attended the August 23rd virtual ATD Leaders meeting at 12 PM CDT. (DEI Real Talk)

Action Item: Kim will attend the NAC meeting on October 14th at 12 PM CDT.

Action Item: Jennifer will attend the NAC meeting on December 9th at 12 PM CDT

f) Employee Learning Week - Dec. 5-9 – Current activity is Annual Trainer Throwdown scheduled for December 9th

Action Item: Suni will extend an invitation to COC-ATD Chapter members to attend and participate in the Trainer Throwdown on December 9th

3) Governance – President

   a) Elections Committee Update –

   Elections Committee met on September 1st. The following members have been nominated for board positions:

      i) Kim Boggs, President-Elect for 2022 (to serve as President in 2023)

      ii) Andrew Engelbrecht, President-Elect for 2023 (to serve as President in 2024)

      iii) Scott Dixon for Vice President of Accommodations

      iv) Cecilia Martin-Smith for Vice President of Communications

      v) Jennifer Roberson for Vice President of Finance

   b) Board succession Planning -

      i) *Action Item:* Suni will notify and encourage 2023 Board members to attend- Everything You Want to Know About CARE 2023 (But Were Afraid To Ask) October 18 at 2:00 p.m. ET- https://td-org.zoom.us/meeting/register/tZEpfu-spjosEte186GFW6i45xQX9jmho6gS

      ii) *Action Item:* Kim will coordinate onboarding for 2023 Board members. Onboarding will include inviting new 2023 board to attend remaining 2022 board meetings and training from retiring board members in November and December 2022.

4) Membership – VP of Membership

   a) Monthly Membership Report (attached) - Review and Accept - **Motion for acceptance moved, seconded, and approved.**

      (1) Members: 76 (-1)

      (2) Power Members: 43 (-1)

      (3) Tulsa ONLY Members: 31(+3)

      (4) Student Members: 2 (0)

      (5) %PM=56.5% (-1/2%)

   b) Membership Breakfast Event at Neighborhood Jam on September 9, 2022

      i) Feedback – Attended by 9 of 14 registered members. Positive engagement from attendees and good food and service from Neighborhood Jam.

      ii) Pick winner of the Complimentary Registration to the ATD education program from a member who attended September 9th Member Event – Heather Quintero won the Complimentary Registration to the ATD Education Program

      Action Item: Kim will contact Heather Quintero to let her know she has won the Complimentary Registration to the ATD Education Program and steps for redeeming it.

   c) Annual Member Survey – Distributed via email on September 10, 2022. Due on September 23, 2022. Email reminders scheduled for September 16th and September 21st.

   d) Power Membership Drive – Did not discuss.

Action Item: Board members will discuss ideas for membership drive during October meeting. Want it to focus on recruiting ATD members in northeast Oklahoma.

5) Communications – VP of Communications – Andrea was not at the meeting and no written report submitted.
   a) LinkedIn Update
   b) September Communications Calendar
   Action Item: Discussed request to Andrea have a learning session for other board members to learn about creating flyers in Canva.

6) Financial – VP of Finance
   a) Financial Reports August 2022– Review and Accept (attached) **Motion for acceptance moved, seconded, and approved.**
      i) Per Statement of Financial Position as of 8/31/22: Total Liabilities Plus Net Assets = $22,478.85
      ii) Per Income and Expense Report as of 8/31/22:

      August Income = $463.33
      August Expense = $222.94
      August Overall Total = $240.39
   b) M&M Status on Compilation – present recommendations – Jennifer contacted several firms and did not identify one to complete the Compilation. Since M&M has agreed to complete the Compilation at the 2021 rate ($1,260, the board agreed with her recommendation to have it completed by M&M.
   Action Item: Jennifer will contact M&M to have our 2021 Compilation completed for $1,260.

7) Programming – VP of Programming
   a) August 12th Program Meeting – Hybrid Teams: What You and Your Leaders Need to Know by Chris Coladonato Participant Survey Results (attached) - Review and Discuss - Completed
   b) September 16th Program Meeting - Translating your Learning & Talent Management Skills to Change Management Roles and Projects Presented by Katie McLaughlin
      i) Board members attending: Linda and Suni
      ii) *Action Items for September Program Meeting*:
         (1) Suni will serve as meeting host including serving as producer for presenter and recording meeting. Will provide the recording to Walt for posting.
         (2) Linda will check in participants.
         (3) Walt will distribute the meeting evaluation survey on Monday, September 18, 2022.
   c) October Program Meeting Proposal - Add Muscle to Your Level 1 Evaluations with Predictive Questions presented by Ken Phillips (attached) **–** Review and Approve - **Motion for approval moved, seconded, and approved.**
   d) Discussed Date Options for 2023 Sententia Gamification 1-Day In-Person Workshop – After discussion, selected Tuesday, March 7, 2023.
   Action Item: Walt will follow up with Sententia and identify location options. Anticipate having a formal proposal for review and approval at the October 2022 board meeting.
   e) Oklahoma Statewide ATD Conference Update – President

i) https://tdokc.org/https/tdokc.org/event-4923866
ii) Date/Time: Wednesday, November 9, 2022, 8:00 AM - 5:00 PM
iii) Location: Moore Norman Career Technology Center
Action Item: Suni will contact Madi Dyer to discuss statewide conference marketing, alignment of conference marketing with ATD standards, and annual $1,000 sponsorship. Will consider sponsorship if marketing is adjusted to be in alignment with ATD standards, ATD Tulsa is included appropriately in marketing materials and efforts e.g., conference code for ATD Tulsa member registration and customized solicitations.

8. Old Business - None

9. New Business - None

10. Confirm Dates for Next Two Board Meetings – President

   a) October Board Meeting - Wednesday, October 5, 2022, from 4:30 PM to 6:30 PM
   b) Schedule November Board Meeting – November 8, 2022, from 4:30 PM to 6:30 PM
   Action Item: Suni will distribute the Zoom meeting link for the October and November board meetings.

11. Confirm Action Items

   1. *Action Item*: Jennifer will pay for 6 members to attend ALC with 5 attending under the team rate of $800 and one attending for $200 individual rate. Change allows all board members to virtually attend within budget for one (1) person to attend in-person.
   2. *Action Item*: Kim will attend the NAC meeting on October 14th at 12 PM CDT.
   3. *Action Item*: Jennifer will attend the NAC meeting on December 9th at 12 PM CDT
   4. *Action Item*: Suni will extend an invitation to COC-ATD Chapter members to attend and participate in the Trainer Throwdown on December 9th
   5. *Action Item:* Suni will notify and encourage 2023 Board members to attend- Everything You Want to Know About CARE 2023 (But Were Afraid To Ask) October 18 at 2:00 p.m. ET- https://td-org.zoom.us/meeting/register/tZEpfu-spjosEte186GFW6i45xQX9jmho6gS
   6. *Action Item:* Kim will coordinate onboarding for 2023 Board members. Onboarding will include inviting new 2023 board to attend remaining 2022 board meetings and training from retiring board members in November and December 2022.
   7. *Action Item*: Kim will contact Heather Quintero to let her know she has won the Complimentary Registration to the ATD Education Program and steps for redeeming it.
   8. *Action Item*: Kim will contact Heather Quintero to let her know she has won the Complimentary Registration to the ATD Education Program and steps for redeeming it.
   9. *Action Item*: Kim will contact Heather Quintero to let her know she has won the Complimentary Registration to the ATD Education Program and steps for redeeming it.
   10. *Action Item*: Jennifer will contact M&M to have our 2021 Compilation completed for $1,260.
   11. *Action Items for September Program Meeting*:
       a. Suni will serve as meeting host including serving as producer for presenter and recording meeting. Will provide the recording to Walt for posting.
       b. Linda will check in participants.
       c. Walt will distribute the meeting evaluation survey on Monday, September 18, 2022.

12. *Action Item*: Walt will follow up with Sententia and identify location options. Anticipate having a formal proposal for review and approval at the October 2022 board meeting.
13. *Action Item:* Suni will contact Madi Dyer to discuss statewide conference marketing, alignment of conference marketing with ATD standards, and annual $1,000 sponsorship. Will consider sponsorship if marketing is adjusted to be in alignment with ATD standards, ATD Tulsa is included appropriately in marketing materials and efforts e.g., conference code for ATD Tulsa member registration and customized solicitations.

12. Adjourn Meeting: Meeting adjourned at 6:30 PM

Minutes Prepared and Submitted by Linda Jenkins, Past President on September 20, 2022

Q1 President-Elect 2022: Vote for Kim Boggs to Serve as President-Elect 2022 (to serve as President in 2023)

Answered: 22   Skipped: 1
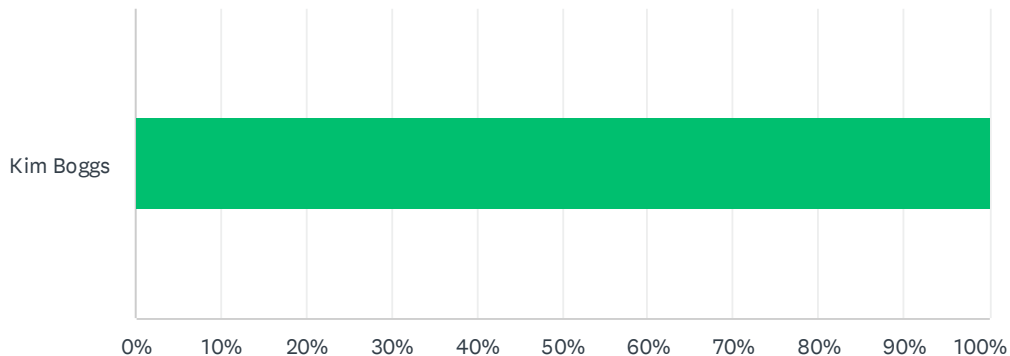
ANSWER CHOICES	RESPONSES	
Kim Boggs	100.00%	22
TOTAL		22

Q2 President-Elect 2023: Vote for Andrew Engelbrecht to Serve as President-Elect for 2023 (to serve as President in 2024)

Answered: 22   Skipped: 1
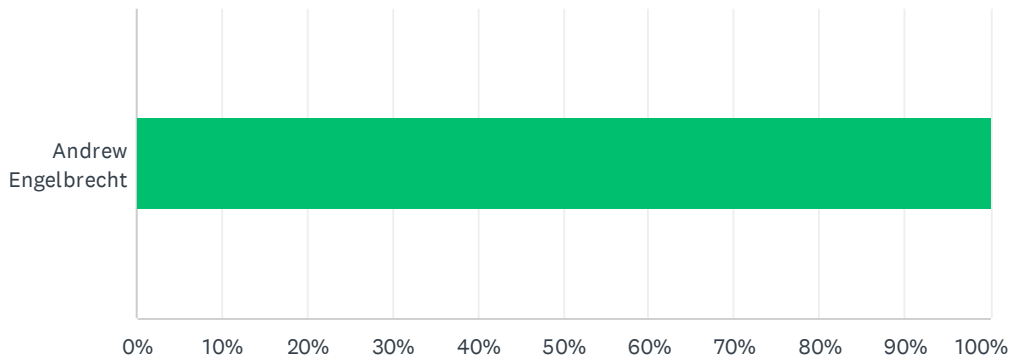
ANSWER CHOICES	RESPONSES	
Andrew Engelbrecht	100.00%	22
TOTAL		22

Q3 VP of Communications: Vote for Cecilia Martin-Smith to Serve as VP of Communications

Answered: 22   Skipped: 1
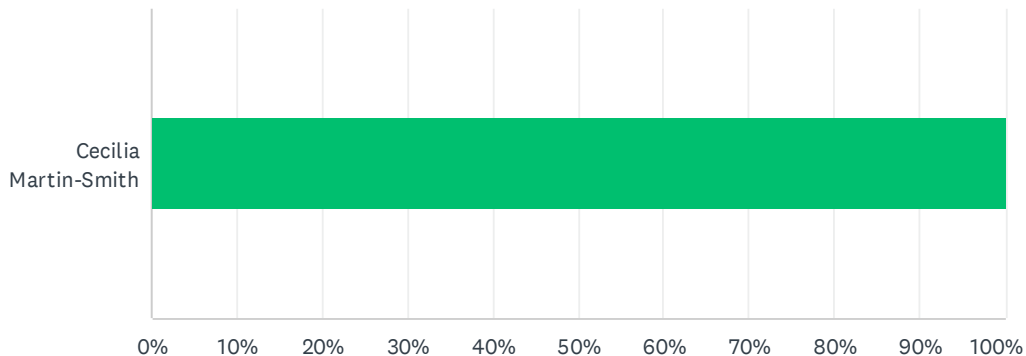
ANSWER CHOICES	RESPONSES	
Cecilia Martin-Smith	100.00%	22
TOTAL		22

Q4 VP of Finance: Vote for Jennifer Roberson to Serve as VP of Finance

Answered: 21   Skipped: 2
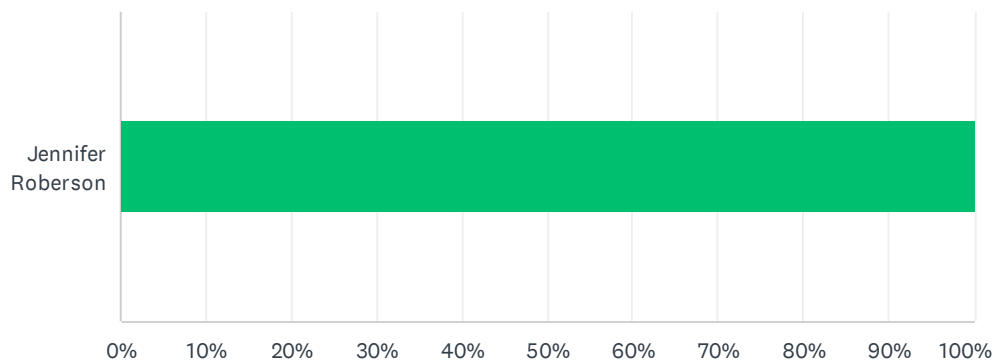
ANSWER CHOICES	RESPONSES	
Jennifer Roberson	100.00%	21
TOTAL		21

Q5 VP of Accommodations: Vote for Scott Dixon to Serve as VP of Accommodations

Answered: 23   Skipped: 0
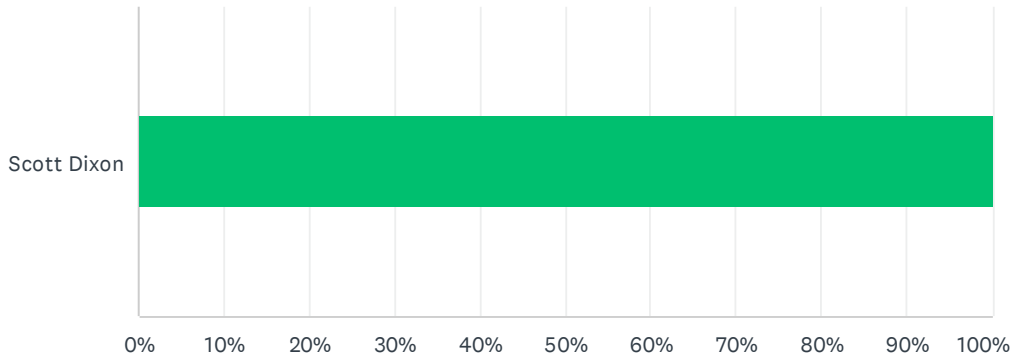
ANSWER CHOICES	RESPONSES	
Scott Dixon	100.00%	23
TOTAL		23

ATD Tulsa – 2023 Board Member Elections Process Timeline				
Date	**Location**	**Type**	**Tasks**	**Lead Member**
6/9/2022 Completed	Virtual via Zoom	Elections for 2023 Board Members	Appoint Elections Committee members- June Board meeting	President
7/1/22 Completed	Virtual via Zoom	Elections for 2022 Board Members	Elections Committee meets to finalize timelines and establish any necessary election rules including nomination forms and affidavit of eligibility. The Committee provides forms to the President for posting on the ATD website after their approval at the July board meeting.	President
7/13/2022 Completed	Virtual via Zoom	Elections for 2023 Board Members	2023 Board Nominations **Open** via ATD Tulsa website.	President
8/29/2022 Completed	Virtual via Zoom	Elections for 2023 Board Members	2023 Board Nominations **Close** via submission of forms to ATD Tulsa President via Email	President
9/1/2022 Completed	Virtual via Zoom with date/time TBD by Cmte.	Elections for 2023 Board Members	Elections Committee meets to review Candidate eligibility forms and verify candidates eligible to run for offices. After verification, submits appropriate information to the board member designated to manage the elections and voting via SurveyMonkey (President).	Elections Committee
9/2/2022 Completed	Virtual via Zoom	Elections for 2023 Board Members	Nomination Form information, photos, and videos for all eligible nominees will be posted on the ATD Tulsa website for review by ATD Tulsa members.	VP Programing
9/15/2022 Completed	Virtual via Zoom	Credentials Committee	3 member credentials meeting will meet to verify and validate the members in good standing prior to the SurveyMonkey link being sent out.	Past President
9/16/2022 Completed	Virtual via Zoom	Electronic Voting	2023 Voting Begins online via SurveyMonkey. If 2 or more people are running for an open position, they will be given opportunity to give 2-minute speeches at the beginning of the September Program Meeting. Speeches will be recorded and posted on the ATD Tulsa website. Candidates may also submit recorded speeches for posting.	Elections Committee
9/23/2022 Completed	Virtual via Zoom	Electronic Voting	Online voting concludes after 8 days.	Elections chair/ VP Programming
9/27/2022 Completed	Virtual via Zoom with date/time TBD by Cmte.	Electronic Voting Results	The Elections Committee receives the results of the voting from the board member designated to manage the elections and voting via SurveyMonkey (President), counts, certifies, and sends the results to the Board of Directors.	Elections Committee

10/5/2022	Virtual via Zoom	Electronic Voting Results	Board meets to accept certified election results from Elections Committee.	Elections Committee Chair
			After approval, Board provides written Notification of voting results to ATD Tulsa members via email and by website posting.	President
			be informed of the election results after their approval at the board meeting.	

Elections Committee Members:

Alaina Taylor – Chair, Sunilyn Hertt – Secretary,

Linda Jekins- Past-President, Walt Hansmann- VP of Programming

Voting Timeframe	Friday, September 16, 2022 @ 8 AM through Monday, August 23, 2022 @ 11:45 PM via SurveyMonkey online
76	Per Credentials Committee List, Number of ATD Tulsa Members That Received Ballots
23	Per Results in SurveyMonkey, Number of ATD Tulsa Members That Voted
30.26%	Percent (%) of ATD Tulsa Members That Voted

Dina Fox and Miranda Foust assisted Linda (board member designated to manage the elections and voting via SurveyMonkey), to confirm ballots were emailed to certified members via SurveyMonkey *(76)*.

The Elections committee reviewed the results from members who cast ballots *(23)*.

Walt downloaded a summary report of election results. (attached)

Process confirmed the following, received the majority of the votes cast:

 a. Kim Boggs, President-Elect 2022, received 22 of 23 votes.
 b. Andrew Engelbrecht, President-Elect 2023, received 22 of 23 votes.
 c. Cecilia Martin-Smith, VP of Communications, received 22 of 23 votes.
 d. Jennifer Roberson, VP of Finance, received 21 of 23 votes.
 e. Scott Dixon, VP of Accommodations, received 23 of 23 votes

67.10% of the 76 actual members (see note below) opened one of the three emails (51 of 76).

49.01% of the actual members who opened one of the three emails responded and cast votes (25 of 51).

32.89% of the 76 actual members (see note below) cast votes (25 of 76).

Elections Committee Recommendations:

1. Open Positions: Communicate open positions to the membership there are board potions open, January 2, 2022. Then have a second Board meeting for the month of January to vote and confirm positions.
2. Those interested in starting to learn the position can come do so but will not be a voting member until the voted for and confirmed by the board.
3. Due to the Change in ALC dates, election date should be changed to ensure the election process is complete in a timely manner each year.

Suni

Per the Bylaws, the voting window and the poll are closed.

There were 23 votes cast.

- Kim Boggs received 22 of 23 votes.
- Andrew Engelbrecht received 22 of 23 votes.
- Cecilia Martin-Smith received 22 of 23 votes.
- Jennifer Roberson received 21 of 23 votes.
- Scott Dixon received 23 of 23 votes.

Invitations ⓘ

- 51 opened (66.2%)
- 22 unopened (28.6%)
- 3 bounced (3.9%)

77 TOTAL INVITATIONS

27 clicked through (35.1%) ⓘ

1 opted out (1.3%) ⓘ

Responses ⓘ

- 25 complete (100%)
- 0 partial (0%)

25 TOTAL RESPONSES

Follow-up Emails ⓘ   SEND REMINDER ▼   SEND THANK YOU ▼

Thank you email: Currently disabled   •••

Reminder email: Send 3 days after invitation, to people with no response   •••

Message History

9/23/2022	Sent reminder message to 50 contacts	•••
9/19/2022	Sent reminder message to 54 contacts	•••
9/16/2022	Sent invitation message to 73 contacts	•••

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Bounced or Opted Out:

NOTE: The Test Customer is ATD for their database purposes.

Walt

Walt Hansmann, CPTD®, DTM
VP of Programming

ATD Tulsa Chapter
P.O. Box 33351
Tulsa, OK 74153-3351

Elections Committee Members:

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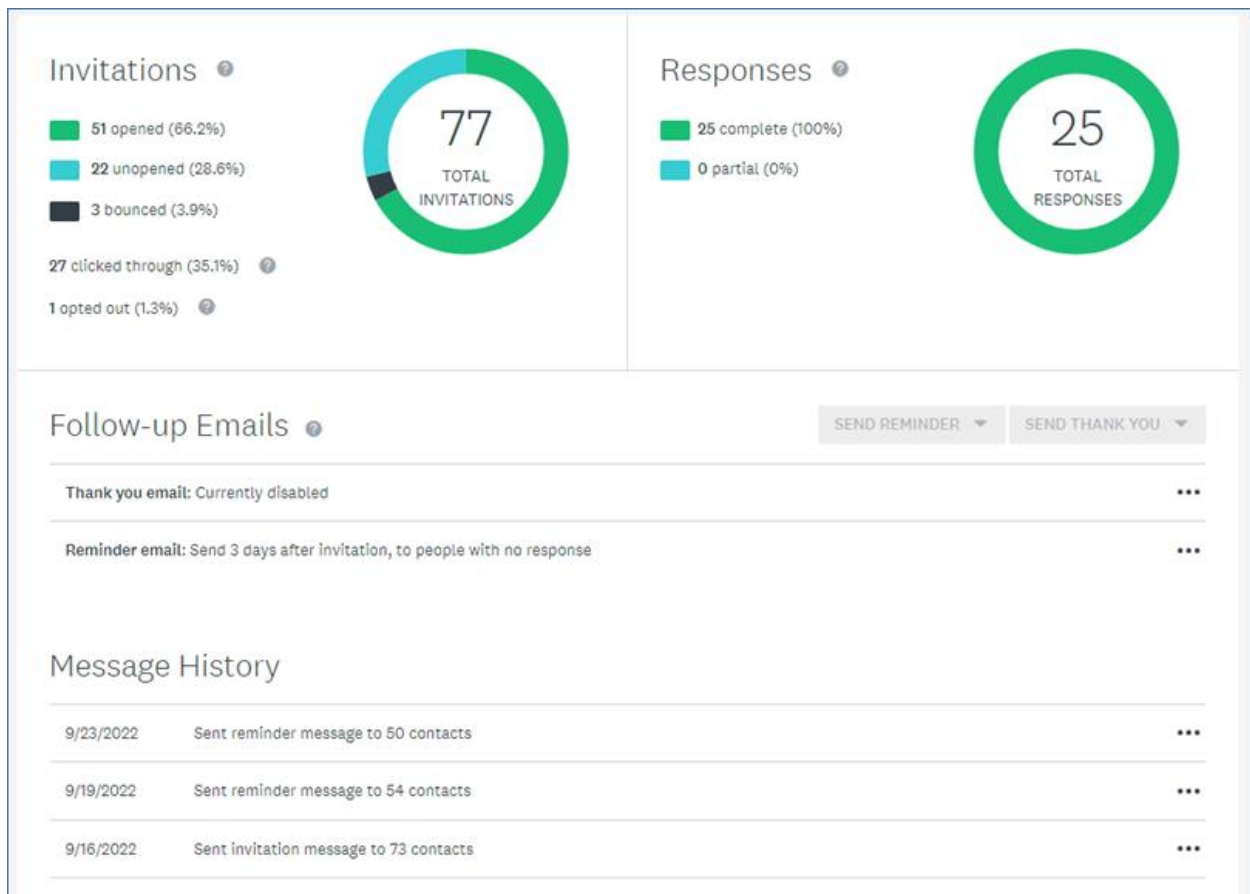
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3. Due to the Change in ALC dates, election date should be changed to ensure the election process is complete in a timely manner each year.

Association for Talent Development Tulsa Chapter
Monthly Income and Expense Report - September 2022

Category Description	2020 Actual	2021 Actual	2022 Budget	Sep-22	Year-to-Date (YTD)	Difference (Budget - YTD)	Notes
INCOME							
ATD ChIP/Membership Fees/Award	$ 2,208.09	$ 2,487.82	$ 2,500.00	$ 50.00	$ 2,711.29	$ (211.29)	ATD Sept 2022 Chapter Membership
Meeting Fees	$ 3,730.00	$ 1,810.00	$ 4,000.00	$ 190.00	$ 2,800.00	$ 1,200.00	15 Event Registrations (13 member rate; 1 COC member rate; and 1 guest registration add-ons; 6 OU registrations from 8/31 AR Report).
Membership Dues	$ 2,875.00	$ 1,275.00	$ 1,250.00	$ 50.00	$ 1,550.00	$ (300.00)	2 Chapter Memberships
ATD Meeting Sponsorship	$ 250.00	$ 250.00	$ 1,000.00	$ -	$ 250.00	$ 750.00	
ATD Newsletter Sponsorship	$ -	$ -	$ 200.00	$ -	$ -	$ 200.00	
Special Event - Training	$ -	$ -	$ 3,000.00	$ -	$ -	$ 3,000.00	
Networking Event Sponsorship	$ -	$ -	$ 300.00	$ -	$ -	$ 300.00	
Networking Event Fees	$ 190.00	$ 10.00	$ 100.00	$ -	$ -	$ 100.00	
Special Event - State Conference	$ -	$ 6,507.01	$ -	$ -	$ -	$ -	
Special Event- State Conference Sponsorships	$ -	$ 2,000.00	$ -	$ -	$ -	$ -	
TOTAL INCOME	**$ 9,253.09**	**$ 14,339.83**	**$ 12,350.00**	**$ 290.00**	**$ 7,311.29**	**$ 5,038.71**	
EXPENSES							
Board Expense							
National ATD Dues	$ -	$ 179.00	$ -	$ -	$ -	$ -	
Retreat	$ -	$ -	$ -	$ -	$ -	$ -	
ATD Leader's Conference (ALC)	$ 700.00	$ 700.00	$ 1,750.00	$ 225.00	$ 225.00	$ 1,525.00	ATD Leadership Conference registration
Treasurer Expense	$ 7.50	$ -	$ 60.00	$ -	$ -	$ 60.00	
Annual Audit	$ 1,200.00	$ 1,260.00	$ 1,500.00	$ -	$ -	$ 1,500.00	
TOTAL Board Expense	**$ 1,907.50**	**$ 2,139.00**	**$ 3,310.00**	**$ 225.00**	**$ 225.00**	**$ 3,085.00**	
Communications Expense					$ -	$ -	
GoDaddy Domains	$ 84.68	$ -	$ 169.36	$ 84.68	$ 84.68	$ 84.68	Renewal atdtulsa.org and tdtulsa.org auto-renew for two years.
Go Daddy Email	$ 119.76	$ 646.92	$ 700.00	$ -	$ 646.92	$ 53.08	
Wild Apricot Web Site	$ 1,536.00	$ 1,536.00	$ 1,824.00	$ -	$ 1,824.00	$ -	
SurveyMonkey & Virtual Meeting Subscriptions	$ 408.00	$ 539.95	$ 608.00	$ -	$ 539.95	$ 68.05	
PO Box Subscription	$ 92.00	$ 118.00	$ 118.00	$ -	$ 156.00	$ (38.00)	
Marketing	$ -	$ -	$ -	$ -	$ -	$ -	
TOTAL Communications Expense	**$ 2,240.44**	**$ 2,840.87**	**$ 3,419.36**	**$ 84.68**	**$ 3,251.55**	**$ 167.81**	
Meeting Expense					$ -	$ -	
Annual ATD Program Certification Expense			$ 100.00	$ -	$ 100.00	$ -	
Facility Charge	$ 220.00	$ -	$ -	$ -	$ -	$ -	
Meals-Food	$ 778.11	$ -	$ -	$ -	$ -	$ -	
ATD December Special Program	$ 141.69	$ 123.30	$ 250.00	$ -	$ -	$ 250.00	
Recognition Items	$ -	$ -	$ 600.00	$ -	$ 46.00	$ 554.00	
TOTAL Meeting Expense	**$ 1,139.80**	**$ 123.30**	**$ 950.00**	**$ -**	**$ 146.00**	**$ 804.00**	
	$ -						
Membership Expense					$ -	$ -	
Name Badges	$ 309.73	$ -	$ -	$ -	$ -	$ -	

ATD Tulsa Chapter
Statement of Financial Position as of September 30, 2022

Assets			**Liabilities**		
Arvest Checking Account	$	7,337.93	Accounts Payable	$	-
Arvest Money Market Account	$	15,004.89			
Cash	$	73.30	Taxes Payable	$	-
Accounts Receivable in Wild Apricot*	$	10.00	**Total Liabilities**	$	-
(Less doubtful accounts)**		$0.00			
			Net Assets	Unrestricted Net Assets	$ 22,426.12
				Temporarily Restricted Net Assets	$ -
				Permanently Restricted Net Assets	$ -
Total Cash Assets	$	22,426.12	**Total Net Assets**		$ 22,426.12
Total Assets	$	22,426.12	**Total Liabilities Plus Net Assets**		$ 22,426.12

Prepared by Jennifer Roberson, 2022 VP Finance on 9/2/22

* Accounts Receivable: One ATD Event Registration invoiced in September, paid in October.

**Doubtful Accounts are unpaid invoices greater than 90 days old with Unknown Status

Association for Talent Development Tulsa Chapter
Monthly Income and Expense Report - September 2022

Membership Development/Appreciation	$ 200.00	$ 920.82	$ 1,000.00	$ 142.18	$ 142.18	$ 857.82	Neigborhood Jam Membership Event
New Member Appreciation/Recognition	$ -	$ -	$ -	$ -	$ -	$ -	
TOTAL Membership Expense	**$ 509.73**	**$ 920.82**	**$ 1,000.00**	**$ 142.18**	**$ 142.18**	**$ 857.82**	
	$ -						
Misc. Expenses					$ -	$ -	
Online Payment Processing Expense	$ 280.70	$ 246.06	$ 350.00	$ 15.05	$ 193.55	$ 156.45	Monthly AffiniPay Fees
Oklahoma ATD State Conference	$ -	$ 8,962.70	$ 1,000.00	$ -	$ 629.07	$ 370.93	
Other Special Event Expense	$ -	$ -	$ 1,000.00	$ -	$ -	$ 1,000.00	
Insurance	$ 970.60	$ 1,070.24	$ 1,200.00	$ 50.82	$ 917.78	$ 282.22	Monthly general liability insurance payment ($50.82)
TOTAL Misc Expense	**$ 1,251.30**	**$ 10,279.00**	**$ 3,550.00**	**$ 65.87**	**$ 1,740.40**	**$ 1,809.60**	
	$ -						
TOTAL EXPENSES	**$ 7,048.77**	**$ 16,302.99**	**$ 12,229.36**	**$ 517.73**	**$ 5,505.13**	**$ 6,724.23**	
	$ -						
OVERALL TOTAL	**$ 2,204.32**	**$ (1,963.16)**	**$ 120.64**	**$ (227.73)**	**$ 1,806.16**		

Prepared by Jennifer Roberson, 2022 VP
Finance on 10/04/22

October 2022

Results as of 9/30/2022

Members: 75 (0)
Power Members: 43 (0)
        PM Overdue: 0
Tulsa ONLY Members: 28(-3)

Student Members: 2 (0)

Student PM: 0 (0)

%PM=57% (0%)

New Members as of 9/30/2022: 0

Renewing Members as of 9/30/2022:
        Kim Boggs, PM
        Laurie Rosenbaum, PM

Moved to Guest status:
        Kristen Cox-overdue since July 31, 2022
        Milton Knopp-overdue since June 30, 2022

Q1 Which type of monthly chapter program meeting do you prefer for 2023?

Answered: 24   Skipped: 0
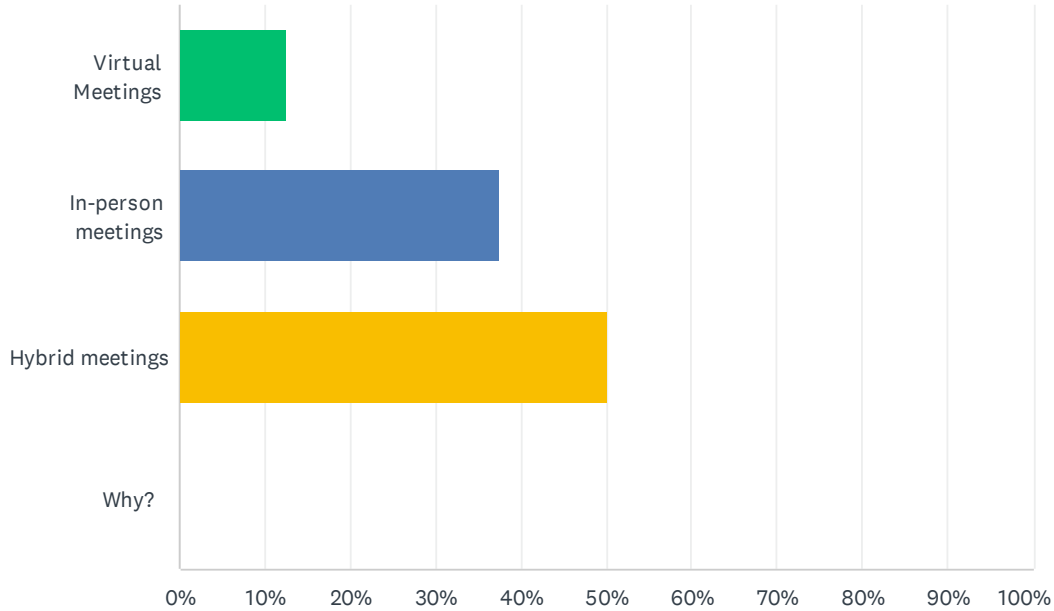
ANSWER CHOICES	RESPONSES	
Virtual Meetings	12.50%	3
In-person meetings	37.50%	9
Hybrid meetings	50.00%	12
Why?	0.00%	0
TOTAL		24

#	WHY?	DATE
	There are no responses.	

Q2 Why do you prefer the type of monthly chapter program meeting chosen above?

Answered: 24   Skipped: 0

| #	RESPONSES	DATE
1	Virtual meetings save time. But I'm person meetings are better for networking purposes.	9/23/2022 8:20 AM
2	the best of both worlds	9/22/2022 4:16 PM
3	I have never had the opportunity to attend an in-person meeting and would love to see all in the flesh however I also understand virtual works best for some so I think a hybrid would be awesome	9/22/2022 9:42 AM
4	still have concerns about Covid contagion.	9/21/2022 1:59 PM
5	It's time.	9/21/2022 1:26 PM
6	networking learner engagement	9/21/2022 1:04 PM
7	Virtual is easier with work and life demands but occasional in-person sessions allow for connection and more in-depth collaboration.	9/21/2022 12:49 PM
8	It's time we start meeting in person again and can network and gather together.	9/18/2022 9:16 PM
9	For program meetings, I prefer the convenience of attending virtually without a "travel time" requirement, as this allows me to attend almost every month. I would prefer in-person for "social events" only.	9/16/2022 2:54 PM
10	I can often join more online if I have a meeting right afterward. However, I do like meeting in-person too.	9/13/2022 2:02 PM
11	We need to be back in person. Being in-person is much more effective and personal; allows for greater connection and networking.	9/13/2022 1:06 PM
12	I prefer a mix of in-person and virtual meetings. I value getting to network in-person at least quarterly or every other month and then virtual meetings on the other months. I'm not a fan for hybrid meetings.	9/12/2022 5:14 PM
13	To me, the greatest value of the monthly meetings is the networking opportunity. However, I understand that virtual allows more members and non-members to participate. That's why I think hybrid is the best option to meet most everybody's needs.	9/12/2022 10:39 AM
14	I enjoy getting to meet people at face-to-face meetings, but I understand that in-person does not work for everyone	9/12/2022 9:18 AM
15	Builds better relationship	9/12/2022 8:50 AM
16	It would be nice to have the Zoom option to cut travel expenses, but at the same time it would be nice to see everyone in-person from time-to-time.	9/12/2022 8:38 AM
17	I would love the opportunity to meet in person, but I sometimes don't have the time to leave my work space.	9/12/2022 7:06 AM
18	Sometimes I want to attend an event but I don't have time available for travel. It's convenient to be able to join virtually when my time is limited.	9/11/2022 12:13 PM
19	Building relationships is key and the best way to do that is when you're able to meet someone in-person.	9/10/2022 4:34 PM
20	Avoid having to stop working to participate and to avoid traffic.	9/10/2022 12:30 PM
21	Too many virtual meetings. Tired of camera.	9/10/2022 8:28 AM
22	A hybrid model is inclusive for everyone since it provides choices for people to participate in.	9/10/2022 7:49 AM

| 23 | I can attend from anywhere | 9/10/2022 6:15 AM |
| 24 | It is time to get back to in-person meetings | 8/22/2022 4:08 PM |

Q3 What day of the week works best for you to attend the monthly chapter program meetings? (Rank your choice)

Answered: 24   Skipped: 0
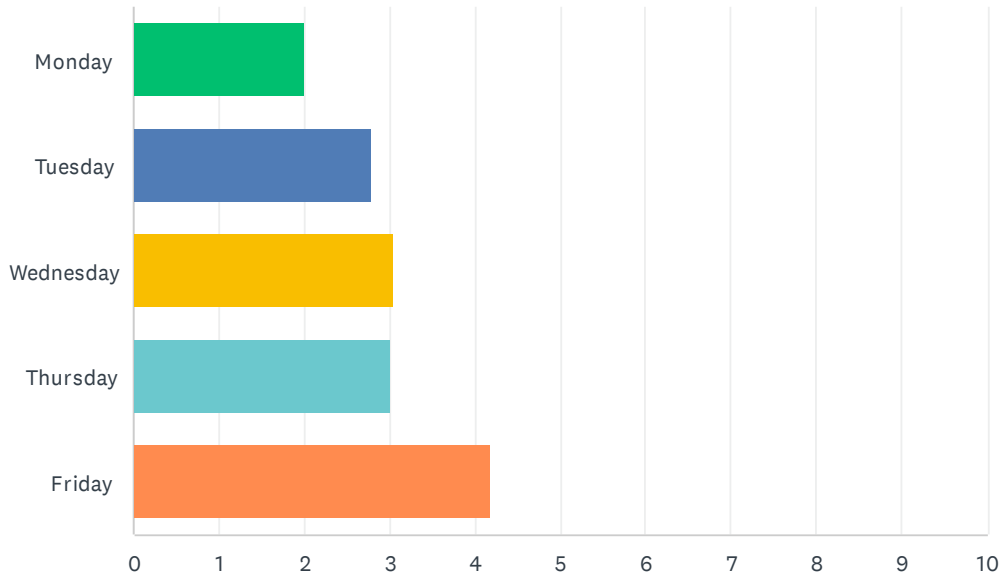
	1	2	3	4	5	TOTAL	SCORE
Monday	4.17% 1	12.50% 3	12.50% 3	20.83% 5	50.00% 12	24	2.00
Tuesday	16.67% 4	4.17% 1	33.33% 8	33.33% 8	12.50% 3	24	2.79
Wednesday	8.33% 2	33.33% 8	25.00% 6	20.83% 5	12.50% 3	24	3.04
Thursday	4.17% 1	41.67% 10	20.83% 5	16.67% 4	16.67% 4	24	3.00
Friday	66.67% 16	8.33% 2	8.33% 2	8.33% 2	8.33% 2	24	4.17

Q4 What time of the day works best for you to attend the monthly chapter program meetings?

Answered: 24   Skipped: 0
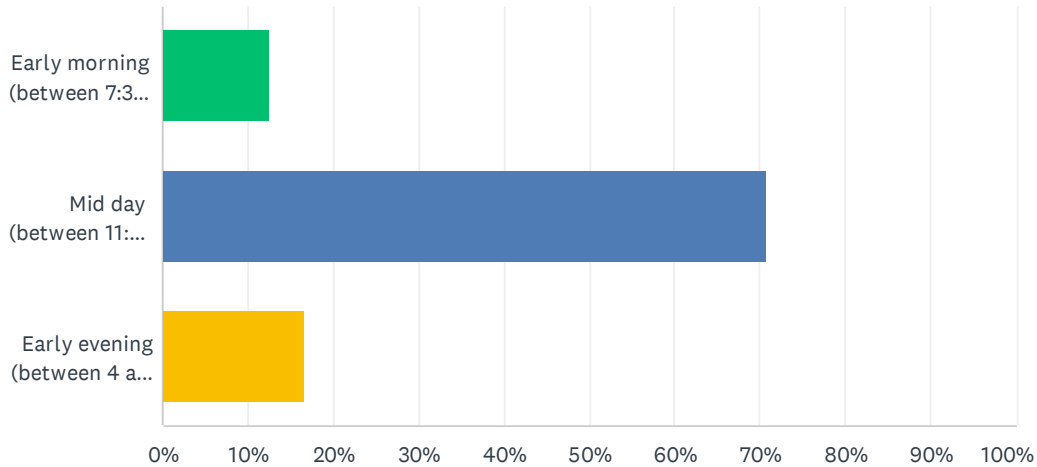
ANSWER CHOICES	RESPONSES	
Early morning (between 7:30 and 9am)	12.50%	3
Mid day (between 11:30 and 1)	70.83%	17
Early evening (between 4 and 6pm)	16.67%	4
TOTAL		24

#	OTHER (PLEASE SPECIFY)	DATE
1	open to all three!	9/22/2022 4:16 PM
2	I also believe evening, after-hours meetings work for more than just social events.	9/21/2022 1:04 PM
3	Depends on the day. Mid-day for the most part	9/10/2022 8:28 AM

Q5 If we schedule in-person or hybrid meetings, which 2 location options do you prefer?

Answered: 11   Skipped: 13
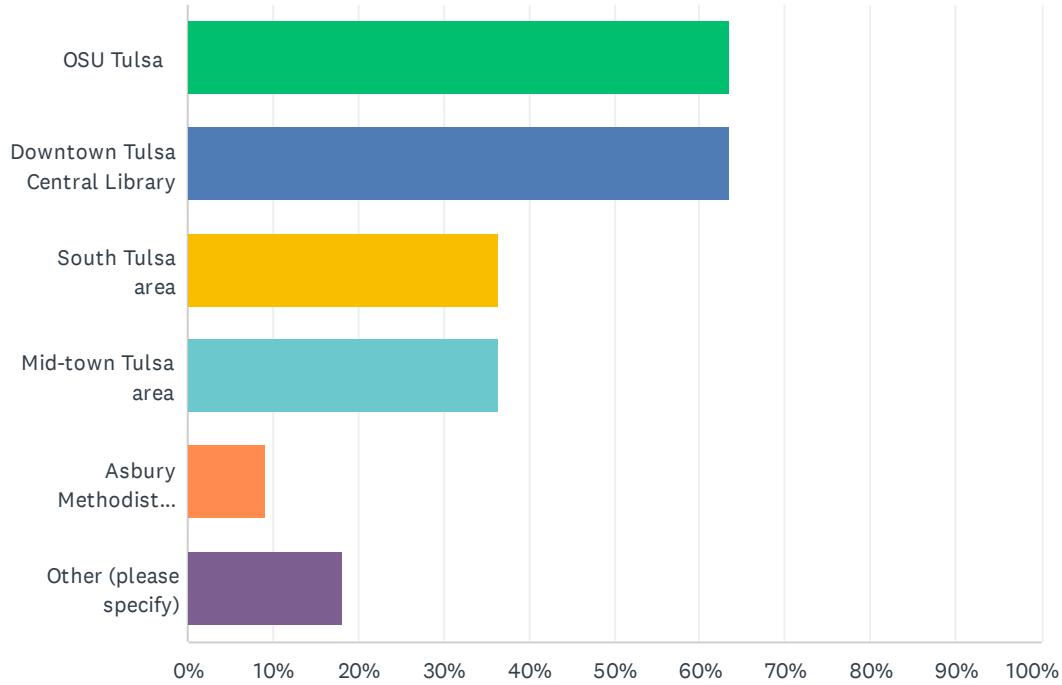
ANSWER CHOICES	RESPONSES	
OSU Tulsa	63.64%	7
Downtown Tulsa Central Library	63.64%	7
South Tulsa area	36.36%	4
Mid-town Tulsa area	36.36%	4
Asbury Methodist Church	9.09%	1
Other (please specify)	18.18%	2
Total Respondents: 11		

#	OTHER (PLEASE SPECIFY)	DATE
1	all locations, but must have parking	9/22/2022 4:16 PM
2	Country Club was a nice location.	9/21/2022 1:26 PM

Q6 If we began offering a hybrid meeting option, which do you feel you would attend most often?

Answered: 24   Skipped: 0
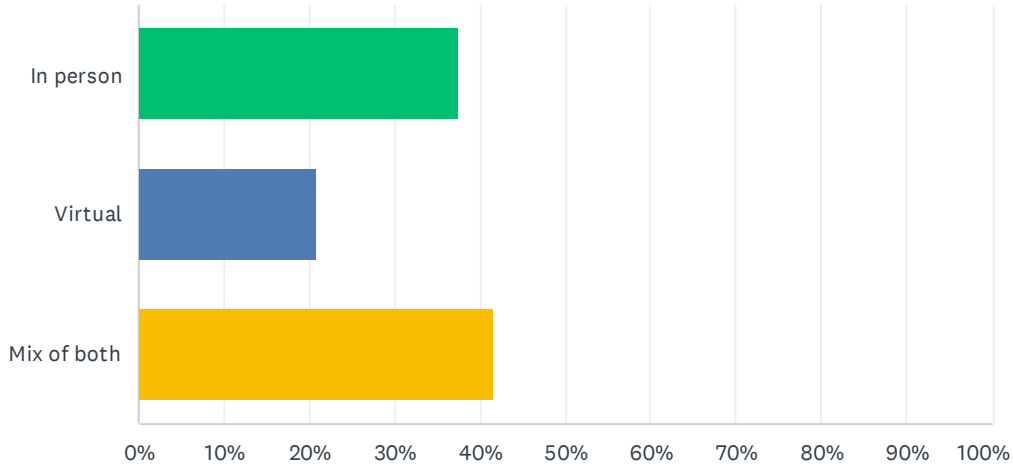
ANSWER CHOICES	RESPONSES	
In person	37.50%	9
Virtual	20.83%	5
Mix of both	41.67%	10
TOTAL		24

Q7 What professional development topics would you like us to offer to help meet your talent development challenges in the 2023? (Select 3)

Answered: 24   Skipped: 0
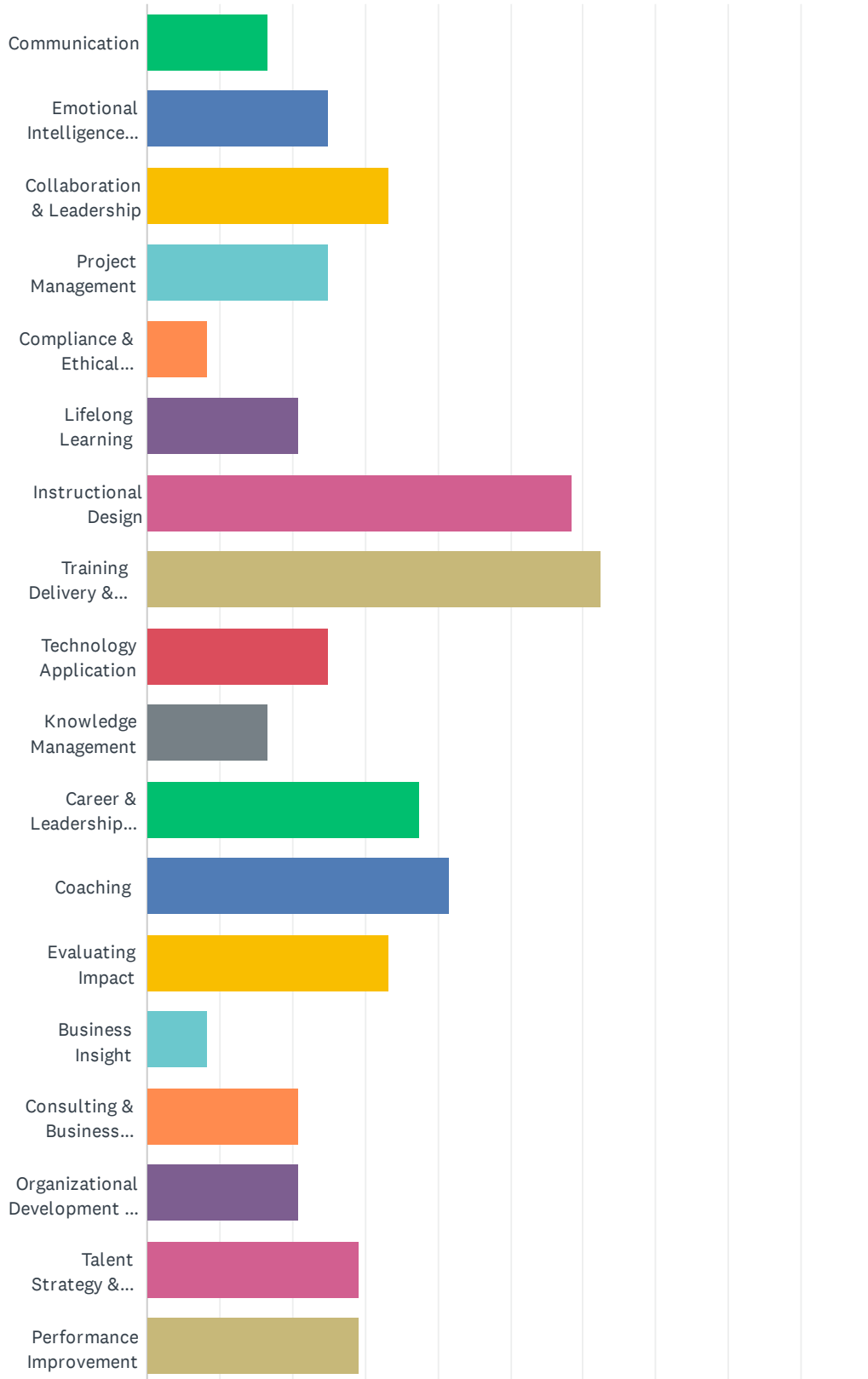
ATD Tulsa Annual Membership Survey 2022
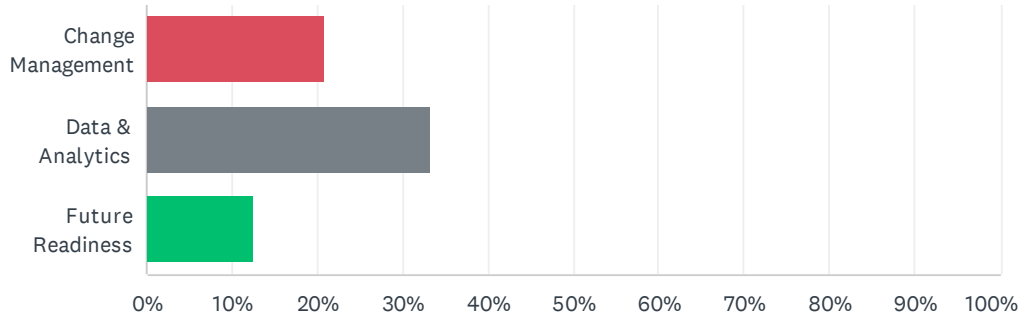
ANSWER CHOICES	RESPONSES	
Communication	16.67%	4
Emotional Intelligence & Decision Making	25.00%	6
Collaboration & Leadership	33.33%	8
Project Management	25.00%	6
Compliance & Ethical Behavior	8.33%	2
Lifelong Learning	20.83%	5
Instructional Design	58.33%	14
Training Delivery & Facilitation	62.50%	15
Technology Application	25.00%	6
Knowledge Management	16.67%	4
Career & Leadership Development	37.50%	9
Coaching	41.67%	10
Evaluating Impact	33.33%	8
Business Insight	8.33%	2
Consulting & Business Partnering	20.83%	5
Organizational Development & Culture	20.83%	5
Talent Strategy & Management	29.17%	7
Performance Improvement	29.17%	7
Change Management	20.83%	5
Data & Analytics	33.33%	8
Future Readiness	12.50%	3
Total Respondents: 24		

Q8 Why do you choose to be a member of ATD Tulsa? Select all that apply.

Answered: 24   Skipped: 0
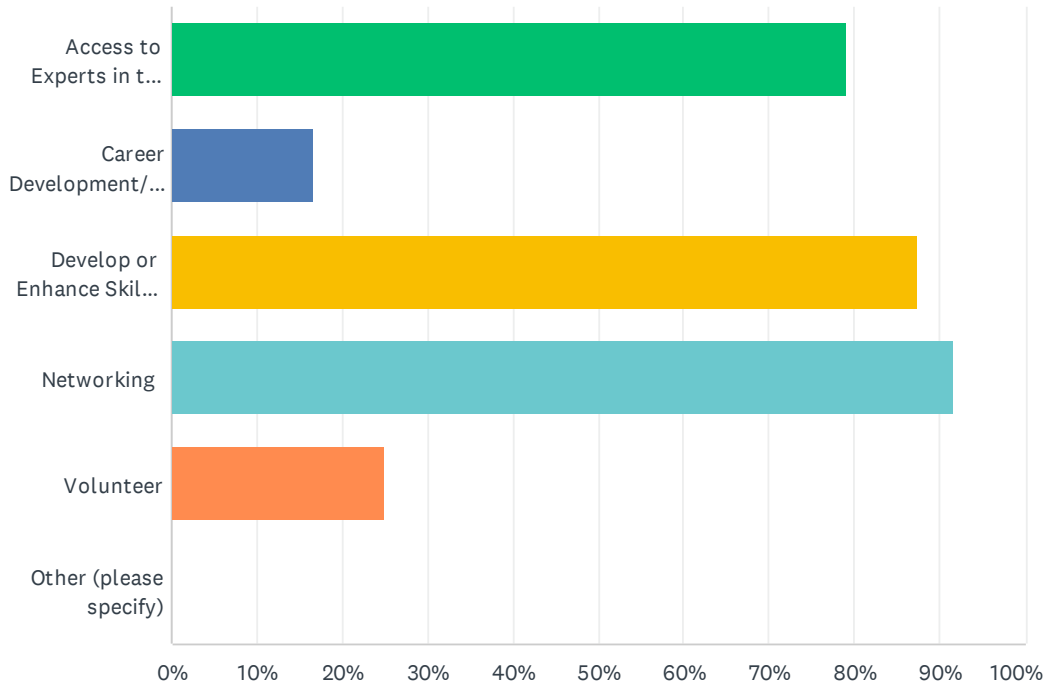
ANSWER CHOICES	RESPONSES	
Access to Experts in the Field	79.17%	19
Career Development/Find a Job	16.67%	4
Develop or Enhance Skills and Knowledge	87.50%	21
Networking	91.67%	22
Volunteer	25.00%	6
Other (please specify)	0.00%	0
Total Respondents: 24		

#	OTHER (PLEASE SPECIFY)	DATE
	There are no responses.	

Q9 Which membership benefits are most valuable to you?

Answered: 24   Skipped: 0
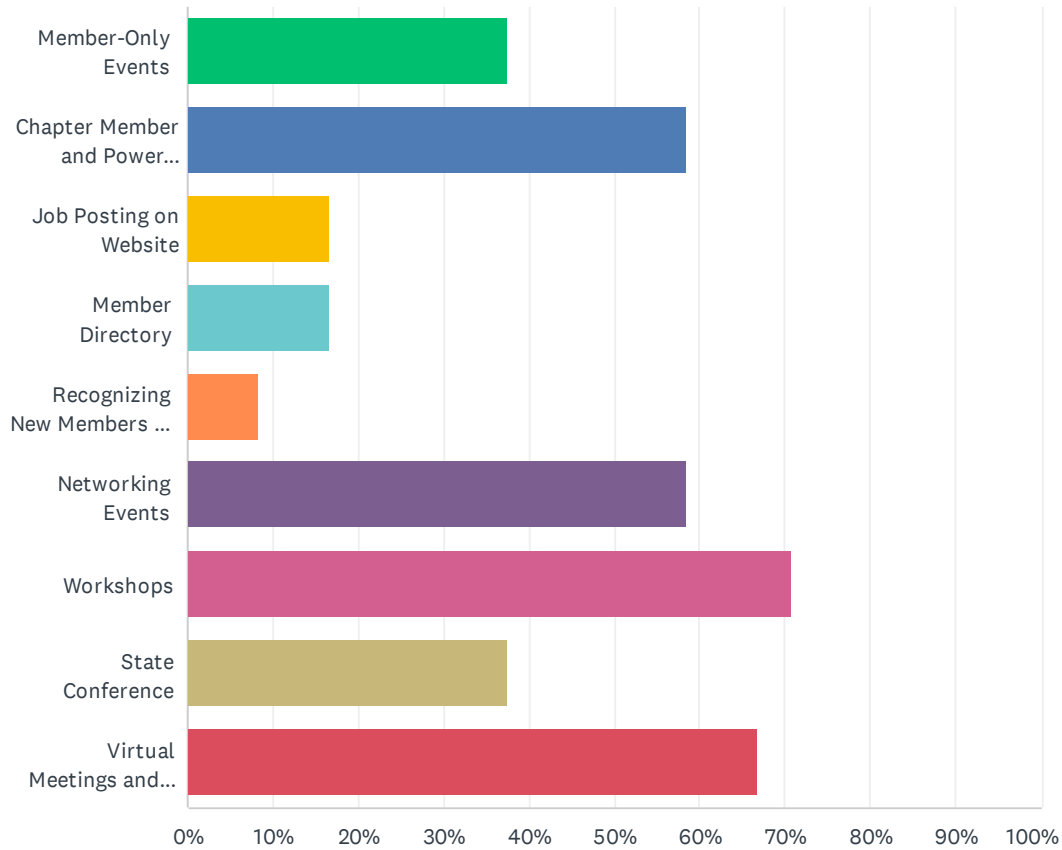
ANSWER CHOICES	RESPONSES	
Member-Only Events	37.50%	9
Chapter Member and Power Member Pricing Discounts	58.33%	14
Job Posting on Website	16.67%	4
Member Directory	16.67%	4
Recognizing New Members and Power Members at each monthly Chapter Program Meeting	8.33%	2
Networking Events	58.33%	14
Workshops	70.83%	17
State Conference	37.50%	9
Virtual Meetings and Events	66.67%	16
Total Respondents: 24		

#	OTHER (PLEASE SPECIFY)	DATE
1	Add (Select all that apply) after the question	8/22/2022 4:12 PM

Q10 Are you satisfied with the member benefits provided to you by ATD Tulsa Chapter? If you answered No, please share why you answered that way.

Answered: 24   Skipped: 0
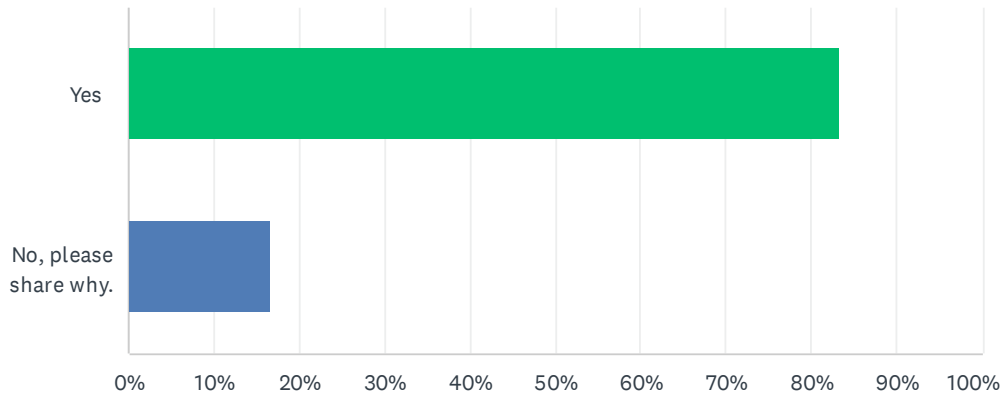
ANSWER CHOICES	RESPONSES	
Yes	83.33%	20
No, please share why.	16.67%	4
TOTAL		24

#	NO, PLEASE SHARE WHY.	DATE
1	I'm not sure what the benefits are.	9/23/2022 8:22 AM
2	I am very interested in returning to in-person meetings and events and I am not sure the chapter is being heard, until now. Thanks for asking.	9/21/2022 1:28 PM
3	I think the biggest benefit of the local chapter is the networking and my preferred networking method is in person and the virtual meetings are not providing that option at the moment.	9/12/2022 10:43 AM
4	No enough in-person events	9/10/2022 8:29 AM

Q11 What membership benefits would you like to see changed and/or added?

Answered: 24   Skipped: 0

#	RESPONSES	DATE
1	Not sure what the benefits are.	9/23/2022 8:22 AM
2	n/a	9/22/2022 4:20 PM
3	N/A	9/22/2022 9:43 AM
4	Can't think of anything right now.	9/21/2022 2:01 PM
5	I don't really care about a directory, but maybe others do. I don't see that as a benefit.	9/21/2022 1:28 PM
6	If we're charging organizations to post job opportunities on our website, can we make that a no-fee service and start promoting such availability to members and other organizations?	9/21/2022 1:07 PM
7	Discounted materials (books, study guides, exam discounts)	9/21/2022 12:51 PM
8	n/a	9/18/2022 9:17 PM
9	More opportunities for in-person interaction at social events, but keeping the program meetings virtual.	9/16/2022 2:56 PM
10	I would like to see more information on the job opportunities. I didn't realize there was a job board on the site till just now. :-)	9/13/2022 2:04 PM
11	None	9/13/2022 1:07 PM
12	N/A	9/12/2022 5:16 PM
13	in person monthly meetings!	9/12/2022 10:43 AM
14	none	9/12/2022 9:19 AM
15	N/A	9/12/2022 8:51 AM
16	na	9/12/2022 8:39 AM
17	More flexibility with meeting times, so I can actually meet everyone!	9/12/2022 7:07 AM
18	None	9/11/2022 12:15 PM
19	None	9/10/2022 4:36 PM
20	Na	9/10/2022 12:32 PM
21	More in-person events.	9/10/2022 8:29 AM
22	NA	9/10/2022 7:50 AM
23	None	9/10/2022 6:17 AM
24	The job board seldom has job postings and then they are out of date. More active solicitation of businesses for training-related jobs, and better, more timely management of the job board would be appreciated.	8/22/2022 4:12 PM

Q12 What membership benefits would you like to see removed?

Answered: 24   Skipped: 0
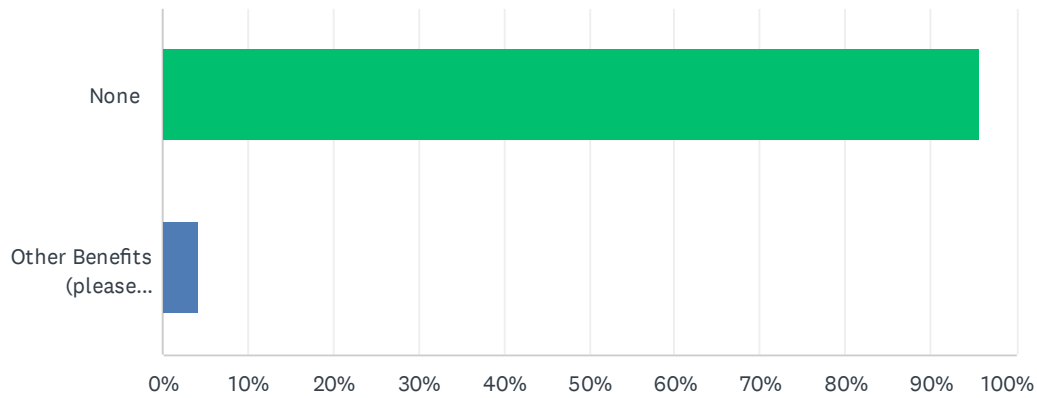
ANSWER CHOICES	RESPONSES	
None	95.83%	23
Other Benefits (please specify)	4.17%	1
TOTAL		24

#	OTHER BENEFITS (PLEASE SPECIFY)	DATE
1	Maybe the idea that a directory is a benefit.	9/21/2022 1:28 PM

Q13 Do you plan to renew your ATD Membership this upcoming year?

Answered: 24   Skipped: 0
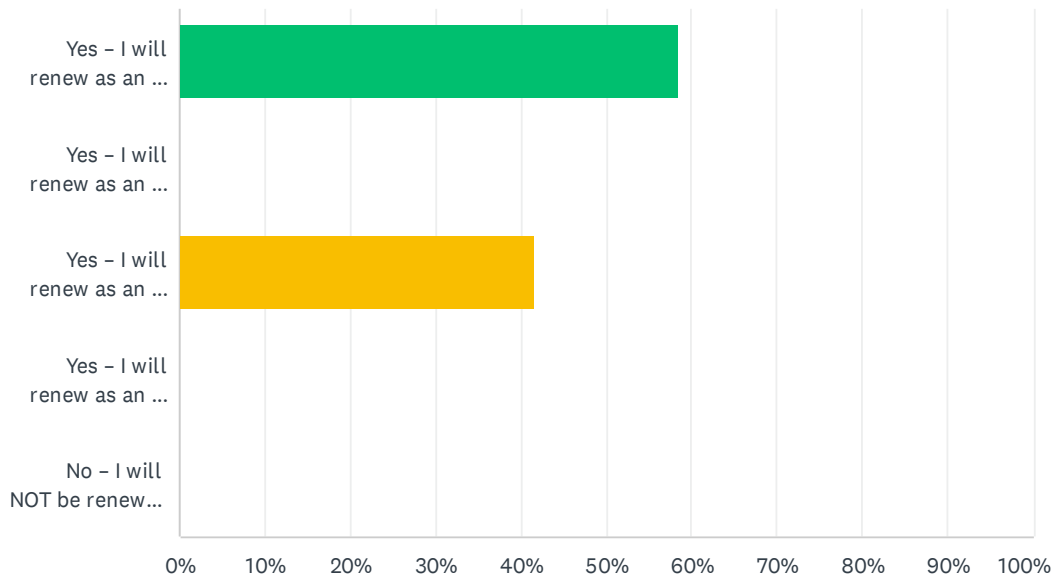
ANSWER CHOICES	RESPONSES	
Yes – I will renew as an ATD Tulsa Power Member (ATD Tulsa Chapter + ATD National Member).	58.33%	14
Yes – I will renew as an ATD Student Power Member (ATD Tulsa Chapter + ATD National Member).	0.00%	0
Yes – I will renew as an ATD Tulsa Chapter Member.	41.67%	10
Yes – I will renew as an ATD Tulsa Student Member.	0.00%	0
No – I will NOT be renewing any form of ATD Membership.	0.00%	0
TOTAL		24

Q14 If you answered not to the above question, please share why you will not be renewing.

Answered: 24 Skipped: 0

#	RESPONSES	DATE
1	NA	9/23/2022 8:22 AM
2	n/a	9/22/2022 4:20 PM
3	N/A	9/22/2022 9:43 AM
4	NA	9/21/2022 2:01 PM
5	x	9/21/2022 1:28 PM
6	I did not answer "No". Technology/programming problem?	9/21/2022 1:07 PM
7	N/A	9/21/2022 12:51 PM
8	n/a	9/18/2022 9:17 PM
9	N/A	9/16/2022 2:56 PM
10	N/A	9/13/2022 2:04 PM
11	N/A	9/13/2022 1:07 PM
12	N/A	9/12/2022 5:16 PM
13	n/a	9/12/2022 10:43 AM
14	n/a	9/12/2022 9:19 AM
15	N/A	9/12/2022 8:51 AM
16	renewing	9/12/2022 8:39 AM
17	na	9/12/2022 7:07 AM
18	Not applicable	9/11/2022 12:15 PM
19	I'm renewing	9/10/2022 4:36 PM
20	Na	9/10/2022 12:32 PM
21	N/A	9/10/2022 8:29 AM
22	NA	9/10/2022 7:50 AM
23	NA	9/10/2022 6:17 AM
24	The word should be "NO" not, "NOT" in the above question. And if it is required, and the answer is yes, why do I need to answer?	8/22/2022 4:12 PM

Q15 During 2022, what events did you participated in? Select all that apply.

Answered: 24   Skipped: 0
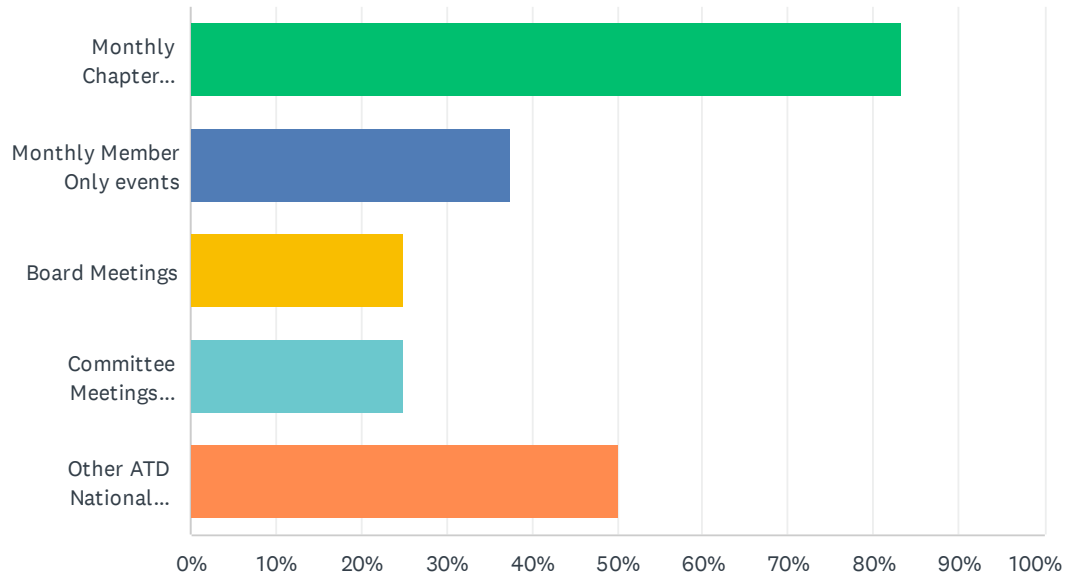
ANSWER CHOICES	RESPONSES	
Monthly Chapter Meetings	83.33%	20
Monthly Member Only events	37.50%	9
Board Meetings	25.00%	6
Committee Meetings (Bylaws Committee, Election Committee, Credentials, etc.)	25.00%	6
Other ATD National Conferences, Workshops, and/or Trainings	50.00%	12
Total Respondents: 24		

Q16 What has prevented you from participating in ATD Tulsa Events?

Answered: 24   Skipped: 0
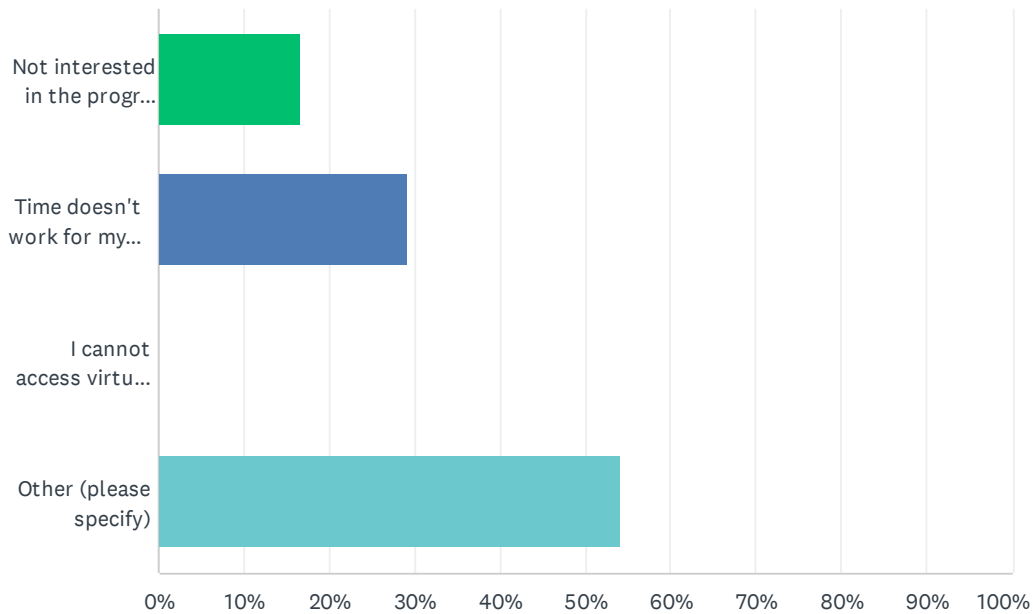
ANSWER CHOICES	RESPONSES	
Not interested in the program meeting topics	16.67%	4
Time doesn't work for my schedule	29.17%	7
I cannot access virtual events on Zoom	0.00%	0
Other (please specify)	54.17%	13
TOTAL		24

#	OTHER (PLEASE SPECIFY)	DATE
1	I have been very busy building a new organization	9/23/2022 8:22 AM
2	n/a	9/22/2022 4:21 PM
3	Too many meetings in my current job that conflict (scheduling).	9/21/2022 2:02 PM
4	Mainly wanted to meet in person or the topic wasn't applicable.	9/21/2022 1:29 PM
5	Does not apply.	9/21/2022 1:08 PM
6	several factors - sometimes it's the topic, sometimes I have a conflict.	9/18/2022 9:18 PM
7	Was unable to attend some in-person social events due to covid concerns or schedule conflicts.	9/16/2022 2:57 PM
8	I've had work conflicts at times, but try to attend everything I can.	9/13/2022 1:07 PM
9	N/A	9/12/2022 5:16 PM
10	I prefer attending the in person meetings.	9/12/2022 10:44 AM
11	Zoom Fatigue and topics	9/12/2022 8:52 AM

12	Na	9/10/2022 6:17 AM
13	Agai, this is a required question, and if I did participate, how, why would I answer this question?	8/22/2022 4:12 PM

Q17 What is your preferred method to interact on social media with ATD Tulsa? Rank from your favorite to least favorite 1-3.

Answered: 24   Skipped: 0
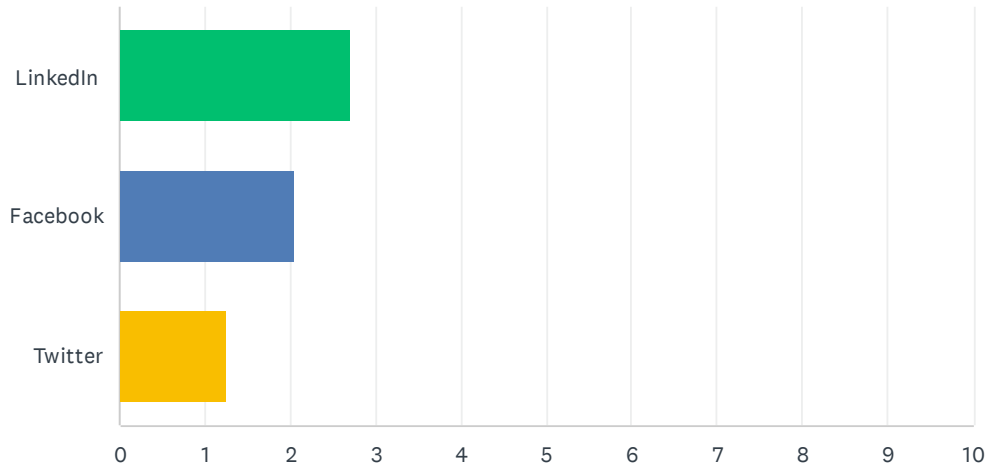
	1	2	3	TOTAL	SCORE
LinkedIn	75.00% 18	20.83% 5	4.17% 1	24	2.71
Facebook	25.00% 6	54.17% 13	20.83% 5	24	2.04
Twitter	0.00% 0	25.00% 6	75.00% 18	24	1.25

Q18 How often do you interact with ATD Tulsa through the following communication methods?

Answered: 24   Skipped: 0
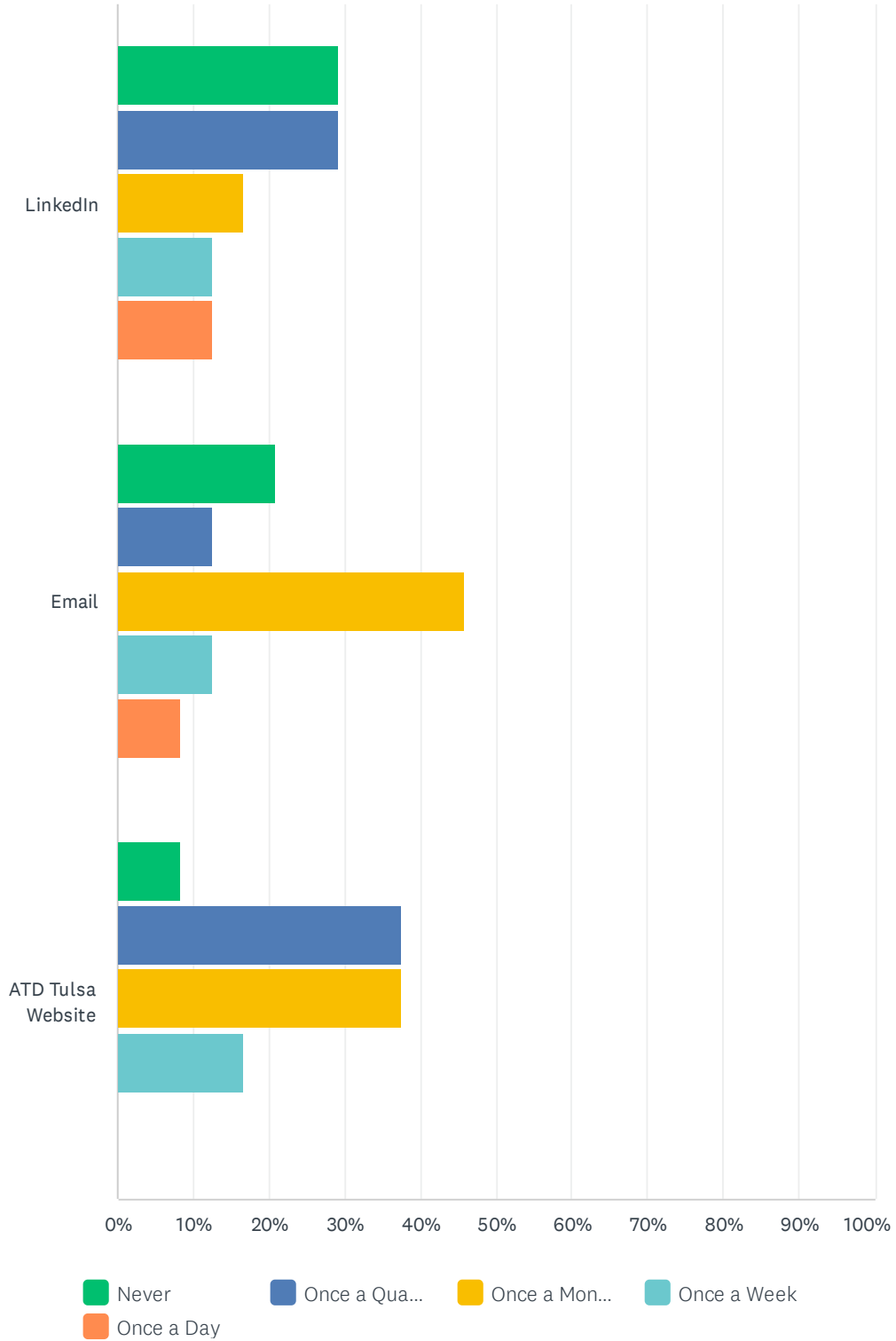
Legend:
- Never
- Once a Qua...
- Once a Mon...
- Once a Week
- Once a Day

	NEVER	ONCE A QUARTER	ONCE A MONTH	ONCE A WEEK	ONCE A DAY	TOTAL
LinkedIn	29.17% 7	29.17% 7	16.67% 4	12.50% 3	12.50% 3	24
Email	20.83% 5	12.50% 3	45.83% 11	12.50% 3	8.33% 2	24
ATD Tulsa Website	8.33% 2	37.50% 9	37.50% 9	16.67% 4	0.00% 0	24

	NEVER	ONCE A QUARTER	ONCE A MONTH	ONCE A WEEK	ONCE A DAY	TOTAL

Q19 Do you read the emailed ATD Tulsa Monthly Newsletter?

Answered: 24   Skipped: 0
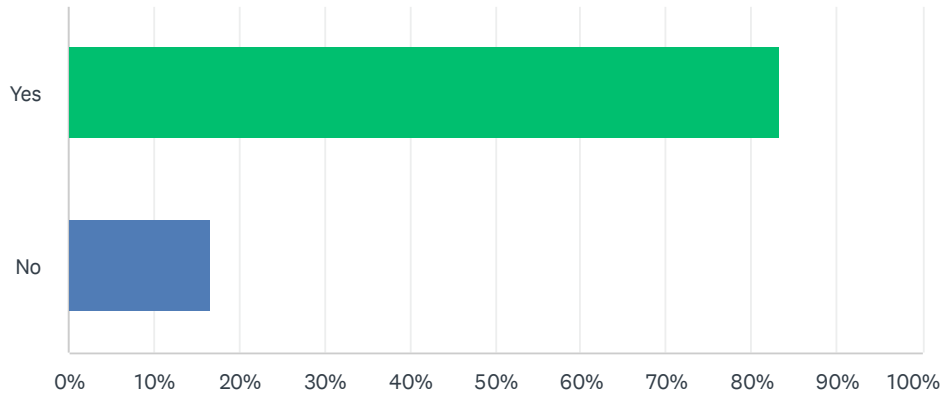
ANSWER CHOICES	RESPONSES	
Yes	83.33%	20
No	16.67%	4
TOTAL		24

Q20 What content would you like to see in the ATD Tulsa Monthly Newsletter?

Answered: 24   Skipped: 0
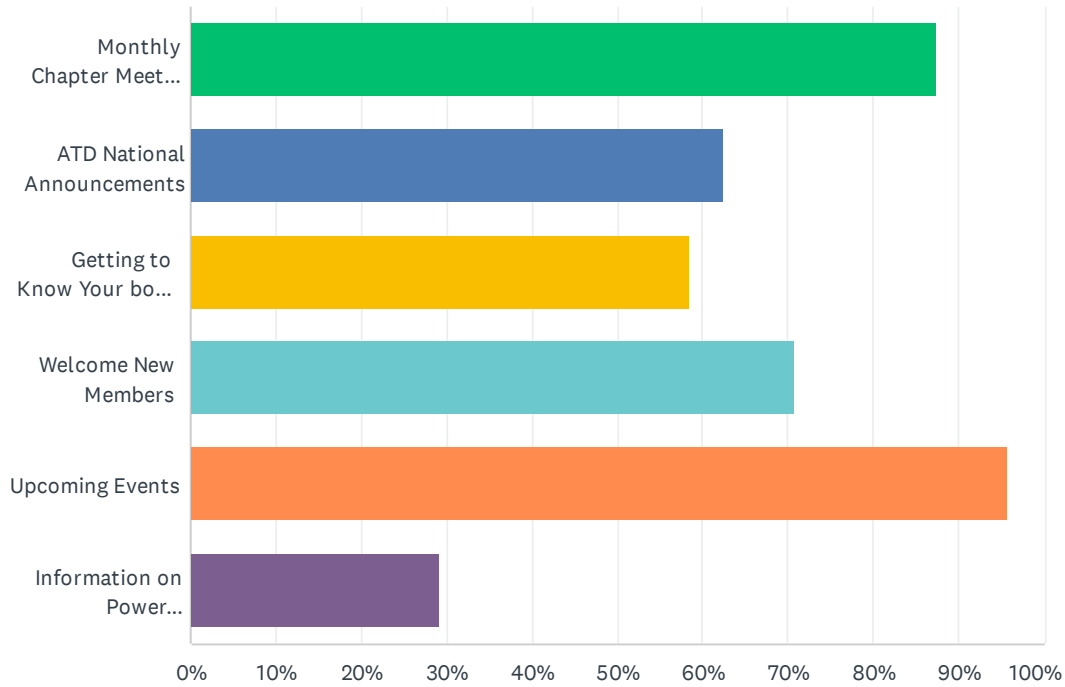
ANSWER CHOICES	RESPONSES	
Monthly Chapter Meeting Information	87.50%	21
ATD National Announcements	62.50%	15
Getting to Know Your board members information	58.33%	14
Welcome New Members	70.83%	17
Upcoming Events	95.83%	23
Information on Power Membership	29.17%	7
Total Respondents: 24		

#	OTHER (PLEASE SPECIFY)	DATE
1	add videos?	9/22/2022 4:22 PM
2	Keep it simple.	9/21/2022 1:30 PM
3	Links to timely, nonsubscription industry articles.	9/21/2022 1:09 PM
4	Should this be a (Select all that apply) after the question?	8/22/2022 4:14 PM

Q21 What is your level of membership within ATD?

Answered: 24   Skipped: 0
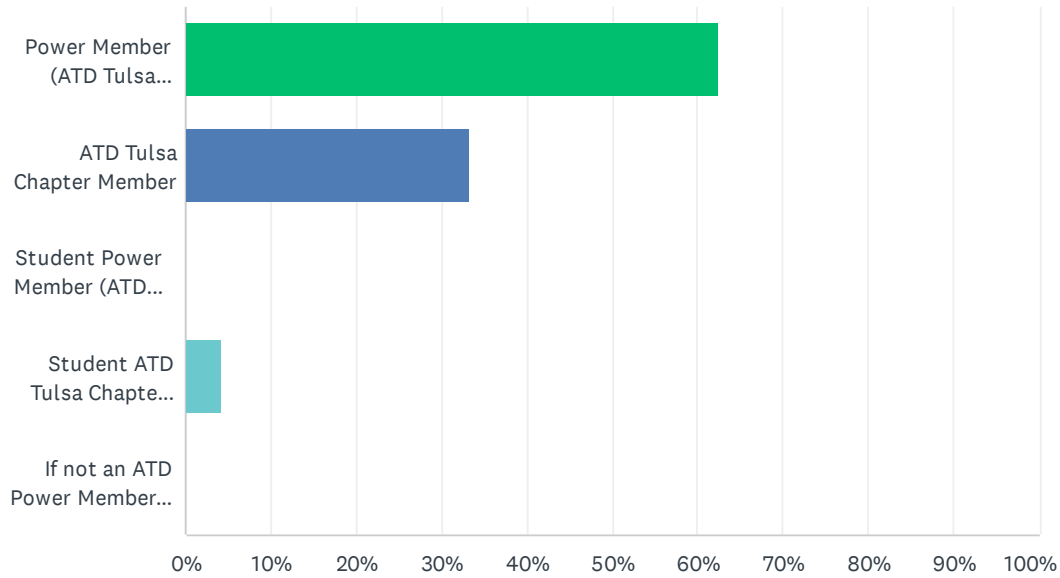
ANSWER CHOICES	RESPONSES	
Power Member (ATD Tulsa Chapter + ATD Member)	62.50%	15
ATD Tulsa Chapter Member	33.33%	8
Student Power Member (ATD Tulsa Chapter + ATD Member)	0.00%	0
Student ATD Tulsa Chapter Member	4.17%	1
If not an ATD Power Member, why not?	0.00%	0
TOTAL		24

#	IF NOT AN ATD POWER MEMBER, WHY NOT?	DATE
	There are no responses.	

Q22 How long have you been an ATD Tulsa Chapter member?

Answered: 24   Skipped: 0
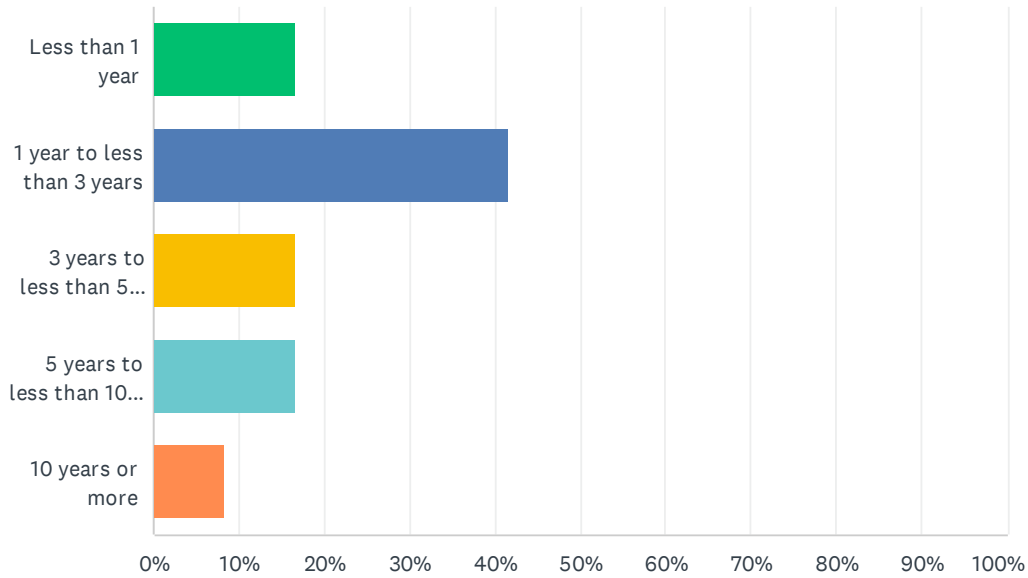
ANSWER CHOICES	RESPONSES	
Less than 1 year	16.67%	4
1 year to less than 3 years	41.67%	10
3 years to less than 5 years	16.67%	4
5 years to less than 10 years	16.67%	4
10 years or more	8.33%	2
TOTAL		24

Q23 What part of the Training and Development industry do you work in? Select all that apply.

Answered: 24   Skipped: 0
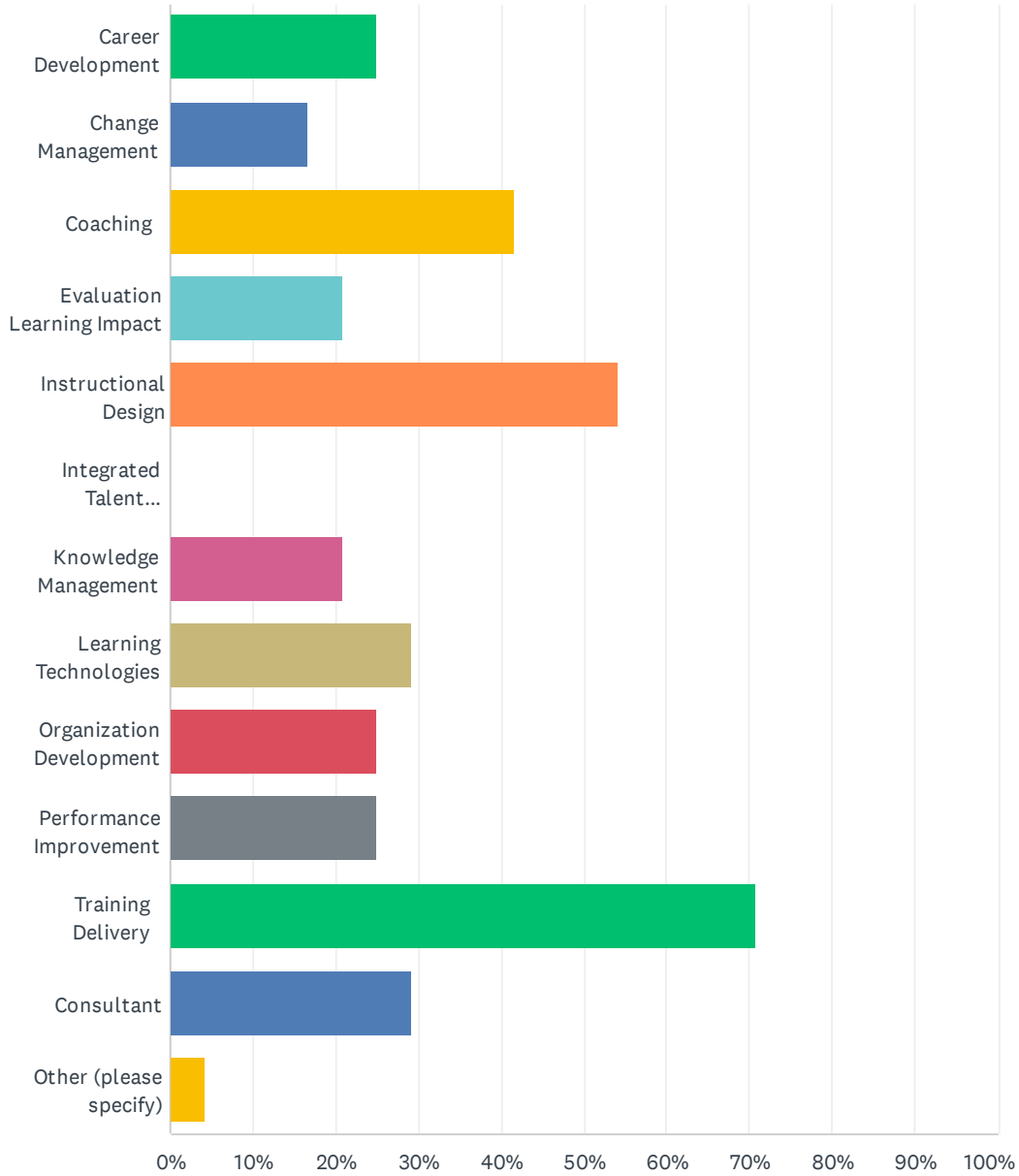
ANSWER CHOICES	RESPONSES	
Career Development	25.00%	6
Change Management	16.67%	4
Coaching	41.67%	10
Evaluation Learning Impact	20.83%	5
Instructional Design	54.17%	13
Integrated Talent Management	0.00%	0
Knowledge Management	20.83%	5
Learning Technologies	29.17%	7
Organization Development	25.00%	6
Performance Improvement	25.00%	6
Training Delivery	70.83%	17
Consultant	29.17%	7
Other (please specify)	4.17%	1
Total Respondents: 24		

#	OTHER (PLEASE SPECIFY)	DATE
1	Culture and Talent Development	9/12/2022 5:19 PM

Q24 Where are you located?

Answered: 24   Skipped: 0
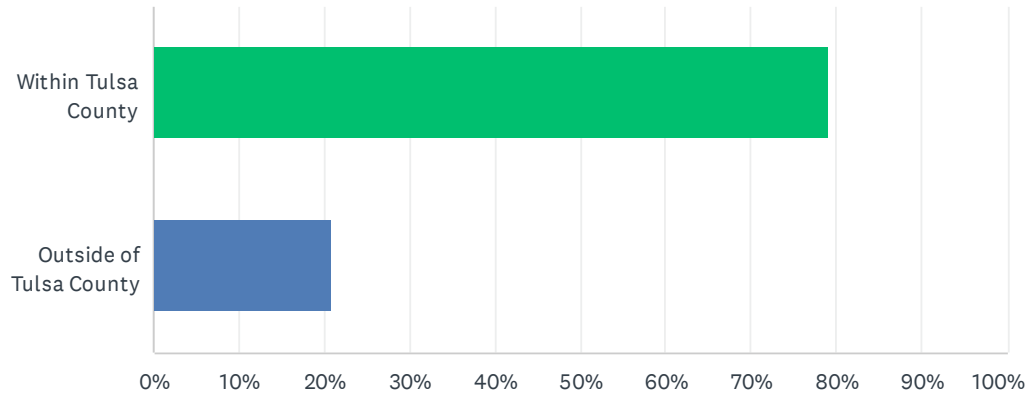
ANSWER CHOICES	RESPONSES	
Within Tulsa County	79.17%	19
Outside of Tulsa County	20.83%	5
TOTAL		24

Q25 What is your company's industry?

Answered: 24   Skipped: 0
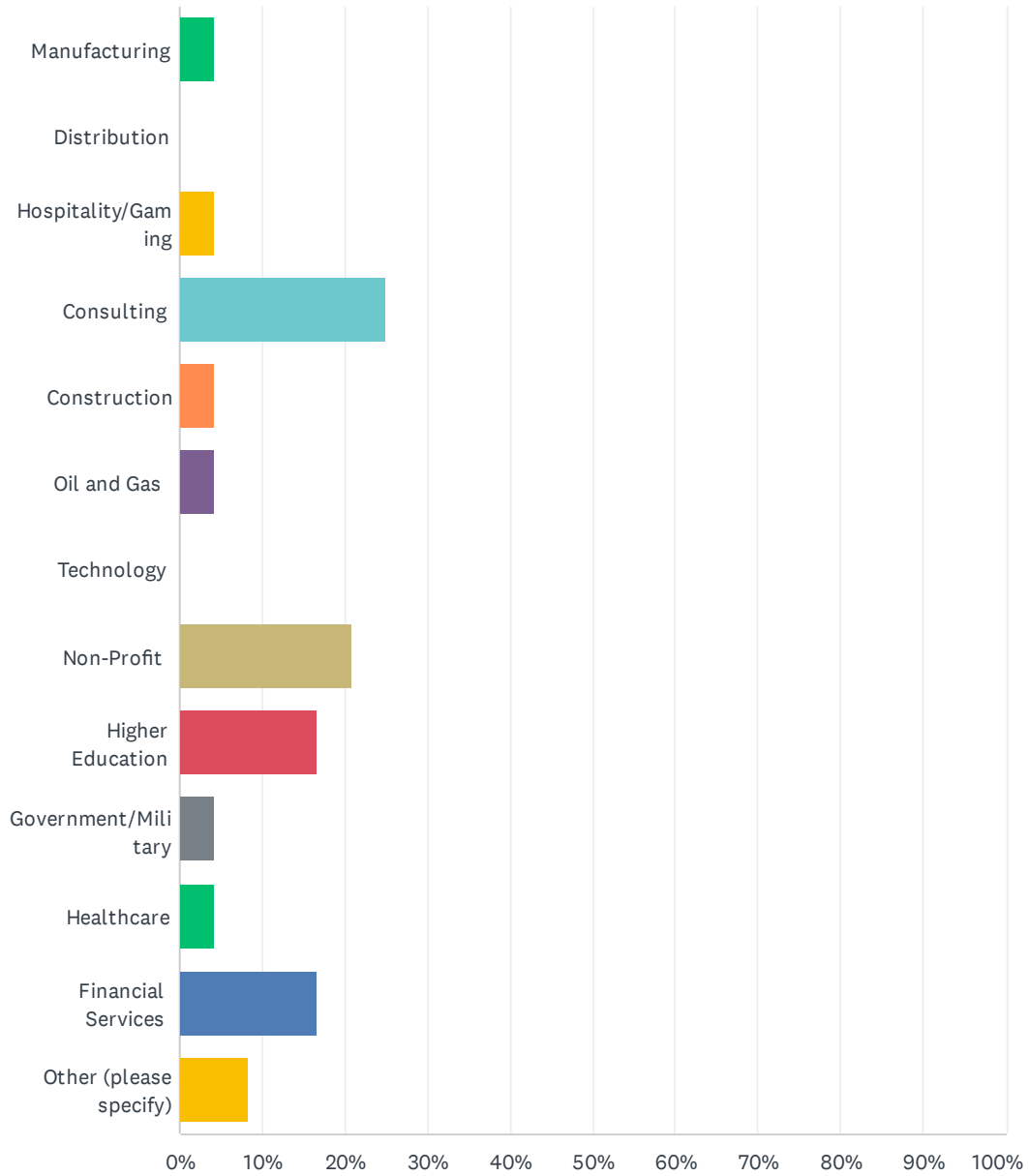
ANSWER CHOICES	RESPONSES	
Manufacturing	4.17%	1
Distribution	0.00%	0
Hospitality/Gaming	4.17%	1
Consulting	25.00%	6
Construction	4.17%	1
Oil and Gas	4.17%	1
Technology	0.00%	0
Non-Profit	20.83%	5
Higher Education	16.67%	4
Government/Military	4.17%	1
Healthcare	4.17%	1
Financial Services	16.67%	4
Other (please specify)	8.33%	2
Total Respondents: 24		

#	OTHER (PLEASE SPECIFY)	DATE
1	Audiovisual production in hotels and convention centers	9/10/2022 8:33 AM
2	Customer Service	8/22/2022 4:15 PM

Q26 What best describes your position within your organization?

Answered: 24   Skipped: 0
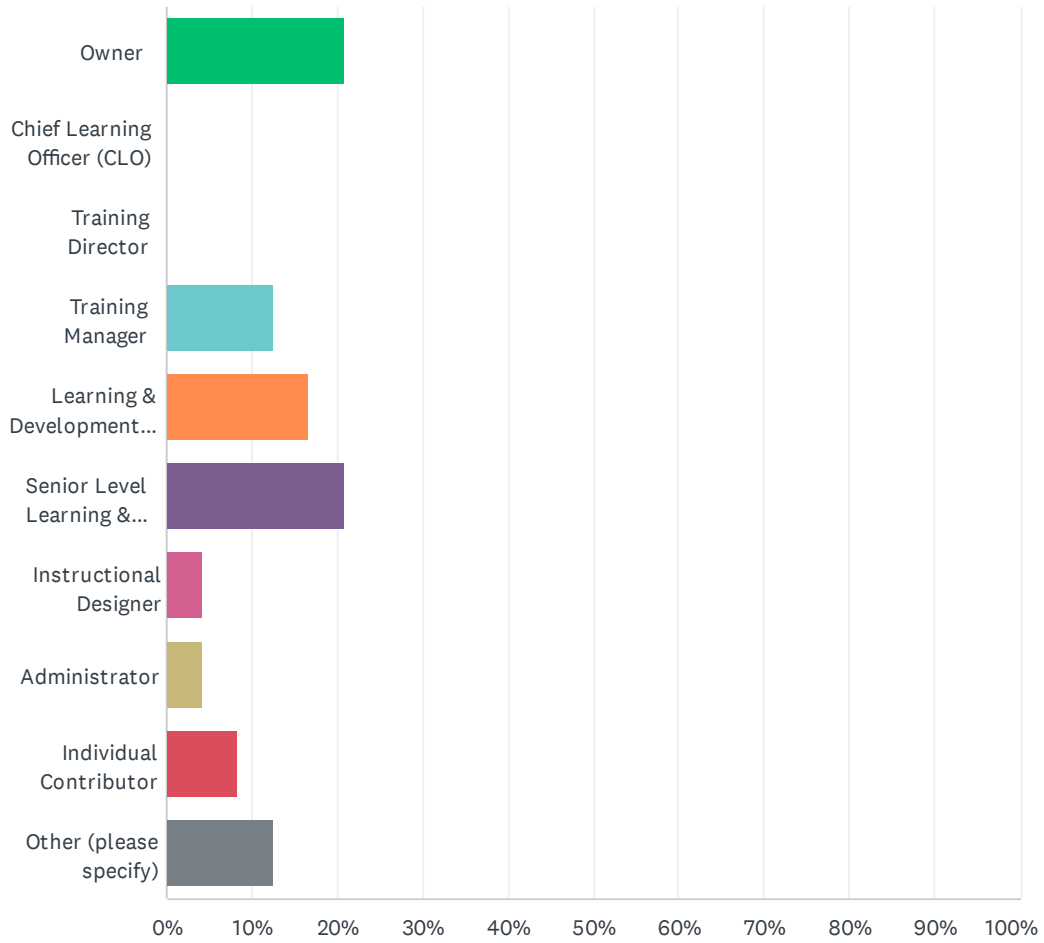
ANSWER CHOICES	RESPONSES	
Owner	20.83%	5
Chief Learning Officer (CLO)	0.00%	0
Training Director	0.00%	0
Training Manager	12.50%	3
Learning & Development Specialist	16.67%	4
Senior Level Learning & Development	20.83%	5
Instructional Designer	4.17%	1
Administrator	4.17%	1
Individual Contributor	8.33%	2
Other (please specify)	12.50%	3
TOTAL		24

#	OTHER (PLEASE SPECIFY)	DATE
1	Lead Trainer	9/22/2022 9:45 AM
2	L&D Specialist and Instructional Designer	9/13/2022 2:08 PM
3	Training Coordinator	9/12/2022 8:42 AM

Q27 What best describes the size of your organization?

Answered: 24   Skipped: 0
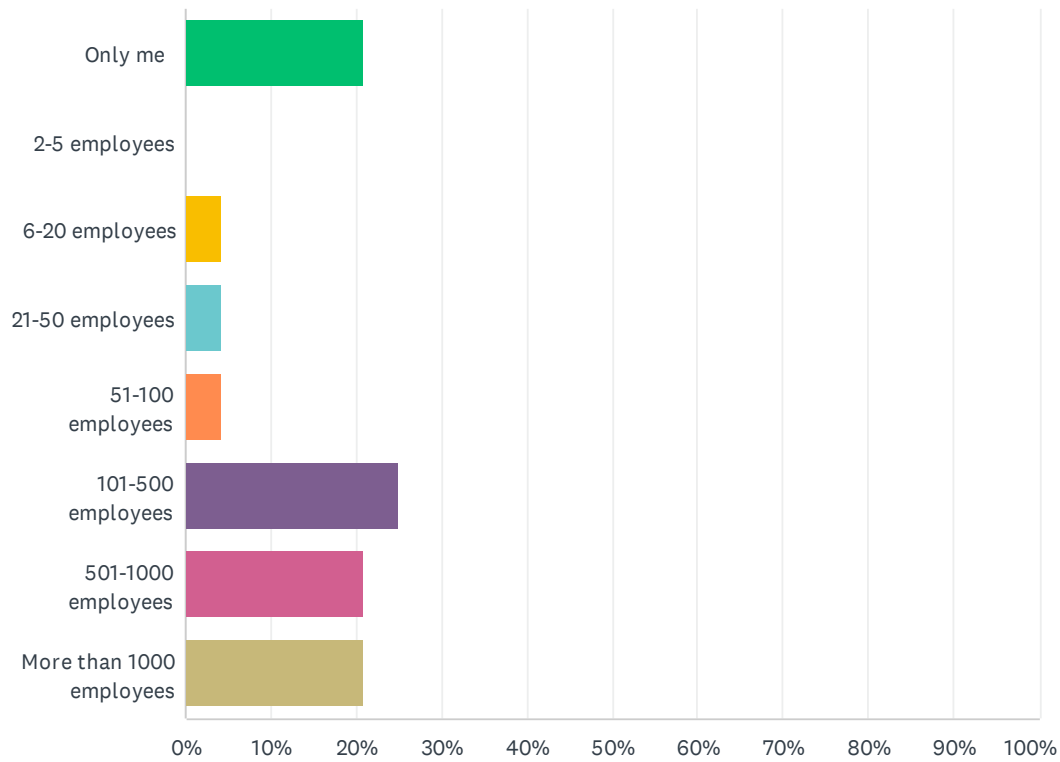
ANSWER CHOICES	RESPONSES	
Only me	20.83%	5
2-5 employees	0.00%	0
6-20 employees	4.17%	1
21-50 employees	4.17%	1
51-100 employees	4.17%	1
101-500 employees	25.00%	6
501-1000 employees	20.83%	5
More than 1000 employees	20.83%	5
TOTAL		24

Q28 Thank you for completing the 2022 ATD Tulsa Annual Membership Survey. Please enter your name and email address below for a $10 QuickTrip gift card.

Answered: 19   Skipped: 5

ANSWER CHOICES	RESPONSES	
Name	100.00%	19
Company	0.00%	0
Address	0.00%	0
Address 2	0.00%	0
City/Town	0.00%	0
State/Province	0.00%	0
ZIP/Postal Code	0.00%	0
Country	0.00%	0
Email Address	100.00%	19
Phone Number	0.00%	0

#	NAME	DATE
1	Martha	9/23/2022 8:25 AM
2	Alaina Taylor	9/22/2022 9:45 AM
3	Stacey Whala	9/21/2022 2:06 PM
4	Shelby Morris	9/21/2022 1:31 PM
5	Bob Mansur	9/21/2022 1:11 PM
6	Jessica Linihan	9/21/2022 12:53 PM
7	Andrea Gentis	9/16/2022 2:59 PM
8	Heather Quintero	9/13/2022 2:08 PM
9	Jeremy Smith	9/13/2022 1:09 PM
10	Jennifer R Roberson	9/12/2022 5:19 PM
11	Ana Vaqueiro	9/12/2022 10:47 AM
12	Jacqueline Renee Williams	9/12/2022 8:56 AM
13	Chantel Gray	9/12/2022 8:42 AM
14	Miranda Foust	9/12/2022 7:09 AM
15	DeAnna Hutchins	9/10/2022 4:38 PM
16	Gifflene	9/10/2022 12:37 PM
17	Scott Dixon	9/10/2022 8:33 AM
18	Dina Fox	9/10/2022 7:53 AM

19	Kim boggs	9/10/2022 6:20 AM

#	**COMPANY**	**DATE**
	There are no responses.	

#	**ADDRESS**	**DATE**
	There are no responses.	

#	**ADDRESS 2**	**DATE**
	There are no responses.	

#	**CITY/TOWN**	**DATE**
	There are no responses.	

#	**STATE/PROVINCE**	**DATE**
	There are no responses.	

#	**ZIP/POSTAL CODE**	**DATE**
	There are no responses.	

#	**COUNTRY**	**DATE**
	There are no responses.	

#	**EMAIL ADDRESS**	**DATE**
1	Zapata	9/23/2022 8:25 AM
2	alainahill0@gmail.com	9/22/2022 9:45 AM
3	swhala@gmail.com	9/21/2022 2:06 PM
4	shelby.morris@okstate.edu	9/21/2022 1:31 PM
5	bob.mansur@crediteps.com	9/21/2022 1:11 PM
6	cowles.jessica@gmail.com	9/21/2022 12:53 PM
7	agentis@mcg-ins.com	9/16/2022 2:59 PM
8	heather.quintero@tulsalibrary.org	9/13/2022 2:08 PM
9	jeremysmith213@gmail.com	9/13/2022 1:09 PM
10	jennifer.roberson@stinnett-associates.com	9/12/2022 5:19 PM
11	avaqueiro@matrixservicecompany.com	9/12/2022 10:47 AM
12	jrwilliams@captulsa.org	9/12/2022 8:56 AM
13	chantel.gray@truitycu.org	9/12/2022 8:42 AM
14	mfoust@brookdale.com	9/12/2022 7:09 AM
15	deannanwa@gmail.com	9/10/2022 4:38 PM
16	gifflene@gmail.com	9/10/2022 12:37 PM
17	scott.dixon@encoreglobal.com	9/10/2022 8:33 AM
18	dinafoxconsulting@outlook.com	9/10/2022 7:53 AM
19	kimboggs63@gmail.com	9/10/2022 6:20 AM

#	**PHONE NUMBER**	**DATE**
	There are no responses.	

Q1 Why did you attend this ATD Tulsa Professional Development Program? Check all that apply.

Answered: 5   Skipped: 0
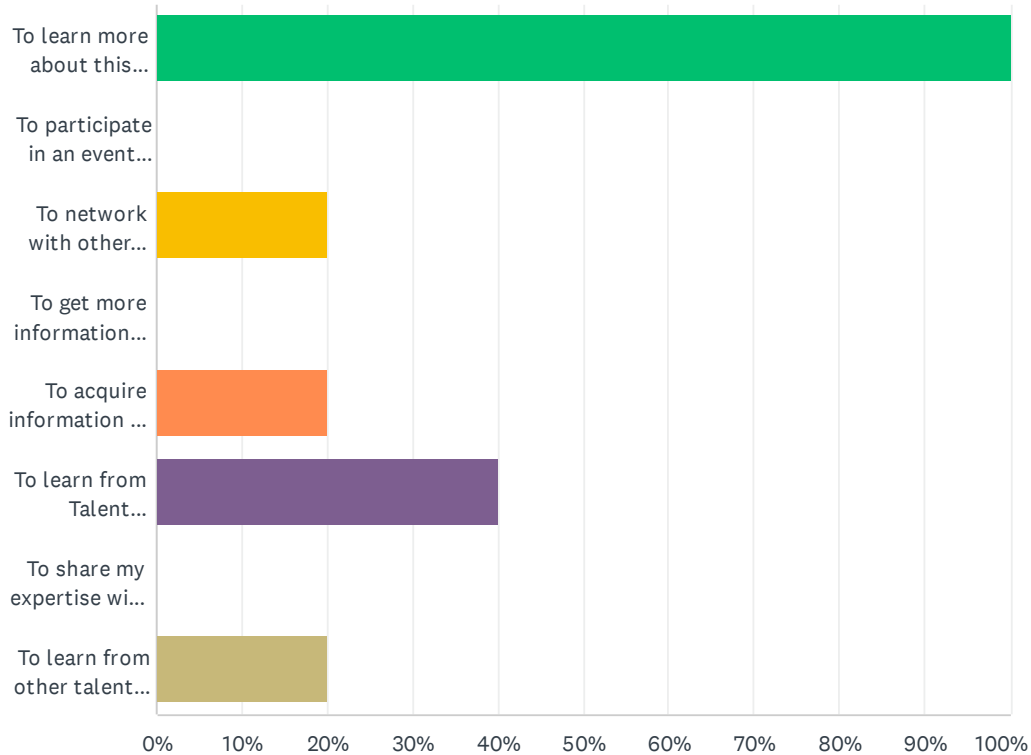
ANSWER CHOICES	RESPONSES	
To learn more about this specific topic.	100.00%	5
To participate in an event delivered by this presenter.	0.00%	0
To network with other talent management professionals.	20.00%	1
To get more information about ATD Tulsa.	0.00%	0
To acquire information on developments in the talent management industry.	20.00%	1
To learn from Talent Management industry leaders.	40.00%	2
To share my expertise with other talent management professionals.	0.00%	0
To learn from other talent management professionals attending the program meeting.	20.00%	1
Total Respondents: 5		

#	OTHER (PLEASE SPECIFY)	DATE
	There are no responses.	

Q2 How did you hear about this ATD Tulsa Professional Development Program? Check all that apply.

Answered: 5   Skipped: 0
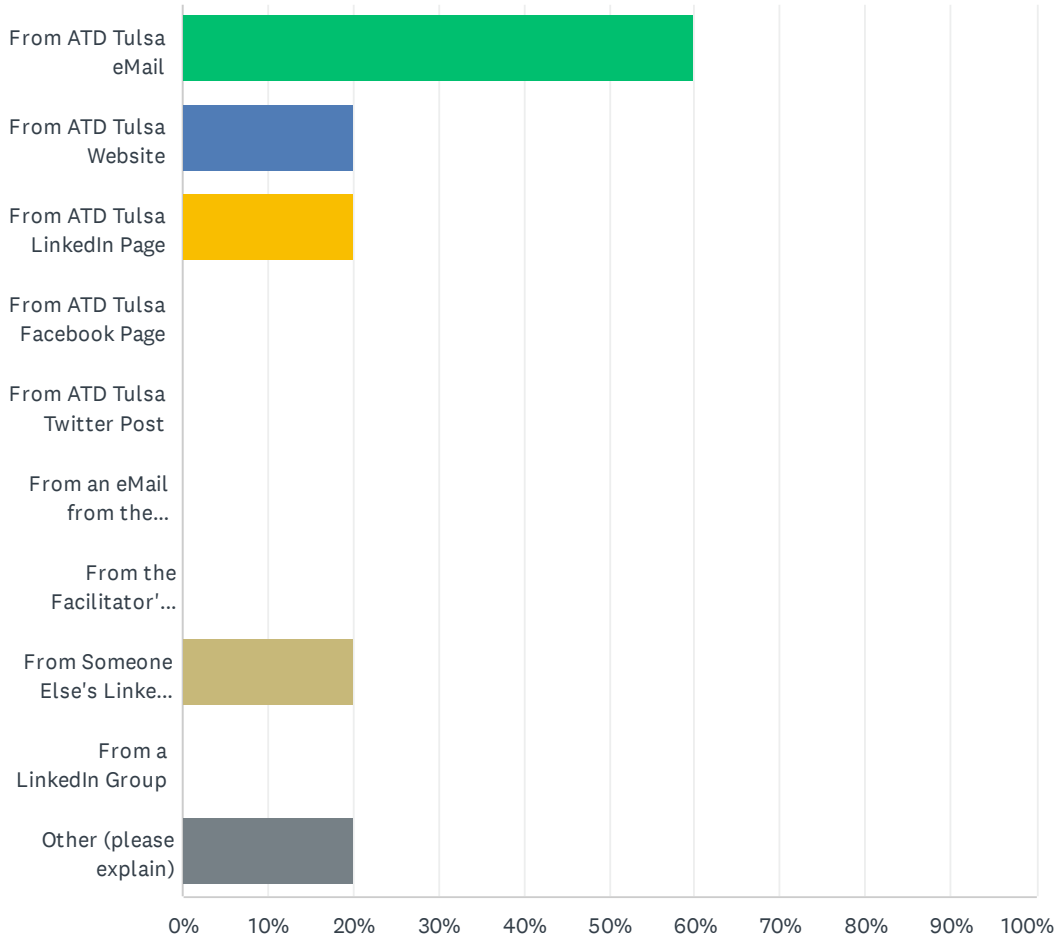
ATD Tulsa - "Translating your Learning & Talent Management Skills to Change Management Roles and Projects" presented by Katie McLaughlin

ANSWER CHOICES	RESPONSES	
From ATD Tulsa eMail	60.00%	3
From ATD Tulsa Website	20.00%	1
From ATD Tulsa LinkedIn Page	20.00%	1
From ATD Tulsa Facebook Page	0.00%	0
From ATD Tulsa Twitter Post	0.00%	0
From an eMail from the Facilitator	0.00%	0
From the Facilitator's LinkedIn Post	0.00%	0
From Someone Else's LinkedIn Post	20.00%	1
From a LinkedIn Group	0.00%	0
Other (please explain)	20.00%	1

Total Respondents: 5	

#	OTHER (PLEASE SPECIFY)	DATE
1	On the board	9/20/2022 9:06 AM

Q3 Please indicate your level of agreement with the following aspects of the presenter(s) and workshop content.

Answered: 5   Skipped: 0

This program was well-pac...

The presenter demonstrated...

The presenter was engaging.

ATD Tulsa - "Translating your Learning & Talent Management Skills to Change Management Roles and Projects" presented by Katie McLaughlin

The presenter allowed the...

The program included...

The program was delivere...

ATD Tulsa - "Translating your Learning & Talent Management Skills to Change Management Roles and Projects" presented by Katie McLaughlin

The presenter outlined...

The presenter met the...

The information...

The information...

The information...

Legend:
- Strongly Ag...
- Agree
- Neither Agr...
- Disagree
- Strongly Di...
- Not Applica...
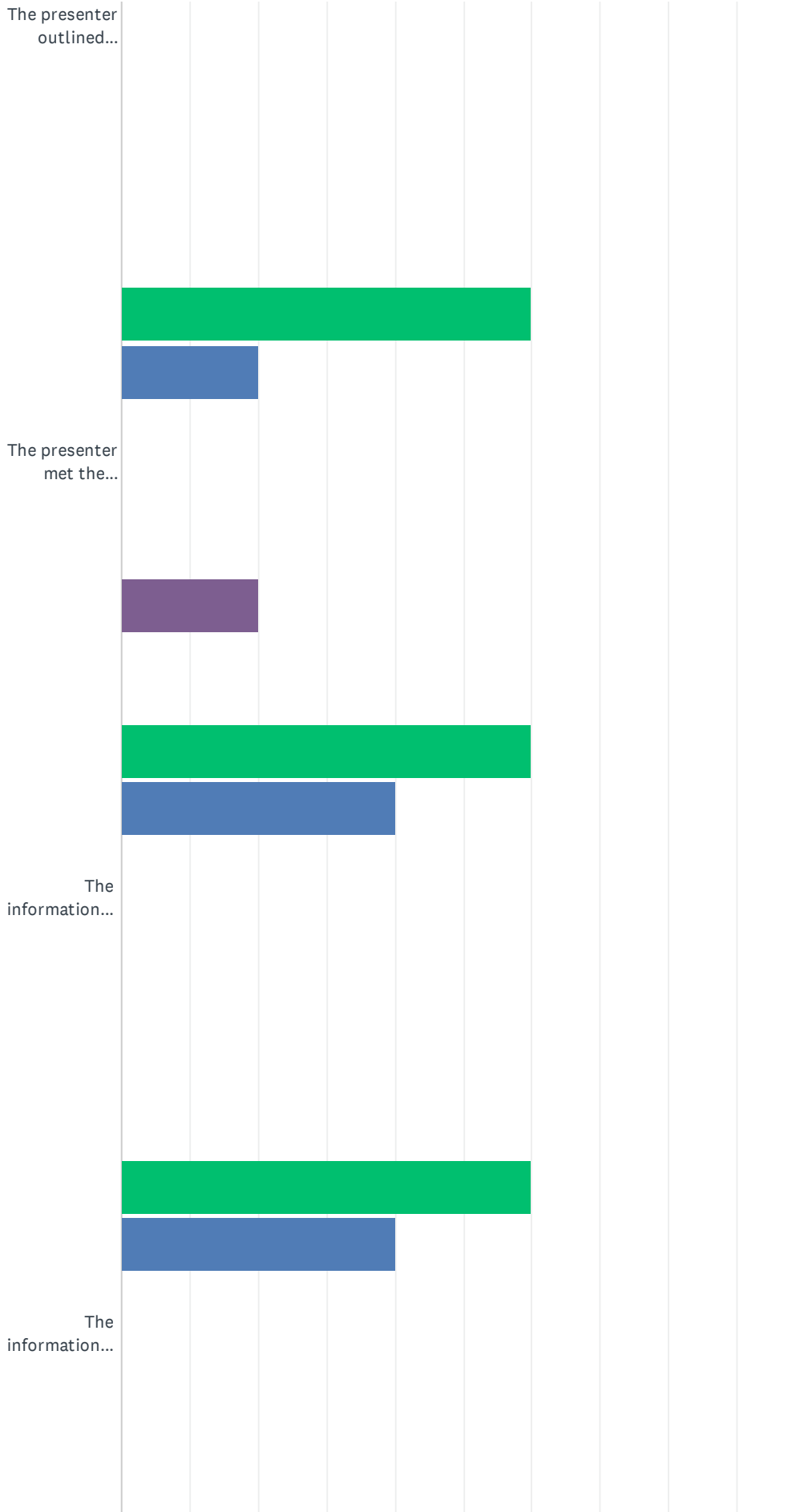
ATD Tulsa - "Translating your Learning & Talent Management Skills to Change Management Roles and Projects" presented by Katie McLaughlin

	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	NOT APPLICABLE	TOTAL
This program was well-paced and made good use of my time.	60.00% 3	40.00% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0	5
The presenter demonstrated subject matter expertise and knowledge.	80.00% 4	20.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	5
The presenter was engaging.	60.00% 3	40.00% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0	5
The presenter allowed the right amount of time for discussion.	60.00% 3	40.00% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0	5
The program included interactive discussion, an activity, or a hands-on learning experience.	60.00% 3	40.00% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0	5
The program was delivered as promoted.	80.00% 4	20.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	5
The presenter outlined objectives for the session.	60.00% 3	40.00% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0	5
The presenter met the objectives as outlined.	60.00% 3	20.00% 1	0.00% 0	0.00% 0	0.00% 0	20.00% 1	5
The information presented during this program was well organized.	60.00% 3	40.00% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0	5
The information presented during this program is useful to my job.	60.00% 3	40.00% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0	5
The information presented during this program can be applied to my business.	80.00% 4	20.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	5

	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	NOT APPLICABLE	TOTAL

Q4 What were your top one or two takeaways from this session?

Answered: 5   Skipped: 0

#	RESPONSES	DATE
1	I have a clearer understanding on the subject and how it effects those involved.	9/27/2022 5:04 PM
2	Understanding how to better communicate how the skills and experience I have meet this need.	9/26/2022 4:44 PM
3	Highlighted some areas I think my team can focus and improve on.	9/26/2022 10:25 AM
4	The various change management models	9/20/2022 9:06 AM
5	I already have some skills to help with change management and the "workflow" of change	9/20/2022 7:35 AM

Q5 How likely are you to recommend this Professional Development program to other Talent Development Professionals or other organizations?

Answered: 5   Skipped: 0
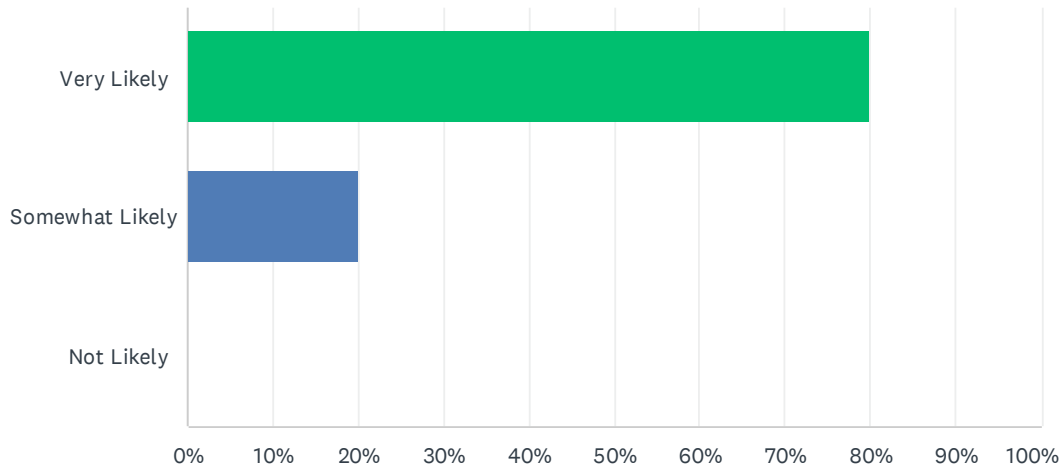
ANSWER CHOICES	RESPONSES	
Very Likely	80.00%	4
Somewhat Likely	20.00%	1
Not Likely	0.00%	0
TOTAL		5

#	IF YOU ANSWERED SOMEWHAT LIKELY OR NOT LIKELY, WHAT COULD WE DO DIFFERENTLY TO CHANGE YOUR RESPONSE TO VERY LIKELY?	DATE
	There are no responses.	

Q6 Please rate the following aspects of the program as Excellent, Good, Fair, Poor, or Terrible. Or if it does not apply to you, Not Applicable.

Answered: 5   Skipped: 0

ATD Tulsa - "Translating your Learning & Talent Management Skills to Change Management Roles and Projects" presented by Katie McLaughlin

Date: Friday,
11:45 AM - 1...

Location:
Virtual, Zoom

Online
registration...

0%   10%   20%   30%   40%   50%   60%   70%   80%   90%   100%
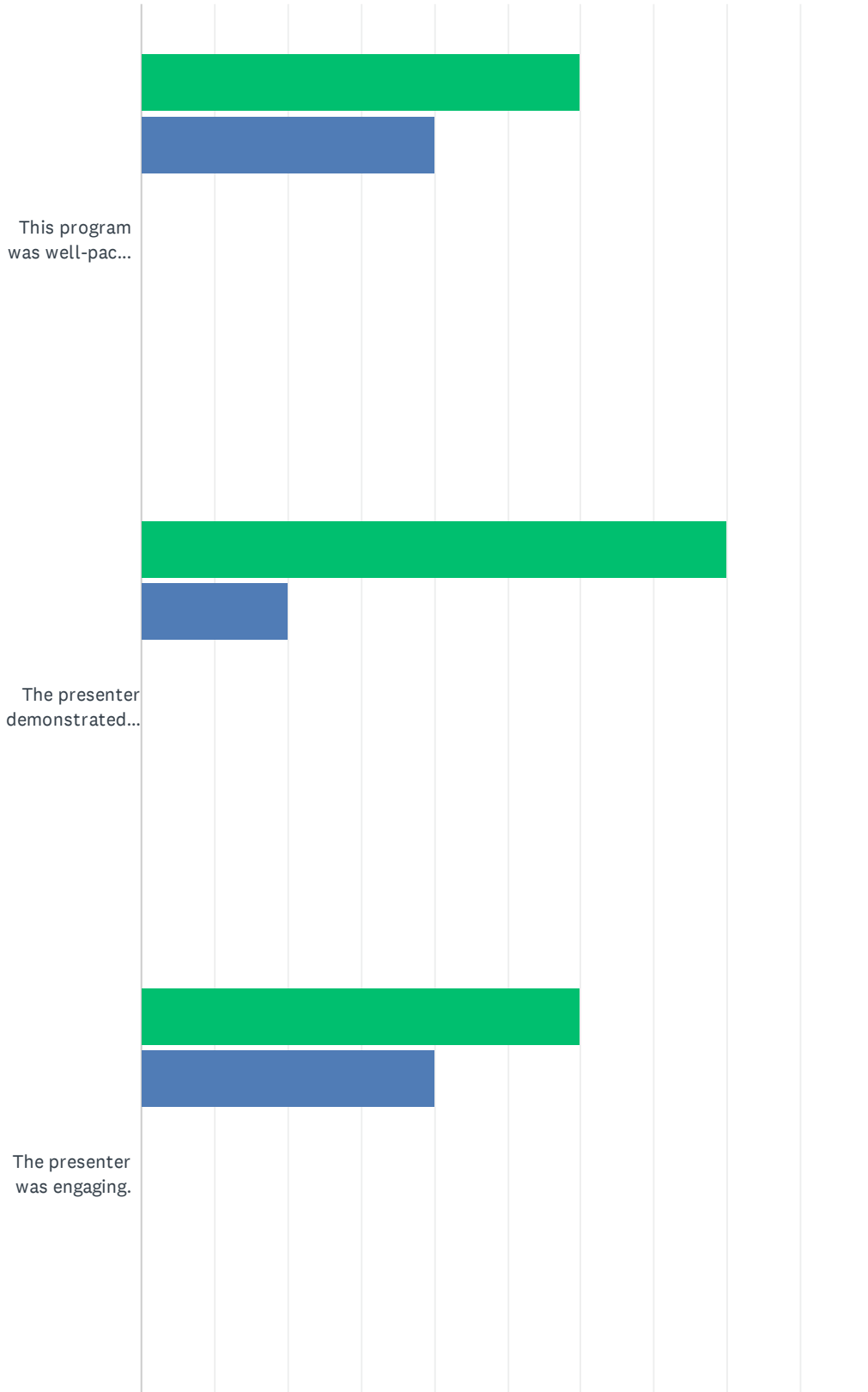
- Excellent
- Good
- Fair
- Poor
- Terrible
- Not Applica...
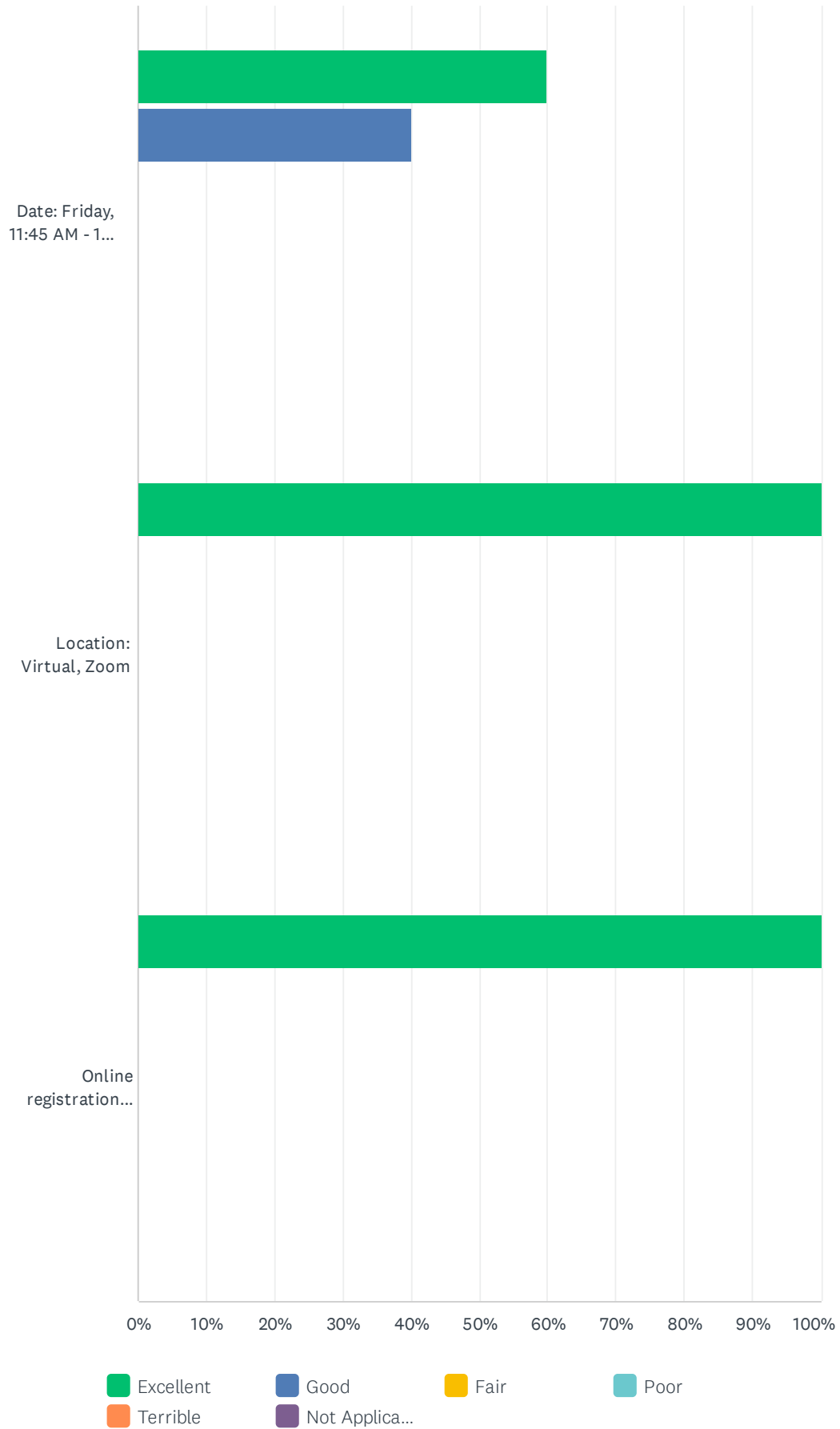
ATD Tulsa - "Translating your Learning & Talent Management Skills to Change Management Roles and Projects" presented by Katie McLaughlin

	EXCELLENT	GOOD	FAIR	POOR	TERRIBLE	NOT APPLICABLE	TOTAL
Date: Friday, 11:45 AM - 1:15 PM	60.00% 3	40.00% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0	5
Location: Virtual, Zoom	100.00% 5	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	5
Online registration process	100.00% 5	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	5

	EXCELLENT	GOOD	FAIR	POOR	TERRIBLE	NOT APPLICABLE	TOTAL

Q7 Based on your experience at this ATD Tulsa Professional Development program meeting, how likely are you to attend another ATD Tulsa Professional Development program?

Answered: 5   Skipped: 0
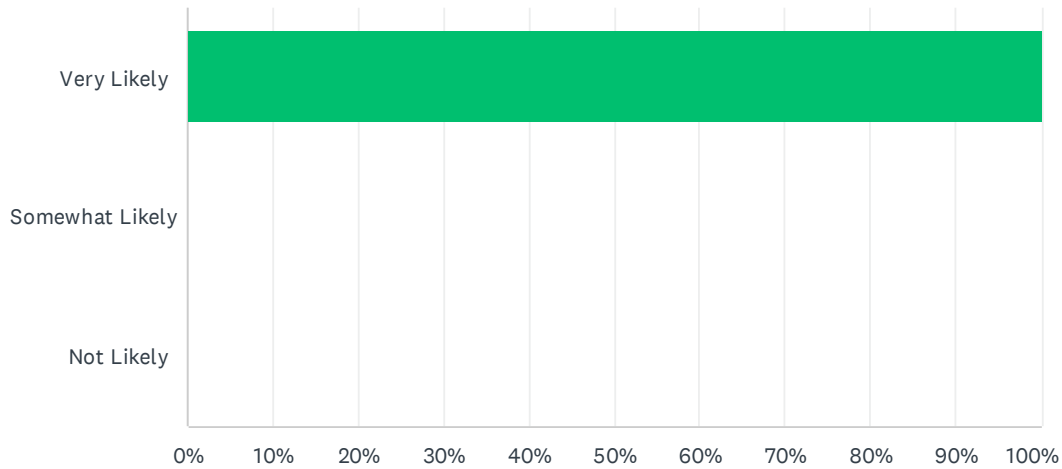
ANSWER CHOICES	RESPONSES	
Very Likely	100.00%	5
Somewhat Likely	0.00%	0
Not Likely	0.00%	0
TOTAL		5

#	IF YOU ANSWERED SOMEWHAT LIKELY OR NOT LIKELY, WHAT COULD WE DO DIFFERENTLY TO CHANGE YOUR RESPONSE TO VERY LIKELY?	DATE
	There are no responses.	

Q8 Are there trainers, consultants, speakers, companies, or organizations that you would like to have present at a future ATD Tulsa Professional Development program? If yes, please list them.

Answered: 1   Skipped: 4

#	RESPONSES	DATE
1	No	9/26/2022 10:25 AM

Q9 Which of the following ATD Capability Model topics are you most interested in seeing presented? Check all that apply.
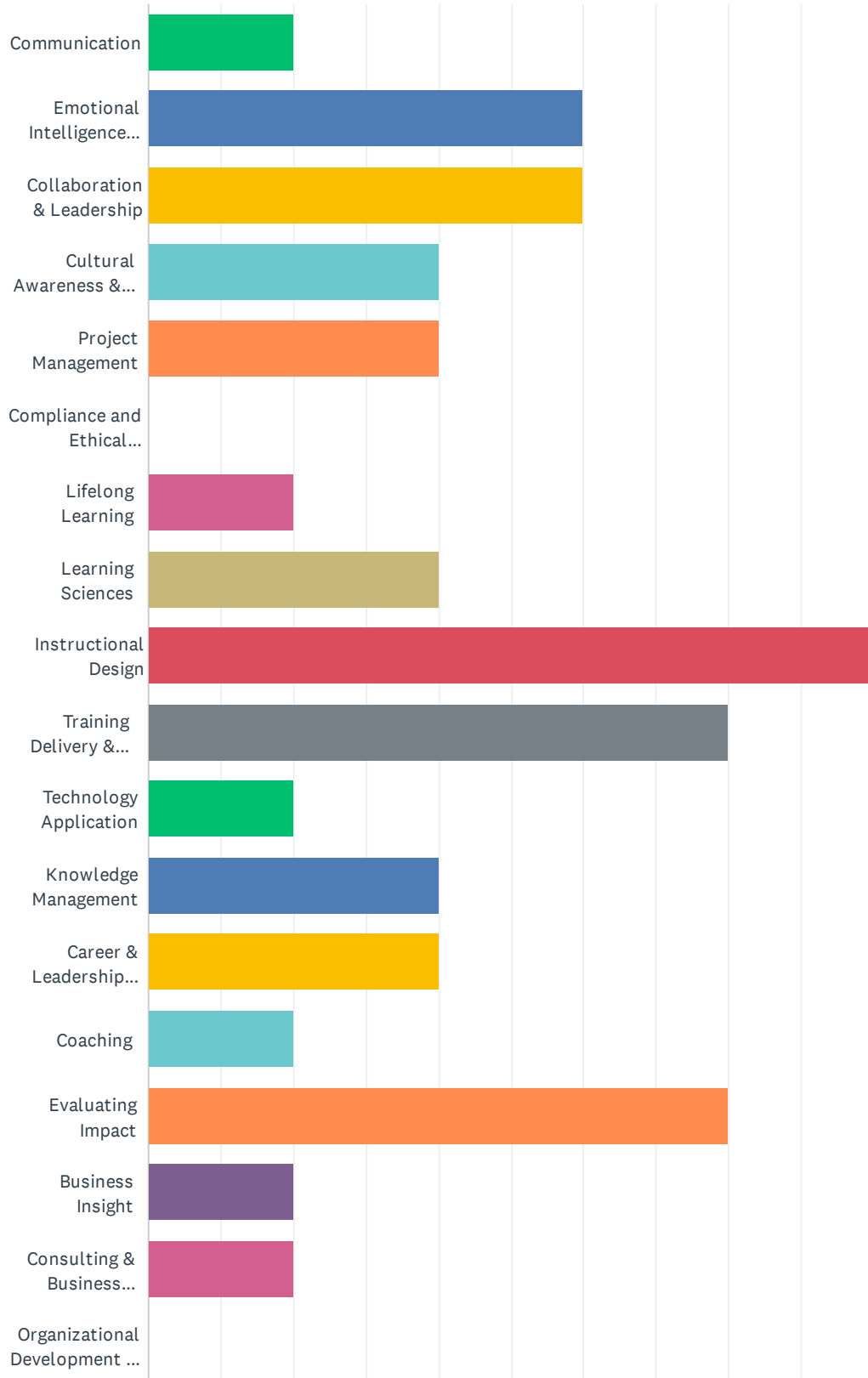
Answered: 5   Skipped: 0

ATD Tulsa - "Translating your Learning & Talent Management Skills to Change Management Roles and Projects" presented by Katie McLaughlin
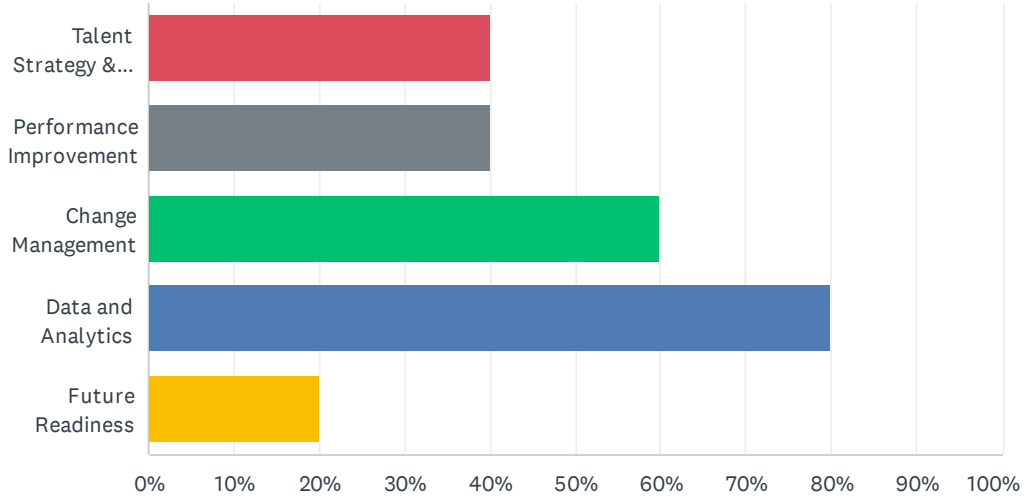
ATD Tulsa - "Translating your Learning & Talent Management Skills to Change Management Roles and Projects" presented by Katie McLaughlin

ANSWER CHOICES	RESPONSES	
Communication	20.00%	1
Emotional Intelligence & Decision Making	60.00%	3
Collaboration & Leadership	60.00%	3
Cultural Awareness & Inclusion	40.00%	2
Project Management	40.00%	2
Compliance and Ethical Behavior	0.00%	0
Lifelong Learning	20.00%	1
Learning Sciences	40.00%	2
Instructional Design	100.00%	5
Training Delivery & Facilitation	80.00%	4
Technology Application	20.00%	1
Knowledge Management	40.00%	2
Career & Leadership Development	40.00%	2
Coaching	20.00%	1
Evaluating Impact	80.00%	4
Business Insight	20.00%	1
Consulting & Business Partnering	20.00%	1
Organizational Development & Culture	0.00%	0
Talent Strategy & Management	40.00%	2
Performance Improvement	40.00%	2
Change Management	60.00%	3
Data and Analytics	80.00%	4
Future Readiness	20.00%	1
Total Respondents: 5		

Q10 Do you have any questions, comments or concerns? (If you would like for us to respond directly, please include your preferred contact information.)

Answered: 2   Skipped: 3

#	RESPONSES	DATE
1	No	9/26/2022 4:44 PM
2	No	9/26/2022 10:25 AM

Q11 Enter your name AND your email address in order to claim 1 credit toward Certified Professional in Talent Development (CPTD) or Associate Professional in Talent Development (APTD) initial eligibility or recertification.

Answered: 2   Skipped: 3

ANSWER CHOICES	RESPONSES	
Your Name	100.00%	2
Your email Address	100.00%	2

#	YOUR NAME	DATE
1	Dr. Fatimoh Harris	9/27/2022 5:04 PM
2	Andrea Gentis	9/20/2022 9:06 AM

#	YOUR EMAIL ADDRESS	DATE
1	Excelservices17@gmail.com	9/27/2022 5:04 PM
2	agentis@mcg-ins.com	9/20/2022 9:06 AM

ATD TULSA PROFESSIONAL DEVELOPMENT PROGRAMS
REQUEST FOR PROPOSAL FORM

1. **Name/Title/Credentials:** (*to appear in promotional/marketing materials):*
   Kiki Orski, MBA, RN

2. **Workshop Title:** *(The workshop title should fit with workshop themes outlined.)*

   Smash the Silos: Break through the invisible barriers that are making your job harder and negatively (and silently) impacting your training and change initiatives.

3. **Describe How Your Presentation Fits Our Program (Theme) which is to advance ATD's Mission to "empower professionals to develop talent in the workplace."**

   This presentation is all about empowerment in the workplace. I will teach individuals how to combat the silos in their organization which will in turn lead to improvement in their organization on all levels. My aim is to teach individuals and organizations alike simple steps they can take that will revamp their workplace and yield better performance all across the board.

4. **Describe How Your Workshop Contributes to the Professional Development of ATD Tulsa Program Attendees:** 100 words or less

   Smash the Silos is an engaging presentation where talent and development professionals will learn what silos are, why they still exist, and how they impact every area of your work. After attending this session, attendees will leave with immediately actionable ideas to begin naming, claiming, and clearing the silos in their organization so they can support organizational leaders with best practices and yield peak performance in every aspect of their organization or business.

5. **Workshop Description In 300 words or less:** *(It should be written in a format that will help us market your workshop to program attendees.)*

   Every T&D Professional has been put into the situation where they are charged with implementing a change or fixing a process in the organization. Perhaps it is a leadership improvement process or an employee engagement initiative that is cannibalizing all your time. But what happens when new information comes in last minute or another department comes forward with conflicting advice or worse yet you find out they have already been working on this project for months! Or when we find ourselves muttering the infamous "why didn't anyone think of telling me" phrase over and over again throughout the day! It is similar situations to these that are a constant source of stress, chaos and confusion for you and your department. Each and every time, you are put in a tough situation when leaders and/or departments are reluctant to share skills, knowledge and information with you. It is even worse when they refuse to see how this behavior is a big concern for you and the organization as a whole.

If these scenarios are all too familiar to you, perhaps it is time to do a deeper dive into why a leader or department like this is able to survive in your organization.

Often, it is not the leader or department's fault but rather the presence and acceptance of silos and silo thinking that are negatively impacting your efforts to make positive changes in your organization. Silos and silo thinking create barriers to effective communication and collaboration throughout your organization causing a ripple of negativity. If left unchecked, these silos will taint your culture and result in behaviors that cause inconsistency, inefficiency and isolation and stop any attempts at innovation in their path. Organizational silos wreak havoc in your organization and can make your life as a T&D Professional miserable.

Let's finally take the steps to name, claim, and smash these silos before they cause you more stress, damage your organizational culture and negatively impact all your business results.

6. List the top three (3) [ATD Capability Model](#) topic(s) your workshop addresses

   Performance Improvement, Consulting and Business Partnering, & Organization Development and Culture

7. **Learning Objectives:** 300 words or less

   State at least three (3) Learning Objectives for the proposed workshop. Each objective should specifically indicate the results and outcomes you seek in terms of participants' knowledge, skills, and behavior. For each objective, use the format: "After participating in this workshop, participants will be able to…"

Organizational silos may be making your life as a Talent and Development Professional more difficult than it needs to be! During this high energy and interactive 60 minute presentation, T&D professionals will:
1) Learn what silos are, why they still exist and how they impact every area of your work.
2) Dive into the four buckets of organizational health that drive success and how inadvertently, if we are not vigilant, can negatively impact all of your training and change initiatives
3) Leave with immediately actionable ideas to begin naming, claiming and clearing the silos in your organization so you can support organizational leaders with best practices.

8. **Workshop Design Plan:**

   Include a workshop outline with timeframes and delivery methods for all participant interaction and hands-on activities. Each workshop timeframe is 60- to 75-minutes including time for questions and answers.

   My presentation is 60 minsutes and it is high-energy and interactive. I will begin by defining silos so attendees are familiar with the terminology I will be using. I will also use a variety of audience engagement techniques such as breakout rooms, polls, and live discussion.

9. **Handout / Performance Tools:**

   Include a title and description of each handout or item that will be given to participants.

   No handouts will be given as this will be a virtual presentation.

10. **AV and / or Room Configuration Requirements:** *(Not applicable for a virtual program)*

    Please note: The workshop room will be equipped with a desktop computer, projector, screen, and microphone (if needed). Additional AV or configuration needs, including internet access or computer audio projection, must be noted in your proposal.

    Click or tap here to enter text.

11. **Virtual Presentation Requirements:** *(For virtual presentations)*

    The ATD Tulsa Chapter can provide a virtual link to a Zoom session for this event. Or you can provide your own virtual platform link (Zoom, WebEx Meeting, WebEx Training, GoTo Meeting, etc.) The platform must be accessible to participants who may be connecting from a company (corporate) environment.

    If your Zoom platform includes capabilities for breakout rooms, that is great. If not, I can provide the links as breakout rooms are an essential part of my program.

12. **Evidence of Professional Qualifications and Credentials:** 300 words or less

    Include relevant education, Professional Certifications, personal and professional awards and/or commendations received personally or as a "key player" in the organization for specific project(s). Include your public speaking experience(s), listing similar presentations with particulars about when, where, size of audience, subject, etc. You may attach a resume for further elaboration.

Kiki Kubik Orski MBA, RN is an experienced Leadership Development Specialist and author of the book "Smash the Silos: A surprisingly easy way to enhance collaboration, boost productivity and improve organizational results". Her company, Peak Performance Consulting is dedicated to helping organizations improve leader, employee and customer satisfaction while achieving outstanding business results. Her time with organizations is evenly distributed between small group workshops, training seminars, one on one coaching and performance improvement initiatives all focused on Great Leaders getting Great Results.

Her extensive experience in new business start up has enabled Kiki to become proficient in the development, implementation and evaluation of all

policies and procedures as they relate to the management of strategic business units.

Kiki has focused her energies on combining the people side of business with the process side of performance improvement.   Kiki's primary goal is to ensure the work and learning that is done within any organization is truly sustainable. Peak Performance is a practice that supports a blended approach incorporating the "process" of learning, sound business practice and performance improvement methodology. Her goal is to help organizations achieve long-term sustainable behavioral and process change for exceptional business outcomes.

13. **Demonstration of Presenter Ability:**

    A. Provide evaluation results from a past presentation that demonstrates your style and ability. Preferred evaluation results will include content related to the proposed workshop topic.

    B. *Optional* – Provide a link or video attachment of you presenting that demonstrates your style and ability. Preferred videos will include content related to the proposed topic.

    Please contact any of these references:

ATD Long Island: Contact- Tushar Mehta, programming@atdli.org, Director of Programming
SHRM Nebraska: Contact- Lori Maher McCombs, Lori@mahergroupllc.com, Conference Planner
The ATD NYC: Executivedirector@atdli.org
SHRM Western CT: ANdy Thiede WesternCTSHRM@Gmail.com

14. **Biography:** 300 words or less per speaker

    To appear in workshop promotional/marketing materials

Kiki Orski, author of the newly released book "Smash the Silos: A surprisingly easy way to enhance collaboration, boost productivity and improve organizational results" is an experienced Performance Improvement Consultant with over 20 years of coaching and training leaders to achieve exceptional results. Kiki coaches leaders on how to work more effectively and transform business practice with their leadership teams, employees and clients to improve productivity, engagement and ultimately profits. Her company, Peak Performance Consulting is dedicated to helping organizations achieve exceptional performance at every level, starting at the top!

Kiki maximizes the powerful influence that combining the people and performance sides of business can have on organizational outcomes and results. Her primary goal is to ensure the work and learning that is done is truly sustainable.

Peak Performance has a client list that spans healthcare, pharmaceuticals, retail, travel, banking and engineering.

Partial Client List: UNICEF, United Nations, Chick-Fil-A, Pfizer, Victorinox, SUNY Upstate Healthcare System, Citibank, NY Presbyterian Healthcare System, Integra Medical Managed Care, Air France, Citibank, Visiting Nurse Service NY.

15. **Professional References:**

Provide the names, addresses, telephone numbers and email addresses of three (3) references, specifying the context in which the references know you and are familiar with your skills as a workshop presenter or speaker. ATD Tulsa may contact them to get feedback regarding your presentation technique and style. Note: If you have presented at ATD Tulsa in the past, please provide the date and topic in addition, to the three references requested above.

ATD Long Island: Contact- Tushar Mehta, programming@atdli.org, Director of Programming
SHRM Nebraska: Contact- Lori Maher McCombs, Lori@mahergroupllc.com, Conference Planner

16. **Professional Photo:**

Submit a professional color headshot photo of the presenter(s) in JPEG or PNG format.

For workshop promotional/marketing materials

ATD TULSA PROFESSIONAL DEVELOPMENT PROGRAMS
SPEAKER AGREEMENT

Speaker / Presenter Information

Primary Presenter Name	Kiki Orski
Co-Presenter Name (if any)	N/A
Workshop Title	Smash the Silos: Break through the invisible barriers that are making your job harder and negatively (and silently) impacting your training and change initiatives.

Please complete the below based on the primary presenter.

Phone	**Primary#:** 516-318-7267 **Co-presenter#: N/A**
Email Address	team@peakperformanceleader.com
Title	President & CEO
Company or Organization	Peak Performance Consulting
Mailing Address	7 Bayville Park Blvd.
City, State, Zip	Bayville, NY 11709

<u>**Statement of Understanding**</u>

By signing this proposal information sheet:

1. I acknowledge that if my proposal is accepted by ATD Tulsa, I will provide workshop speaking services *pro bono publico* in support of the goals and objectives of ATD Tulsa.
2. I agree to indemnify and hold ATD Tulsa harmless from any liability.
3. I agree to refrain from using any portion of my (our) workshop presentation as a platform to promote products or services, solicit funds or take political positions.
4. I agree to convey my (our) remarks without bias toward race, gender, religion, political party, ethnicity or sexual orientation.
5. I agree to allow ATD Tulsa to video record my session, with recording made available to registrants.
6. I agree to grant ATD Tulsa permission to use video and/or still images taken of me during the event in any and all publications, including website and social media, without payment or any other consideration in perpetuity.
7. I agree that submitting this proposal for conducting a workshop for ATD Tulsa indicates agreement to comply with the guidelines and expectations stated in the RFP.

_____Kiki Orski_____   __9/28/22_____
Signature of Proposed Presenter   **Date**

_____   _____
Signature of Proposed Co-Presenter   **Date**

Gamification Certification for ATD Chapters

It's a Win–Win–Win–Win...

Members Win:
Gamification design and delivery is increasingly a desired or required skill and knowledge set for L&D professionals. Your members know this and are looking for an opportunity to become certified in the Gamification of learning. When you host a Gamification Certification, it's their chance to experience a fully gamified workshop while learning how they can create similar experiences for their learners. Upon completion of the Certification, they receive a digital badge that alerts their supervisors and recruiters about their new level of skill in learning design.

Better yet, we offer discounted pricing for ATD Chapter Gamification Certification (see the back of this page). This means your members are able to attend a live, instructor-lead certification at eLearning prices. (though you can charge more; one chapter sold every available seat at $900.)

Nonmembers Win:
Professionals in your community are seeking practical and applicable courses in Gamification. When they discover (through your marketing and ours) that you are hosting a Sententia Gamification Certification, they will recognize the benefit of being a chapter member. They will not only see the cost savings for members, but also the quality of programs you provide.

Your Chapter Wins:
This highly sought after, hands-on, interactive and fun workshop complies with CARE's professional development requirements.

Better yet, this is a revenue share program! (See the back of this page for details.) With a 50/50 share, your chapter will bring in at least $1492 (highest was $7500).

This is also your opportunity to attract new members. Most ATD Chapter Gamification Certifications are attended by more than 50 percent nonmembers (One chapter had 90 percent nonmembers in attendence). You will not only be providing programs that professionals seek, you will also have the opportunity to speak directly with potential members at a point when they are engaged in a fun learning experience.

This is why we offer your chapter one free pass for the Certification; we want to make sure someone from your board is present to promote the value of ATD membership.

Sententia Wins:
In our effort to stamp out dry, boring lectures, we have the opportunity to come to your community, meet dedicated and forward-thinking L&D professionals, and support ATD chapters.

More Info:
https://www.sententiagamification.com/p/atdchapters

Or Contact Jonathan Peters at
BigHead@SententiaGames.com

FUN: It's In Your DNA

SENTENTIA GAMIFICATION

www.SententiaGamification.com

Level 1 Gamification Certification for Talent Development Professionals

The ONLY Gamification Certification that can earn recertification credits with HRCI, SHRM, and ATD.

Description	This trademarked, proven program takes you through the 5-step process of gamifiying your organizational quest. By following the 5-step Game the System™ model, you are essentially assured a successful outcome.
	Game mechanics such as points, levels, challenges, rewards, chance, collaboration, scarcity, time limits, and leaderboards are directly linked to the human desires of achievement, status, self-expression, competition, and altruism.
	These mechanics (and more) provide an ideal adult learning environment as learners practice their skills, get immediate feedback on their progress, earn recognition, and build confidence in their ability to overcome a challenge.
Outcome	The goal is to increase learning and engagement through key concepts found in game design and behavioral psychology.
	By adding game mechanics to training, gamification not only increases interest, it makes training "fun." A well-designed and well-implemented gamification program promotes engagement, meaning, mastery, and autonomy.
	Upon completion of the Level 1 Certification the Gamification Apprentice will demonstrate an introductory understanding of all components used to apply the Game the System™ gamification design overlay to an L&D program.
Recertification Credits	One Credit, PDC, or Point is awarded for each physical hour of continuing education that meet Recertification Guidelines. **(HRCI, SHRM, ATD)**
Revenue Share Program	For ATD Chapters we offer a reduced fee and **Revenue Share Program** for members and guests. (Regular fee = $497pp.)
	Typical Discounted Registration Fees
	- Members = $247/person - Non-Members = $297/person 1 free registration for an ATD Chapter Member
	Revenue Share:
	- The local ATD Chapter and Sententia split the gross revenues 50/50. - ATD Chapters average >$2000 in revenue per cohort (Range = $1482 → $4800)
	ATD Chapter Responsibilities:
	1. Register a minimum of 12 paid participants 2. Provide a venue, and box lunch for the certification program

Walt,

I'm sure as your ATD Chapter heads into the fall and next year, you are looking for programs that add value to your membership. With the pandemic, we have so many different virtual programs, it's difficult to differentiate your programs. And perhaps you are beginning to explore in-person events to once again build your L&D community.

You may or may not know or remember, Sententia Gamification partners with ATD Chapters do deliver a Gamification Surveyor Certification. More that half of the Chapters have hosted this Certification (including yours), and have not only enjoyed bringing together members and non-members, but have also enjoyed a boost in revenue.

For ATD Chapters, we offer this Certification as a 50/50 revenue-share workshop. In other words, instead of you paying us to deliver the program, we share the risks and rewards with you, covering all of our expenses ourselves, including travel, lodging, meals, and materials for the live version.**(I've attached a flyer that describes the program and revenue share program.)**

Option 1: Live
With the Pandemic winding down or maybe something we'll just have to live with, we're excited to begin delivering the one-day live format, mostly because of the fun and energy it delivers for your members and potential members. Besides a learning event, the program is designed to create a lasting bonding experience for the attendees, and this is something Chapters can use as they re-emerge. To get an idea of what the experience was like, check out this video: https://youtu.be/5IlrSFpBFy4

Option 2: Virtual
When the Pandemic hit, we had several Chapters on the calendar. Like so many other programs, we created a virtual version of our live program. But we wanted similar engagement as our live version, and we also wanted to brand the Chapter because we realized with so many emails hitting people's inboxes, they may choose a different virtual experience than the one offered by their local Chapter. The virtual version has been very successful; many Chapters achieved 100% completion. Plus, with no costs to them, Chapters saw an overall increase in the revenue they generated from the event. This option is also great for smaller Chapters because we only need a minimum of six people to have a successful program (two groups of 3).

Think of it as a win/win/win for your members, your chapter, and you (as a Board Member). You have the opportunity to bring in a stellar program that will delight your members. Your members will not only receive actionable training, they'll also have a certification that demonstrates their dedication to their profession. And your chapter wins by generating thousands of dollars in revenue. Which of course benefits your members, allowing you to bring them even more great programs.

My primary reason for writing you today is I'd like to explore the possibility of bringing this amazing program to your ATD members. Does it make sense to have a conversation about the Certification as well as how we can best serve your members and community?

Let me know.

Jonathan Peters, PhD
Chief Motivation Officer, Sententia Gamification
702-497-7588

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On Aug 8, 2022, at 4:28 PM, Programming TD Tulsa <programming@tdtulsa.org> wrote:

Hi, Dr. Peters

I need to gather additional details before I can discuss the idea with our board:

 a. How many hours is the training?
 b. When is the go- or no-go date for confirming the 12-person minimum for the training?
 c. What's the payment schedule from us to you for the training?
 d. Do we have to make a deposit?
 e. Do you have any training space requirements?
 f. Are you accommodating social distancing with your recommended training spaces?

Thank you in advance for your responses!

Walt

<<<<<<<<<<<<<<<<<<<<<<<<<<<<

From: Jonathan Peters, PhD <BigHead@sententiagames.com>
Sent: Monday, August 8, 2022 5:02 PM
To: Programming TD Tulsa <programming@tdtulsa.org>
Subject: Re: Your Chapter's workshop calendar...

Good questions to ask, Walt

 a. How many hours is the training?
Live, the program usually runs 8:30 to 4:00 or 9:00 to 5:00. Participants are eligible for 6 hours of recertification credit for ATD, SHRM, and HRCI, so we need to accommodate for lunches and breaks.

For some reason, doing the program virtual requires two 4-hour sessions. Even though that is 8 hours, we have to stick with what we've filed with the different associations.

    a. **When is the go- or no-go date for confirming the 12-person minimum for the training?**

We fly Southwest, so there aren't any real costs to us if we have to cancel or switch to virtual. In the simple agreement I'll create for you, we set it at two weeks out, but we can push that if we need to. People are signing up for things at the last minute these days. It's a frustrating reality. If we have 10 people at two weeks out, I'm confident we'll be over 12 by showtime. Plus, you'll probably have an idea about who's on the fence or waiting on their boss.

    a. **What's the payment schedule from us to you for the training?**
    b. **Do we have to make a deposit?**

We invoice the day of the training. Typically, Chapters pay with a credit card. Now that we're live again, maybe someone from leadership will bring a check to the Certification, but that sometimes muddy things, depending on who's delivering the Certification.

    a. **Do you have any training space requirements?**
    b. **Are you accommodating social distancing with your recommended training spaces?**

We've presented in some crazy spaces, so we're rather flexible. We do need a projector and screen. If we get above 25 people, a mic would be nice, but not necessary. It's just that when they get loud, it's difficult to quiet people down without a mic.

Ideally, we'd have rounds. They will be working with a "crew" throughout the day.

Interesting question about social distancing. The crews are made up of 4 to 6 people, so if they're at a round table that is large enough to create space for them, that works. Of course then they are projecting their voice so it might defeat the purpose. Before the Pandemic, we did have them go to the walls to work on their project, we'd have to modify those activities, but it would be done. Maybe only one person is the scribe and everyone else stands back. Of course, social distancing requires more space.

Let me know what other questions you have. I'm glad you're Chapter has survived the worst of it. We've lost several Chapters.

Jonathan Peters, PhD
Chief Motivation Officer, Sententia Gamification
702-497-7588
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On Sep 13, 2022, at 10:00 AM, Programming TD Tulsa <programming@tdtulsa.org> wrote:

Dr. Peters!

<mark>Our board believes Tuesday, March 7, is the best option.</mark>

Please send me a proposal for the workshop that I can submit to the board for review.

I have attached our program proposal details for your use.

Let me know what questions you have.

Thank you!

Walt

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Gamification Surveyor Certification (Level 1): A Learning and Design Adventure of the Fundamentals of the Gamification for Learning

Date and Time:

Location:

Intended Audience
This program is for L&D and HR professionals interested in using gamification to improve their learning and training programs.

Description
This hands-on certification takes you through the 5-step, trademarked and proven process of gamifiying your organizational quest. By following the 5-step plan, you are essentially assured a successful outcome.

The ONLY Gamification Certification that earns you recertification* credits with SHRM, HRCI, and ATD.

Equip yourself with the current best-practices in Talent Development to enhance your career. Soon, you'll be creating and delivering programs that not only engage learners, but you'll also be able to show a clear Return on Investment.

Whether you are a new or seasoned learning professional, this certification will help you to quickly learn how to adapt a gamification strategy for your programs. NO CODING SKILLS REQUIRED!

Agenda
In this 6-hour certification program you will use a L&D case study as you overlay the 5-step Game the System™ model for gamification learning design, gather data, and participate in problem-solving and assessment exercises.

An individual who has earned a Gamification Surveyor Certification (Level 1) has received introductory training and demonstrates the necessary understanding of the fundamentals of gamification and has completed basic training in the trademarked and proven model for gamification learning design, that includes:
1) Separate games vs. gamification
2) Write effective OKRs
3) Define learner personas and explore gamified instructional approaches that meets those needs
4) Adopt 3 or more story writing strategies to craft an adventure for your learning program
5) Identify the main psychological concepts related to gamification
6) Map at least 6 game mechanics to a player journey
7) Draft an outline of a gamified learning program and receive feedback on your concept.

Outcomes
The goal is to increase learning and engagement through key concepts found in game design and behavioral psychology. By adding game mechanics to training, gamification not only increases interest, it makes training "fun."

At the end of this session, participants will be able to:
- Understand how key concepts found in behavioral psychology and game design can increase learning and engagement
- Have a five-part process for gamifying a learning program
- Demonstrate a return on investment for your gamified learning program

Takeaways for Participants
1. Game the System™ "game board" of the 30 necessary steps for creating successfully gamified learning programs
2. All handouts and ancillary tools
3. Analysis and feedback of a proposal for gamifying a case study or real program

4. Sententia Level 1 Surveyor digital badge with metadata about the program and work completed for employers, recruiters, and potential clients
5. HRCI, SHRM and ATD recertification credit documentation for each registrant

Program Details

Registration Details

Speaker

Monica Cornetti,
Founder
<u>Sententia</u>
Austin, Texas
Monica works with individuals and organizations who want to learn how to think differently to achieve uncommon results. A gamification speaker and designer, Monica was rated #1 among the "Gamification Gurus Power 100" by RISE in 2015, 2016, 2017, and 2018; and was also recognized as a Top 3 Finalist in the "Gamification Guru of the Year Award" by the World Gamification Congress held in Barcelona, Spain.

Monica is the Founder and CEO of the Sententia Gamification Consortium. She authored *Totally Awesome Training Activity Guide: Put Gamification to Work for You,* and is a co-author of *Deliberate Fun: A Purposeful Application of Game Mechanics to Learning Experiences*. Monica is hired for her skill as a gamification speaker and is considered at the top of her field in gamification design for corporate learning.

She is a graduate of Seton Hill with a BA in psychology, and The University of Houston-Victoria where she earned a Masters Degree in Economic Development and Entrepreneurship.

Jonathan Peters, PhD
Chief Motivation Officer
<u>Sententia</u>
Austin, Texas
Jonathan Peters, PhD, has spent over a decade studying the science and art of motivation and persuasion. As a speaker, he has helped audiences from Melbourne, Australia to Augusta, Maine more effectively communicate with their customers and team-members.

Since joining the Sententia team, he had applied his knowledge and study to make learning more enticing, engaging, and encouraging through gamification.

Jonathan is co-author of *Deliberate Fun: A Purposeful Application of Game Mechanics to Learning Experiences*. He now calls South Padre Island, TX home.

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CPLP Recertification Credit

CPLPs earn one recertification point/credit for each physical hour of continuing education within one's current role/job or involving a new experience or content. You will need to keep records of the event and prepare any required paperwork. Visit the CPLP webpage for complete information.

Six recertification hours for this workshop.

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HRCI and SHRM Recertification Credit

This program is eligible for self-certification for HRCI and SHRM recertification credits. You will need to keep records of the event and prepare any required paperwork. Visit the HRCI recertification webpage or the SHRM recertification webpage for more information.

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Alignment with ATD's **Capability Model**™

Developing Professional Capability (Areas in BOLD will be addressed in this presentation)

1   Learning Sciences
2   Instructional Design
3   Training Delivery and Facilitation
4   Technology Application
5   Knowledge Management
6   Career and Leadership Development
7   Coaching
8   Evaluating Impact

Impacting Organizational Capability (Areas in BOLD will be addressed in this presentation)

1   Business Insight
2   Consulting and Business Partnering
3   Organization Development and Culture
4   Talent Strategy and Management
5   Performance Improvement
6   Change Management
7   Data and Analytics
8   Future Readiness

Presenters:
Monica Cornetti

Dr. Jonathan Peters

Date	Total followers
09/01/2022	0
09/02/2022	0
09/03/2022	0
09/04/2022	0
09/05/2022	0
09/06/2022	1
09/07/2022	0
09/08/2022	0
09/09/2022	2
09/10/2022	0
09/11/2022	0
09/12/2022	0
09/13/2022	1
09/14/2022	0
09/15/2022	0
09/16/2022	0
09/17/2022	1
09/18/2022	0
09/19/2022	0
09/20/2022	0
09/21/2022	0
09/22/2022	1
09/23/2022	0
09/24/2022	0
09/25/2022	0
09/26/2022	0
09/27/2022	0
09/28/2022	0
09/29/2022	1
09/30/2022	0
TOTAL	7

Location	Total followers
Tulsa, Oklahoma Area	153
Oklahoma City, Oklahoma Area	18
Washington D.C. Metro Area	8
Greater St. Louis Area	7
Greater Omaha Area	5
Dallas/Fort Worth Area	5
Greater Atlanta Area	3
Greater Chicago Area	3
Kansas City, Missouri Area	3
Greater Detroit Area	3
Toronto, Canada Area	3
Houston, Texas Area	3
Jacksonville, Florida Area	2
Greater Seattle Area	2
Miami/Fort Lauderdale Area	2
Lancaster, Pennsylvania Area	2
Harrisburg, Pennsylvania Area	2
Greater Boston Area	2
Hawaiian Islands	2
Fayetteville, Arkansas Area	2
Las Vegas, Nevada Area	2
Greater Nashville Area, TN	2
Greater Denver Area	2
Birmingham, Alabama Area	2
Lawton, Oklahoma Area	2
Raleigh-Durham, North Carolina Area	2
Puerto Rico area	1
Madison, Wisconsin Area	1
Orlando, Florida Area	1
Milan Area, Italy	1
Portland, Maine Area	1
Rochester, New York Area	1
Dayton, Ohio Area	1
Providence, Rhode Island Area	1
Yakima, Washington Area	1
Ahmedabad Area, India	1
Dawmat Al-Jandal Governorate, Saudi Arabia	1
Cleveland/Akron, Ohio Area	1
Edmonton, Canada Area	1
Joplin, Missouri Area	1
Fargo, North Dakota Area	1
Canton, Ohio Area	1
Shanghai City, China	1
Louisville, Kentucky Area	1
Greater San Diego Area	1
Greater New York City Area	1
Ontario, Canada	1
Amarillo, Texas Area	1
Baton Rouge, Louisiana Area	1
Greater Philadelphia Area	1
Nabeul Governorate, Tunisia	1

Karwar Area, India	1
Mumbai Area, India	1
Columbus, Ohio Area	1
New Delhi Area, India	1
Knoxville, Tennessee Area	1
Hong Kong	1
Indianapolis, Indiana Area	1
Tampa/St. Petersburg, Florida Area	1

Job function	Total followers
Human Resources	99
Business Development	48
Education	27
Operations	12
Consulting	12
Sales	11
Community and Social Services	10
Information Technology	9
Program and Project Management	8
Media and Communication	7
Marketing	6
Legal	5
Administrative	5
Healthcare Services	4
Customer Success and Support	4
Finance	4
Accounting	3
Military and Protective Services	2
Engineering	2
Quality Assurance	1
Product Management	1
Arts and Design	1
Purchasing	1

Seniority	Total followers
Senior	114
Entry	66
Director	41
Manager	21
Owner	16
CXO	14
VP	10
Training	5
Unpaid	2
Partner	1

Industry	Total followers
Professional Training & Coaching	26
Higher Education	20
Management Consulting	18
Banking	13
Hospital & Health Care	12
Information Technology and Services	11
Human Resources	8
Accounting	7
Construction	7
397	7
1725	7
Civic & Social Organization	6
Insurance	5
Computer Software	4
E-Learning	4
Government Relations	4
1925	4
Financial Services	4
Oil & Energy	4
Education Management	4
Government Administration	4
Nonprofit Organization Management	4
Program Development	4
Staffing and Recruiting	4
Events Services	3
Health, Wellness and Fitness	3
Mental Health Care	3
1911	3
2063	3
Aviation & Aerospace	3
Utilities	3
2115	3
Individual & Family Services	2
Religious Institutions	2
Logistics and Supply Chain	2
Public Relations and Communications	2
Legal Services	2
Pharmaceuticals	2
Medical Devices	2
Security and Investigations	2
Telecommunications	2
Consumer Goods	2
Retail	2
Food & Beverages	2
1923	2
Primary/Secondary Education	2
1678	2
453	2
1673	2
Public Policy	2
Venture Capital & Private Equity	2

Plastics	1
Consumer Services	1
Transportation/Trucking/Railroad	1
Airlines/Aviation	1
Design	1
Biotechnology	1
1623	1
Outsourcing/Offshoring	1
2159	1
763	1
Media Production	1
Capital Markets	1
Law Practice	1
1905	1
Food Production	1
Think Tanks	1
Philanthropy	1
Mechanical or Industrial Engineering	1
Photography	1
413	1
419	1
Restaurants	1
International Trade and Development	1
384	1
386	1
1644	1
709	1
Investment Management	1
Building Materials	1
2069	1
436	1
Architecture & Planning	1
Civil Engineering	1
Automotive	1
2081	1
Machinery	1
2360	1
964	1
2091	1
1285	1
Executive Office	1
2142	1
1965	1
3106	1
3102	1
Marketing and Advertising	1
Publishing	1
Information Services	1
Libraries	1

Company size	Total followers
1001-5000	52
10001+	46
11-50	39
51-200	29
2-10	28
201-500	27
501-1000	17
1	9
5001-10000	6

Update title
ATD Tulsa Chapter, Inc. would like to thank Katie McLaughlin, of McLaughlin Method for today's informative and engaging presentation on "Translating Your Learning & Talent Management Skills to Change Management Roles & Projects!" 👏 It was eye-opening to learn just how many of our L&D skills are transferable to change management! 😮
📢 ATD Tulsa Chapter, Inc. Members! TODAY is the *last day* to cast your vote in the 2023 Board Member Elections AND to complete the Annual ATD Tulsa Membership Survey! Get a $10 QuikTrip Gift Card once you complete! Check your email for your unique voting links! ☑️ 🗳️
ATD Tulsa Chapter, Inc. is thrilled to welcome back Ken Phillips of Phillips Associates to present "Add Muscle to Your Level 1 Evaluations with Predictive Questions" on Friday, October 14th! 💪 Have you ever wondered if conducting Level 1 evaluations are worth the effort? Or if you should stop using them altogether? If you've had these thoughts, you're not alone and this is a session you won't want to miss! 📊 Click "View event" for the registration link! 🔗 #atd #atdtulsa #level1 #evaluation #evaluationstrategies #ROI #trainingevaluation #predictiveanalytics
Hey ATD Tulsa Chapter, Inc.! Don't miss out on this chance to get 15 months of Association for Talent Development (ATD) for the price of 12! Sale ends Friday, September 30th! https://bit.ly/3RViL6F #atd #atdtulsa #atdmembership #membershipmatters #jointoday

Update link	Posted by	Created date	Audience	Impressions
https://www.linkedin.com/feed/update/urn:li:a	Andrea Gentis	09/16/2022	All followers	365
https://www.linkedin.com/feed/update/urn:li:a	Andrea Gentis	09/23/2022	All followers	138
https://www.linkedin.com/feed/update/urn:li:a	Andrea Gentis	09/21/2022	All followers	91
https://www.linkedin.com/feed/update/urn:li:a	Andrea Gentis	09/23/2022	All followers	40

Views	Clicks	Click through rate (CTR)	Likes	Comments	Shares	Follows
	26	0.071232878	9	6	0	
	2	0.014492754	7	3	1	
	2	0.021978023	7	3	2	
	0	0	2	0	0	

Engagement rate
0.101369865
0.086956523
0.120879121
0.025

Date	Impressions (organic)	Impressions (sponsored)	Impressions (total)
09/01/2022	2	0	2
09/02/2022	6	0	6
09/03/2022	9	0	9
09/04/2022	9	0	9
09/05/2022	8	0	8
09/06/2022	56	0	56
09/07/2022	8	0	8
09/08/2022	6	0	6
09/09/2022	17	0	17
09/10/2022	6	0	6
09/11/2022	1	0	1
09/12/2022	8	0	8
09/13/2022	0	0	0
09/14/2022	2	0	2
09/15/2022	1	0	1
09/16/2022	227	0	227
09/17/2022	81	0	81
09/18/2022	19	0	19
09/19/2022	14	0	14
09/20/2022	10	0	10
09/21/2022	52	0	52
09/22/2022	46	0	46
09/23/2022	354	0	354
09/24/2022	20	0	20
09/25/2022	14	0	14
09/26/2022	21	0	21
09/27/2022	19	0	19
09/28/2022	7	0	7
09/29/2022	7	0	7
09/30/2022	3	0	3

Unique impressions (organic)	Clicks (organic)	Clicks (sponsored)	Clicks (total)
2	0	0	0
4	0	0	0
3	0	0	0
5	1	0	1
6	0	0	0
8	0	0	0
4	0	0	0
6	0	0	0
4	0	0	0
5	0	0	0
1	0	0	0
3	4	0	4
0	0	0	0
1	0	0	0
1	0	0	0
136	21	0	21
53	3	0	3
19	0	0	0
13	2	0	2
9	0	0	0
28	1	0	1
28	0	0	0
68	8	0	8
18	0	0	0
8	1	0	1
11	0	0	0
10	0	0	0
7	0	0	0
6	0	0	0
3	0	0	0

Reactions (organic)	Reactions (sponsored)	Reactions (total)	Comments (organic)
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
1	0	1	1
0	0	0	0
1	0	1	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
7	0	7	2
1	0	1	1
0	0	0	0
0	0	0	0
0	0	0	0
5	0	5	1
1	0	1	0
7	0	7	3
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0

Comments (sponsored)	Comments (total)	Reposts (organic)	Reposts (sponsored)
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	1	2	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	1	0
0	0	0	0
0	0	0	0
0	0	1	0
0	0	0	0
0	0	0	0
0	2	0	0
0	1	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	1	1	0
0	0	1	0
0	3	1	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0

Reposts (total)	Engagement rate (organic)	Engagement rate (sponsored)
0	0	0
0	0	0
0	0	0
0	0.111111111	0
0	0	0
2	0.071428571	0
0	0	0
0	0.166666667	0
0	0	0
1	0.166666667	0
0	0	0
0	0.5	0
1	0	0
0	0	0
0	0	0
0	0.13215859	0
0	0.061728395	0
0	0	0
0	0.142857143	0
0	0	0
1	0.153846154	0
1	0.043478261	0
1	0.053672316	0
0	0	0
0	0.071428571	0
0	0	0
0	0	0
0	0	0
0	0	0
0	0	0

Engagement rate (total)

0
0
0
0.111111111
0
0.071428571
0
0.166666667
0
0.166666667
0
0.5
0
0
0
0.13215859
0.061728395
0
0.142857143
0
0.153846154
0.043478261
0.053672316
0
0.071428571
0
0
0
0
0

Date	Total unique visitors (total)
09/01/2022	1
09/02/2022	1
09/03/2022	0
09/04/2022	0
09/05/2022	1
09/06/2022	2
09/07/2022	0
09/08/2022	0
09/09/2022	5
09/10/2022	1
09/11/2022	0
09/12/2022	1
09/13/2022	0
09/14/2022	0
09/15/2022	0
09/16/2022	1
09/17/2022	3
09/18/2022	0
09/19/2022	0
09/20/2022	0
09/21/2022	0
09/22/2022	2
09/23/2022	8
09/24/2022	1
09/25/2022	1
09/26/2022	0
09/27/2022	1
09/28/2022	1
09/29/2022	0
09/30/2022	0
TOTAL	30

Location	Total views
Fayetteville, Arkansas Area	1
Oklahoma City, Oklahoma Area	2
Phoenix, Arizona Area	1
Greater Salt Lake City Area	3
Tulsa, Oklahoma Area	85
Singapore	2
Nottingham, United Kingdom	1
Kalyan Area, India	1
New Delhi Area, India	1

Job function	Total views
Accounting	1
Business Development	8
Community and Social Services	4
Consulting	1
Engineering	5
Healthcare Services	4
Human Resources	9
Legal	59
Marketing	1
Operations	26

Seniority	Total views
Entry	36
Senior	76
Director	3
VP	1
CXO	3
Owner	4

Industry	Total views
Computer Software	4
Management Consulting	5
Apparel & Fashion	2
Higher Education	1
Government Administration	59
Information Services	21
Civic & Social Organization	3
Information Technology and Services	1
Design	2
Professional Training & Coaching	10
Computer Games	1
Computer & Network Security	1
Health, Wellness and Fitness	1
Government Relations	1
397	3
419	1
1285	3
1725	1
2115	2

Company size	Total views
2-10	1
11-50	7
51-200	5
201-500	5
501-1000	1
1001-5000	6
5001-10000	1
10001+	26