Board Meeting Agenda

Date & Time: Monday, June 9, 2022, from 4:30 PM to 6:30 PM
Location: Virtual via Zoom

1. Call Meeting to Order - President
   a. Board Meeting Minutes will be taken By- TBA
   b. Roll Call
   c. Confirm Quorum – Declare if Quorum is or is not Present *(51% of board members)*
   d. Guests Present - Acknowledge and Record
   a. Agenda for June 9, 2022, Board Meeting – Review and Approve (attached)

2. Board of Directors – President
   b. Minutes from May 10, 2022, Board Meeting – Review and Approve – (attached)
   a. Bylaws & Policies Committee–
      i. Members
      ii. Schedule meeting
   b. Appoint Elections Committee Members – President
      i. SECTION 6.2 ELECTIONS COMMITTEE - There shall be an Elections Committee of five (5) Individual Members who shall be appointed by the President and confirmed by a majority of the Board of Directors from a list of nominees submitted by the Board of Directors. A person to be appointed to the Elections Committee must have attended no less than four (4) monthly meetings in the preceding twelve (12) months prior to nomination to the Elections Committee. The President shall appoint a chair and secretary of the committee from its membership. All vacancies shall be filled in the same manner as prescribed for appointment.
      ii. Election Timeline (attached)
   c. 2023 Board Positions
   d. NAC Meeting – President
      i. June 10 - Kim Boggs and Sunilyn Hertt
      ii. August 12,2022 - Jennifer Roberson.
   e. ALC in-person, Oct. 20-22,2022- VP of Programing
   f. ATD Chapter Partnerships- President
3. Governance – President
   a. CARE update (Operational plan)
4. Financial – VP of Finance
   c. Financial Reports as of May 2022 – Review and Accept (attached)
   d. M&M Consulting Partners PLLC to request proposal
5. Membership – VP of Membership
   a. Monthly Membership Report - Review and Accept (attached)
   b. Membership Drive/Event- June 14 to June 23rd
   c. Future Member Events-
      i. ATD22 Recap
   d. Annual Member Survey- schedule timeframe

6. *Programming – VP of Programming*
   a. May 2022 Program Meeting- Survey Report

b. June 17 Professional Development (Pat Michaels)
    i. Board Member Attendance & Participation
    ii. Power Membership Promotional Activities – (Kim Identify Power member prior)
c. July 7 Professional Development (Sardek Love)-Approved (attached)
    i. Coordination/Board Assistance
    ii. Marketing- video/photo
    iii. Recording
d. July 22 Professional Development (Kimberly Fanning)- Approved (attached)
e. RFP (Jeff Harry) (attached)
f. Plans for Future Program Meetings
    i. Requested RFPs
    ii. Trainer Throw Down

8. Communications –
    a. LinkedIn Update
    b. June Communications Calendar
    c. July Special Event promotion
    d. June Newsletter

9. Old Business

10. New Business

11. Confirm Action Items

12. Confirm Dates for Next Two Board Meetings

    a. Date Options for July Board Meeting – July 12, 2022, 4:30 pm to 6:30 pm
    b. Date August Board Meeting –

13. Adjourn Meeting

Board Meeting Minutes

Date & Time: Thursday, May 10, 2022, from 4:00 PM to 6:00 PM
Location: Virtual via Zoom

1. Call Meeting to Order – 4:40 pm President
   a. Board Meeting Minutes- Jennifer, VP of Finance assigned to take minutes for meeting
   b. Roll Call – President
      i. Present-Sunilyn Hertt - President, Linda Jenkins- Past President, Andrea Gentis- VP of Communications, Kim Boggs- VP of Membership, Jennifer Robinson- VP of Finance (until 6:00 pm)
      ii. Approved absence - Walt Hansmann, VP of Programming
      iii. Board member resignation - Stu Ward, VP of Administration – sent written
         1. Board voted to accept Stu Ward's resignation as May 5, 2022. Based on the open position, the board will wait to fill the position, if someone one runs and is elected in 2023, we could have them start their role after the elections. Walt will change the VP of Administration email to be directed to Walt.
         Motion, seconded, Accept.
   c. Confirm Quorum –Quorum was declared. *(51% of board members)*
   d. Guests Present – None present
   e. Agenda for May 10, 2022, Board Meeting – Review and Approve (attached)
      Motion, seconded, approved amended Agenda- Changes are in red.
2. Board of Directors – President
   a. Minutes from April 7, 2022, Board Meeting – Review and Approve (attached) Motion, seconded, 4 Approved- 1 Abstained
   b. Bylaws & Policies Committee Meeting – Schedule date for next meeting – President is to set a meeting before June board meeting.
   c. NAC Meeting – President-Elect
      1) April NAC participation report – Andrea G., VP of Communications, attended meeting. Reported that they spoke about in-person meetings and what other chapter meetings have been doing. Some of the questions mentioned: (1) What do current chapter meetings look like, (2) How is your chapter approaching in-person meetings in this ever-changing environment, and (3) What challenges have you identified with in-person meetings? (attached)
      Jennifer had Walt visit the space at Stinnett, a potential hybrid meeting space. Stinnett training room would be limited to 20 in-person attendees. Jennifer mentioned it has been challenging with both presenters that were in-person and had both in-person and virtual attendees. We are welcome to use the space.
      The board continues to look for a good fit for in-person program meetings
      2) Identify at least one member to attend May meeting on May. No meeting.
      3) Identify at least one member to attend June meeting on June. June 10 – Kim Boggs and Sunilyn Hertt; August 12 – Jennifer Roberson.
      4) Dates for in-person ALC 2022 – Oct. 20-22 in Arlington, VA.
3. Governance – President

a. Board Elections – prepare for elections committee. The board will need to start working on the 2023 election process. President and Past President will work together.

b. Uploading documents into Wild Apricot. If anyone that needs assistance with adding approved final documents in Wild Apricot please ask (who should they ask?), it is uncomplicated process, drag and drop. Meeting minutes will have those documents uploaded.

4. Financial – VP of Finance
   a. Financial Reports as of April 30, 2022 – Review and Accept (attached) The total income for April 2022 was $1,760.00 with expenses for the corresponding month totaling $50.82. The Statement of Financial Position as of April 30, 2022 reflected $21,592.19 in total assets and $0 liabilities, which calculates $21,592.19 in total liabilities plus net assets.
   Jennifer has the cash on hand currently ($70.30). She will meet with Walt to get the deposit for registration payment. Two registrations were canceled, and refund was provided.
   Kim has reached out to Scott several times with no response. Kim will void before May 31, 2022.
   Motion, seconded, Accepted

   b. Techsoup and Zoom account – (attached) The board will continue Techsoup membership to get the discounted rates for the ATD Tulsa Zoom account and other future technology needs.
   Motion, seconded, Accepted

   c. M&M Consulting Partners PLLC – will we be utilizing M&M again this year for our annual audit. We will need to vote request proposal – the board will stay with M&M Consulting Partners PLLC this year. Going forward the board will discuss this matter yearly.
   Motion, seconded, Accepted

5. Membership – VP of Membership
   a. Monthly Membership Report – (attached)
   79 members, up 5 members, 52 power member, 26 Tulsa Chapter only, 2 students (1 power member) 4 new members. Kim will continue to contact the members that have not renewed, if they do not respond she will plan to archive them in the database.
   Motion, seconded, Accepted-as revised.

   b. Membership Event – days' time location?
      i. Membership drive – correspondence, discuss the approach/promotion-free program pass
      Ideas:
      - National members only- Kim will draft a message.
      - We can give free monthly program for free.
      - Offer entry into a drawing for free ticket to Sardek Love's training in July.
      - Raffle for gift certificate -25 QT card
      - Might have a better turn out in the morning.
      - Lunch time? Breakfast?
      - Do not have it on a Monday or Friday.
      - Encourage members to bring a friend?
      - A time during June 14 to June 23rd timeframe.

      c. Power Membership Promotional Activities – Power Member Minute and ATD ICE- Kim will get someone to share the value of being a power membership

6. *Programming – VP of Programming*
   a. April Program Meeting –Survey Report (attached)
   b. Plans for May Program Meeting - Content & Logistics: Ken Phillips, Level 3 Evaluations Made Simple, Credible, and Actionable, material prior to the program- All board members will be there, except for Linda. Andrea will have the slides ready soon and sent out.
      i. Board Member Attendance & Participation
   c. Special Program Event-Sardek Love- RFP- Review and Accept (attached)

      Linda was asking of Walt how will Sardek manage if someone does not want to be recorded? We will need to add communication at sign-up about the session being recorded. How will we be prepared to manage if someone does not want to be recorded?

      Andrea had a question about pricing the event. It was suggested give a code for ATD Tulsa chapter rates to other ATD Chapter members.

      Motion, seconded, Accepted the pro $10 Tulsa/Central Oklahoma Chapter, $15 other chapter members, $20 for guests. Question – Did we follow up on creating $15 rate for other ATD Chapter members for this event?
   d. Plans for Future Program Meetings- Review and Accept (attached)
   e. *RFP- Kimberly Cofrancesco, Brian Lanza- 7 Fundamentals of Effective eLearning*
      Motion, seconded, Accepted

8. Communications Provided by VP of Communications
   a. LinkedIn Update
      34 new followers, most-impressions post was thanking Kassy Laborie after the program meeting, 51 unique visitors.
   b. Event Attendee Outreach- 26 personal connections in April/May, Andrea is reaching out on LinkedIn.
   c. April Poll - 10 people 4 in-person, 6 virtually
   d. #ATD22Tulsa Conference hashtag for Chapter Team members
   e. NAC SW Area Call Update
   f. Communications calendar - (attached)
   g. May Newsletter- Getting it out soon!
   h. Sponsorship Email Template- We will discuss in next meeting.
   i. Communications Needs/Assistance- Suggested that we all do our own piece in Wild Apricot per our board roles.

9. Old Business

10. New Business

11. Confirm Action Items

    a. Suni - meet with Linda about election process
    b. Suni - Schedule bylaw/policy meeting
    c. Walt - Add received RFP from Jeff Harry for consideration at next board meeting

d. Kim – Update and send out the revised April 2022 membership report.
e. Who is doing something with the Sponsorship Email Template? What are they doing with the sponsorship email template?
f. Suni – Send out Zoom links for June and July Board Meetings

12. Confirm Dates for Next Two Board Meetings

a. Date for June Meeting – June 9, 2022, 4:30 pm to 6:30 pm
b. Date Scheduled for July Board Meeting – July 12, 2022, 4:30 pm TO 6:30 pm

13. Adjourn Meeting- 6:48 pm

ATD Tulsa – 2023 Board Member Elections Process Timeline				
Date	**Location**	**Type**	**Tasks**	**Lead Member**
6/9/2022	Virtual via Zoom	Elections for 2023 Board Members	Appoint Elections Committee members- June Board meeting	President
6/13/2022- 6/24/2022	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
7/1/22 - 7/9/22	Virtual via Zoom	Elections for 2023 Board Members	2023 Board Nominations **Open** via ATD Tulsa website, 45 days	President
8/9/2022	Virtual via Zoom	Elections for 2023 Board Members	2023 Board Nominations **Close** via submission of forms to ATD Tulsa President via Email	President
8/10/22 - 8/18/22	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 Chair
8/19/2022- 8/26/2022	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.	President
8/26/2022 – 9/15/2022		Elections for 2023 Board Members	Nomination Form information, photos, and videos for all eligible nominees posted on the ATD Tulsa website for review by ATD Tulsa members.	President
9/1/2022- 9/9/2022		Credentials Committee	Identify 2 ATD Tulsa members, in good standing, to serve on Credentials Committee.	President
9/15/2022	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. (Has to be done day before voting begins.)	President/designee
Sept program meeting 1st day.	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.	President
Tentative- 8 days after Sept	Virtual via Zoom	Electronic Voting	Online voting concludes after 8 days.	President

program meeting				
2-6 days after voting ends.	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 Chair
Oct. board meeting	Virtual via Zoom	Electronic Voting Results	Board meets to accept certified election results from Elections Committee. After approval, Board provides written notification of voting results to ATD Tulsa members via email and by website posting.	President

Elections:

Rachel	Wagner	Rachel Wagner Etiquette & Protocol	8
Andrew	Engelbrecht	Facing West Enterprises	7
Shelby	Morris	Oklahoma State University	5
Jacqueline	Williams	CAP Tulsa	4
Robert	Schooley	Muscogee Nation Gaming Enterprises	4
Stu	Ward		4
Alaina	Taylor	Truity Federal Credit Union	4

ATD Tulsa Chapter
Statement of Financial Position as of May 31, 2022

Assets

			Liabilities		
Arvest Checking Account	$	7,412.77	Accounts Payable***	$	1,824.00
Arvest Money Market Account	$	15,003.68			
Cash	$	73.30	Taxes Payable	$	-
Accounts Receivable in Wild Apricot*	$	50.00	**Total Liabilities**	$	1,824.00
(Less doubtful accounts)**		$0.00			
			Net Assets Unrestricted Net Assets	$	22,539.75
			Temporarily Restricted Net Assets	$	-
			Permanently Restricted Net Assets	$	-
Total Cash Assets	$	22,539.75	**Total Net Assets**	$	22,539.75
Total Assets	$	22,539.75	**Total Liabilities Plus Net Assets**	$	24,363.75

* Accounts Receivable: One ATD Tulsa Member Application initiated on 04/26/22, but not paid.

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

*** Accounts Payable is WildApricot payment that was due 6/6/22 paid on 6/2/22.

Prepared by Jennifer Roberson, 2022 VP Finance on 6/7/22

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

Category Description	2020 Actual	2021 Actual	2022 Budget	May-22	Year-to-Date (YTD)	Difference (Budget - YTD)	Notes
INCOME							
ATD ChIP/Membership Fees/Award	$ 2,208.09	$ 2,487.82	$ 2,500.00	$ 325.00	$ 2,125.00	$ 375.00	Chapter Memberships paid via ATD by Power Member. It this for 7 individual memberships.
Meeting Fees	$ 3,730.00	$ 1,810.00	$ 4,000.00	$ 550.00	$ 1,240.00	$ 2,760.00	37 Event Registrations
Membership Dues	$ 2,875.00	$ 1,275.00	$ 1,250.00	$ 300.00	$ 950.00	$ 300.00	6 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**	**$ 1,175.00**	**$ 4,565.00**	**$ 7,785.00**	
EXPENSES					$ -	$ -	
Board Expense					$ -	$ -	
National ATD Dues	$ -	$ 179.00	$ -		$ -	$ -	
Retreat	$ -	$ -	$ -		$ -	$ -	
ATD Leader's Conference (ALC)	$ 700.00	$ 700.00	$ 1,750.00		$ -	$ 1,750.00	
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**		**$ -**	**$ 3,310.00**	
Communications Expense					$ -	$ -	
GoDaddy Domains	$ 84.68	$ -	$ 169.36		$ -	$ 169.36	
Go Daddy Email	$ 119.76	$ 646.92	$ 700.00		$ 503.16	$ 196.84	
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	$ 57.00	$ 465.00	$ 143.00	Tech Soup Payment; Zoom subscription through Tech Soup will be purchased in June.
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**	**$ 57.00**	**$ 1,124.16**	**$ 2,295.20**	
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					$ -	$ -	

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

Name Badges	$ 309.73	$ -	$ -		$ -	$ -	
Membership Development/Appreciation	$ 200.00	$ 920.82	$ 1,000.00		$ -	$ 1,000.00	
New Member Appreciation/Recognition	$ -	$ -	$ -		$ -	$ -	
TOTAL Membership Expense	**$ 509.73**	**$ 920.82**	**$ 1,000.00**	**$ -**	**$ -**	**$ 1,000.00**	
	$ -						
Misc. Expenses					$ -	$ -	
Online Payment Processing Expense	$ 280.70	$ 246.06	$ 350.00	$ 37.51	$ 70.27	279.73	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	$ 714.50	485.50	Monthly general liability insurance payment ($50.82)
TOTAL Misc Expense	**$ 1,251.30**	**$ 10,279.00**	**$ 3,550.00**	**$ 88.33**	**$ 1,413.84**	**2,136.16**	
	$ -						
TOTAL EXPENSES	**$ 7,048.77**	**$ 16,302.99**	**$ 12,229.36**	**$ 145.33**	**$ 2,684.00**	**9,545.36**	
	$ -						
OVERALL TOTAL	**$ 2,204.32**	**$ (1,963.16)**	**$ 120.64**	**$ 1,029.67**	**$ 1,881.00**	**(1,760.36)**	

Prepared by Jennifer Roberson, 2022 VP
Finance on 6/7/22

June 2022 Membership Report

Thursday, June 2, 2022
12:36 PM

Results as of 5/31/2022

Members: 77 (-2)
Power Members: 47 (-5)
> PM Overdue: 6
>> Jill Almond - 5/31/2022
>> Lewana Harris - 4/30/2022
>> Gail Herrington - 4/22/2022
>> Tina Mathes - 4/30/2022
>> Nicholi Simmons - 4/30/2022
>> Lynn Thorne - 4/30/2022

> PM moved to inactive: 7
>> Myra Fanning - 2/28/2022
>> Sherry Goemmer - 3/31/2022
>> Brenda Hall - 2/28/2022
>> Michael Horton - 2/28/2022
>> Nikki Johnston - 3/11/2022
>> Greg Kittinger - 1/31/2022
>> Holly Phillips - 3/31/2022

Tulsa ONLY Members: 27 (+1)

Student Members: 2 (0)

Student PM: 1 (0)
> Student PM overdue: 1
>> Michelle Rogers - 4/30/2022

%PM=61% (-5%)

New Members as of 5/31/2022:
Kelli Grelles, Experience by Design, 5/20/2022
Anna Rhode, Hood & Associates, 5/13/2022

Renewing Members as of 5/31/2022:
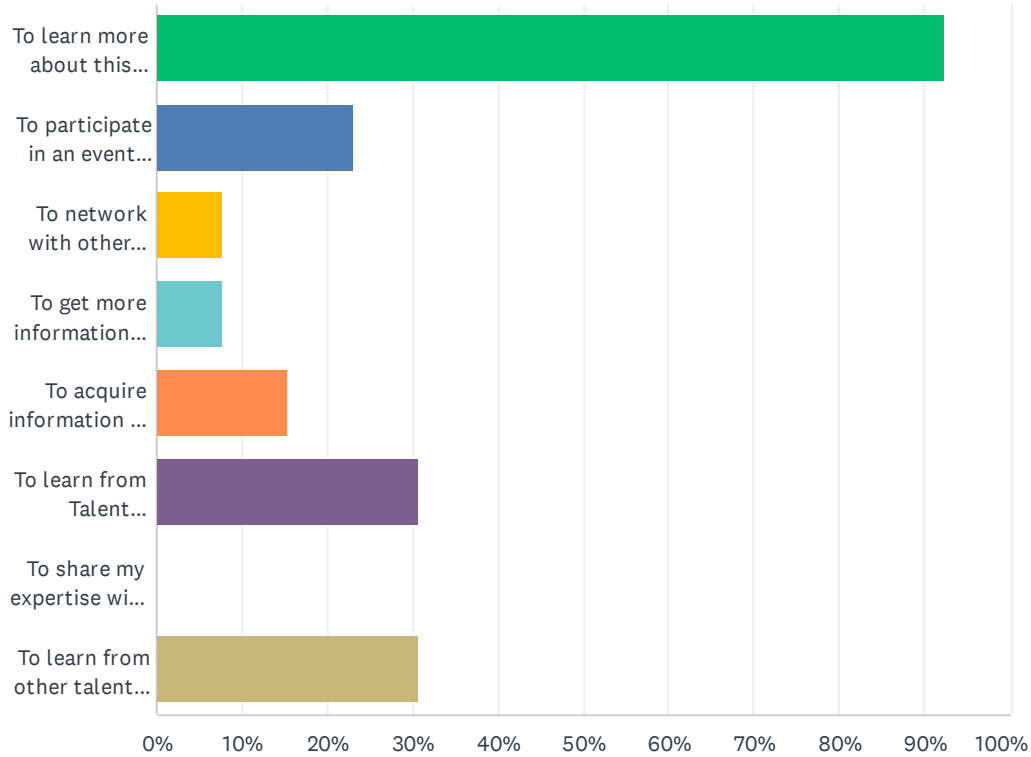Deanna Bolton, Madison Strategies Group, Tulsa Member
Laurie Rosenbaum, Energy Solutions, Tulsa Member
Brittanie White, Ross Group, Tulsa Member
Martha Zapata, Hispanic Small Business Association, Tulsa Member

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

Answered: 13   Skipped: 0

ANSWER CHOICES	RESPONSES	
To learn more about this specific topic.	92.31%	12
To participate in an event delivered by this presenter.	23.08%	3
To network with other talent management professionals.	7.69%	1
To get more information about ATD Tulsa.	7.69%	1
To acquire information on developments in the talent management industry.	15.38%	2
To learn from Talent Management industry leaders.	30.77%	4
To share my expertise with other talent management professionals.	0.00%	0
To learn from other talent management professionals attending the program meeting.	30.77%	4
Total Respondents: 13		

#	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: 13   Skipped: 0
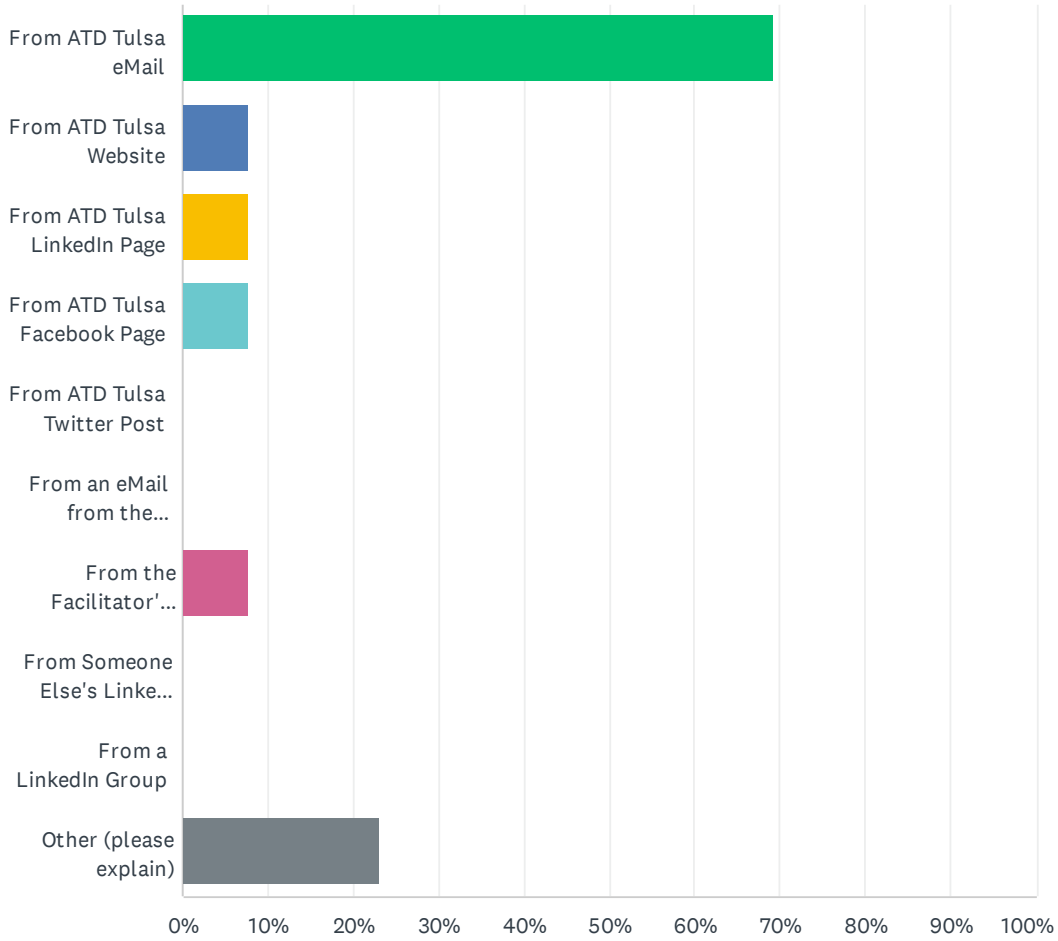
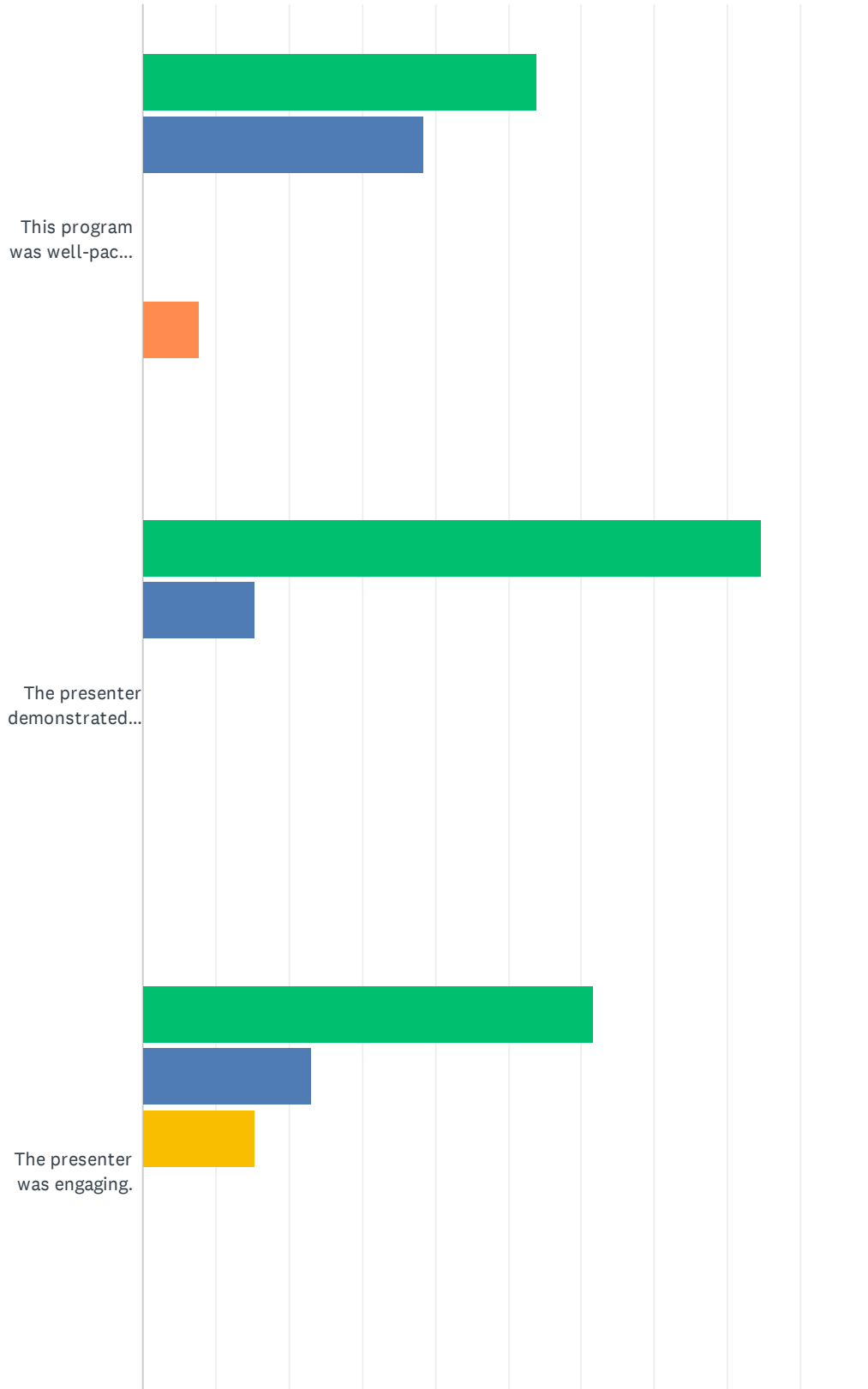# Level 3 Evaluations Made Simple, Credible, and Actionable presented by Ken Phillips, CPTD 05-20-2022

ANSWER CHOICES	RESPONSES	
From ATD Tulsa eMail	69.23%	9
From ATD Tulsa Website	7.69%	1
From ATD Tulsa LinkedIn Page	7.69%	1
From ATD Tulsa Facebook Page	7.69%	1
From ATD Tulsa Twitter Post	0.00%	0
From an eMail from the Facilitator	0.00%	0
From the Facilitator's LinkedIn Post	7.69%	1
From Someone Else's LinkedIn Post	0.00%	0
From a LinkedIn Group	0.00%	0
Other (please explain)	23.08%	3

Total Respondents: 13

#	OTHER (PLEASE SPECIFY)	DATE
1	My boss, Robert Schooley, suggested that I attend to get more familiar with ATD	5/20/2022 4:21 PM
2	On the board! :)	5/20/2022 1:33 PM
3	My supervisor is an ATD Rhode Island member and mentioned it.	5/20/2022 1:29 PM

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

Answered: 13   Skipped: 0
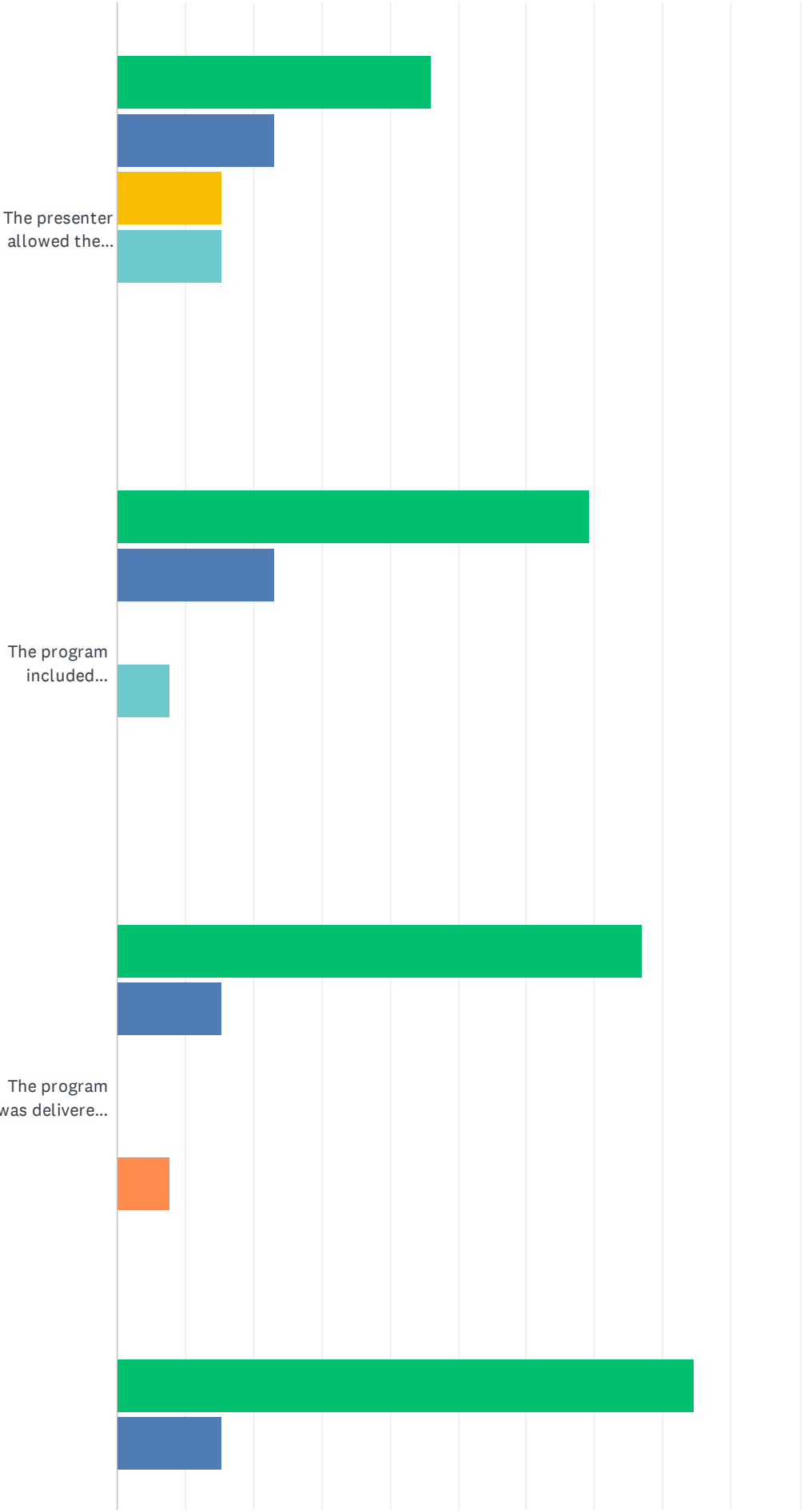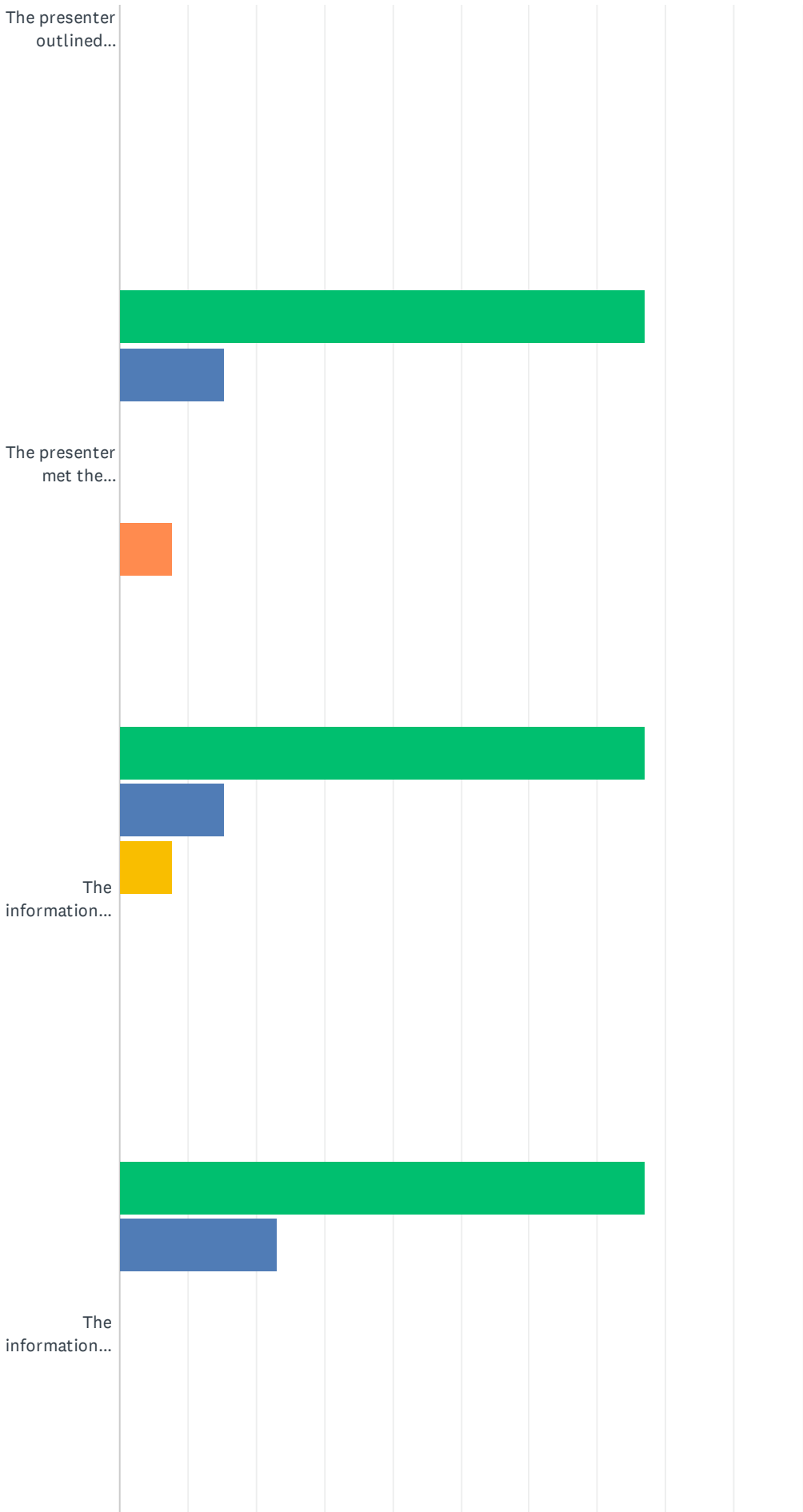
This program was well-pac...

The presenter demonstrated...

The presenter was engaging.

Level 3 Evaluations Made Simple, Credible, and Actionable presented by Ken Phillips, CPTD 05-20-2022

The presenter allowed the...

The program included...

The program was delivere...

Level 3 Evaluations Made Simple, Credible, and Actionable presented by Ken Phillips, CPTD 05-20-2022

Level 3 Evaluations Made Simple, Credible, and Actionable presented by Ken Phillips, CPTD 05-20-2022

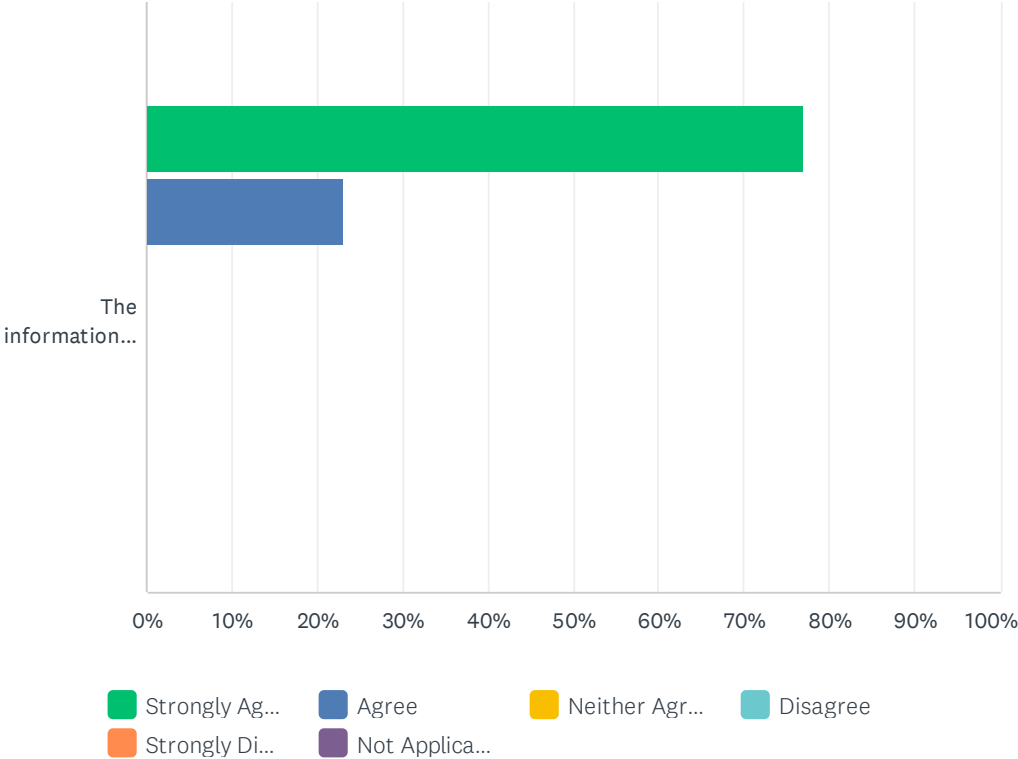|	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	NOT APPLICABLE	TOTAL
This program was well-paced and made good use of my time.	53.85% 7	38.46% 5	0.00% 0	0.00% 0	7.69% 1	0.00% 0	13
The presenter demonstrated subject matter expertise and knowledge.	84.62% 11	15.38% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0	13
The presenter was engaging.	61.54% 8	23.08% 3	15.38% 2	0.00% 0	0.00% 0	0.00% 0	13
The presenter allowed the right amount of time for discussion.	46.15% 6	23.08% 3	15.38% 2	15.38% 2	0.00% 0	0.00% 0	13
The program included interactive discussion, an activity, or a hands-on learning experience.	69.23% 9	23.08% 3	0.00% 0	7.69% 1	0.00% 0	0.00% 0	13
The program was delivered as promoted.	76.92% 10	15.38% 2	0.00% 0	0.00% 0	7.69% 1	0.00% 0	13
The presenter outlined objectives for the session.	84.62% 11	15.38% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0	13
The presenter met the objectives as outlined.	76.92% 10	15.38% 2	0.00% 0	0.00% 0	7.69% 1	0.00% 0	13
The information presented during this program was well organized.	76.92% 10	15.38% 2	7.69% 1	0.00% 0	0.00% 0	0.00% 0	13
The information presented during this program is useful to my job.	76.92% 10	23.08% 3	0.00% 0	0.00% 0	0.00% 0	0.00% 0	13
The information presented during this program can be applied to my business.	76.92% 10	23.08% 3	0.00% 0	0.00% 0	0.00% 0	0.00% 0	13

| #	IF YOU RATED ANY STATEMENT(S) AS "STRONGLY DISAGREE" OR "DISAGREE," WHAT COULD BE DONE DIFFERENTLY TO CHANGE YOUR RESPONSE TO "STRONGLY AGREE?"	DATE
1	I was there to learn about L3 Evaluations: there was 30 minutes of chitchat, advertisements, and ATD self-promotion before the Presenter was allowed to start, and HE didn't get to the practical application for another 15 minutes, so I wasted 45 minutes learning NOTHING about the topic I paid to hear about. When it came to the activity, the workbook wasn't an interactive pdf to there was only a cumbersome way to go about entering numbers . . . the amount of numbers was too much to get the point across for the length of the activity, and the job aid directions were completely confusing to the entire breakout group. Actual, practical learning time in this session was about 25 minutes. Highly disappointing.	5/20/2022 3:05 PM

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

Answered: 13   Skipped: 0

#	RESPONSES	DATE
1	The simplicity of the three questions and, undoubtedly, the matrix, which I've developed into a spreadsheet.	5/30/2022 3:58 PM
2	Learned the 5-Level Evaluation Model and how to apply it to training; learned very useful ways to use Level 3 evaluations, will will be very useful in my work.	5/24/2022 9:12 AM
3	The value of the process to present to management	5/20/2022 8:22 PM
4	That it's important to get feedback information in order to know if your training is making a difference within your industry/company	5/20/2022 4:21 PM
5	1) The process and formulas for using estimation, 2) Making sense out of training obstacles; 3) the startling statistics about the actual use of L3 evaluations.	5/20/2022 3:59 PM
6	Overall I just felt like this is exactly the kind of content I want to see more of	5/20/2022 3:35 PM
7	The questions to ask and the mathematics behind them . . . i did NOT need to know the history of evaluations.	5/20/2022 3:05 PM
8	The methodology and the research findings	5/20/2022 2:14 PM
9	Like the 3 question format and the obstacles processing ideas	5/20/2022 1:49 PM
10	How to actually sore value of training and get l3 feedback.	5/20/2022 1:45 PM
11	The fact that Ken's formulas *finally* give me an easy way to provide my senior leaders with true quantitative data related to the benefits of my training programs!	5/20/2022 1:33 PM
12	3 questions to generate a level 3 survey. The levels of surveys. I didn't know that.	5/20/2022 1:29 PM
13	The importance of using actionable data to improve outcomes.	5/20/2022 1:26 PM

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

Answered: 13   Skipped: 0
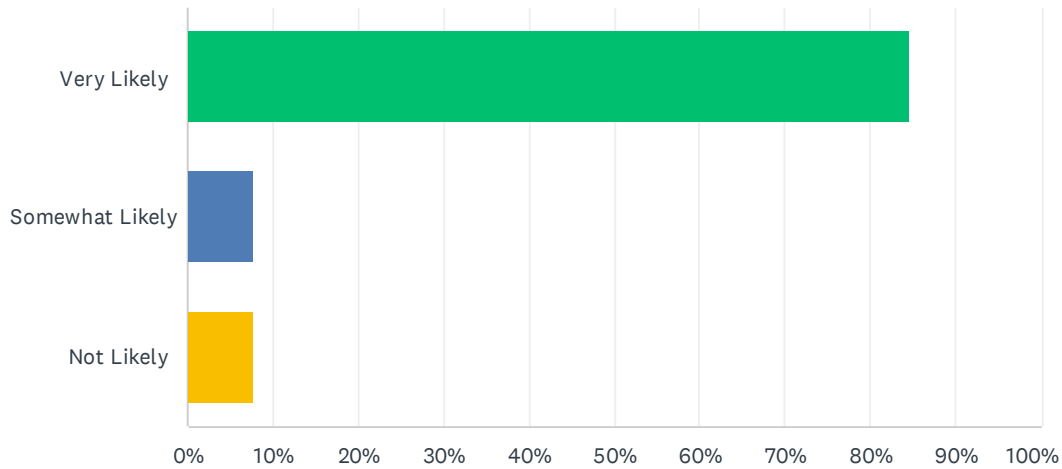
ANSWER CHOICES	RESPONSES	
Very Likely	84.62%	11
Somewhat Likely	7.69%	1
Not Likely	7.69%	1
TOTAL		13

| #	IF YOU ANSWERED SOMEWHAT LIKELY OR NOT LIKELY, WHAT COULD WE DO DIFFERENTLY TO CHANGE YOUR RESPONSE TO VERY LIKELY?	DATE
1	Not as presented today. The problems I noted above, versus the minimal amount of practical information i walked away with just don't equate.	5/20/2022 3:05 PM
2	Need to revamp exercise #1	5/20/2022 1:49 PM

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: 13   Skipped: 0
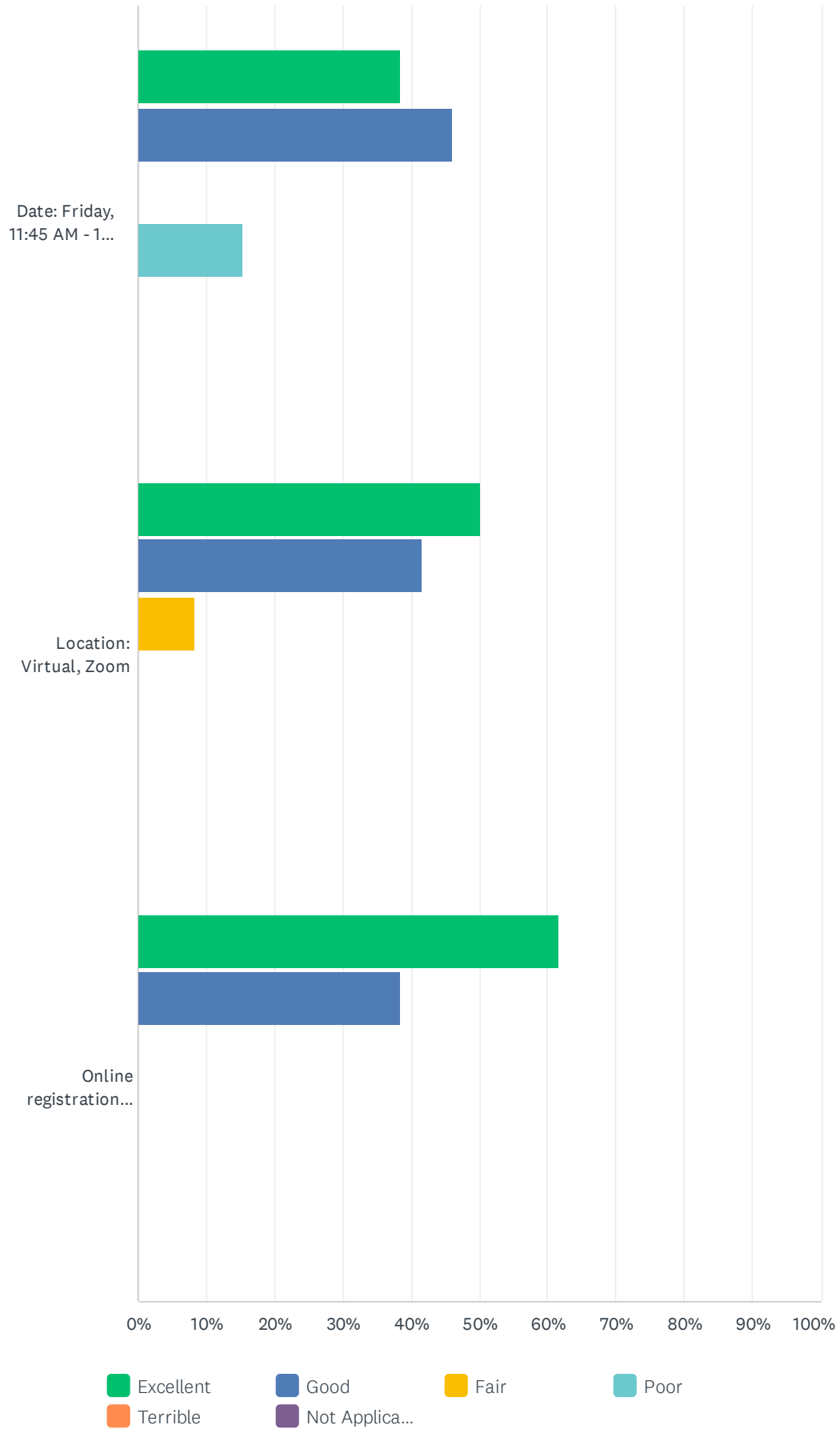
Level 3 Evaluations Made Simple, Credible, and Actionable presented by Ken Phillips, CPTD 05-20-2022

	EXCELLENT	GOOD	FAIR	POOR	TERRIBLE	NOT APPLICABLE	TOTAL
Date: Friday, 11:45 AM - 1:15 PM	38.46% 5	46.15% 6	0.00% 0	15.38% 2	0.00% 0	0.00% 0	13
Location: Virtual, Zoom	50.00% 6	41.67% 5	8.33% 1	0.00% 0	0.00% 0	0.00% 0	12
Online registration process	61.54% 8	38.46% 5	0.00% 0	0.00% 0	0.00% 0	0.00% 0	13

#	IF YOU RATED ANY ITEM(S) AS FAIR, POOR OR TERRIBLE, WHAT COULD WE DO DIFFERENTLY TO CHANGE YOUR RATING TO EXCELLENT?	DATE
1	Ready to be meeting in person again. The Zoom call was fine, but, in my opinion, let's get back to seeing each other face to face! :)	5/24/2022 9:12 AM
2	11:45am to 1:15pm is too long; cut back all the intro slides (no one cares who renewed their membership or who's a power member)	5/20/2022 3:35 PM
3	Timeframe would have been fine if it had been packed with value-filled learning.	5/20/2022 3:05 PM

	EXCELLENT	GOOD	FAIR	POOR	TERRIBLE	NOT APPLICABLE	TOTAL

ATD TULSA PROFESSIONAL DEVELOPMENT PROGRAMS
REQUEST FOR PROPOSAL FORM

1. **Name/Title/Credentials:** (*to appear in promotional/marketing materials*):
    Jeff Harry, Positive Psychology Play Speaker, Top 100 HR Influencer

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

    Dudes, Do Better: Dismantling Toxic Masculinity At Work

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 subject is at the heart of talent development, as we decide what type of leaders we want to cultivate going forward. What aspects of leadership do we want to embrace? Which ones are we ready to discard? Do we want leadership that balances masculine and feminine leadership, built on compassion, empathy, and shared humanity...or do we want to revert back to the old ways that created the Great Resignation in the first place?

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

    One of the main reasons why staff leave is because of toxic leadership. So, if you want to attract, recruit, retain, and develop talent, you must address the elephant in the room, which is toxic masculine leadership. We cannot continue to tip toe around this issue and believe that as long as we keep providing staff professional development workshops that help them grow, that'll be enough for them to stay. It's just not realistic, when they have to deal with a toxic boss day in and day out. This work is vital to ATD's success.

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.)*

    Do you suspect that your company might be guilty of rewarding toxic masculine behavior? Are you celebrating the brilliant jerk at the expense of the team and the bottom line?

    A lack of empathy, compassion, and shared humanity in many industries towards their employees lead to the Great Resignation. We find ourselves at a crossroads, having to choose between the "old boys club" style of management of the past and a future of work where we foster leaders who understand the value of balancing feminine and masculine leadership.

This session is for organizations who want to rise above the antiquated Mad Men way of managing; for the executive who understands that they need to address systemic workplace issues (e.g. toxic masculinity, misogyny, racism). This is a call-to-action - a BS Meter - for any company claiming that they care about their staff. Is your company ready to follow through on the values written in your mission statement and plastered on your walls?

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

Impact Organizational Capacity:

• Organizational development & culture

• Future Readiness

• Performance Improvement

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…"

• Identify the key components to look for in a toxic masculine leadership team

• Explore ways to foster strong leaders who value both feminine and masculine attributes in leadership

• Determine how to implement specific action steps to eradicate toxic masculinity and replace it with actions that build psychological safety

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.

• Define Toxic Masculinity

• Outline how much toxic masculine leadership is costing various industries

• Breakdown how much it is costing your organization

• Discuss how this might be affecting your work personally, as well as your colleagues

• Identify potential strategies and solutions to implement

• Determine which ones you will take action on and what are the initial steps to make progress

9. **Handout / Performance Tools:**

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

Strategies to deal with toxic masculine leadership worksheet

Reflective questions that:

- Identify the toxic leadership traits that exist in your organization

- Determine what the driving factors and motivations of your leadership, as well as that toxic person

- Utilizes the values and mission of the organization to see if you are currently on track or if this toxic leader is not living up to the mission and values

- Recognize the decision makers and what case you can make to address this issue head-on

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.

Zoom with ability for breakout groups

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.

Sample of my work:

https://rediscoveryourplay.com/speaking

Article written on this subject published by The Rosie Report:

https://therosiereport.com/reshape-the-future-of-work-by-dismantling-toxic-masculinity/

Past Speaking Engagements:

https://www.rediscoveryourplay.com/past-speaking-engagements

Media:

https://www.rediscoveryourplay.com/media

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.

    See links above

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

To appear in workshop promotional/marketing materials

Jeff Harry combines positive psychology and play to heal workplaces, help teams build psychological safety and assist individuals in addressing their biggest challenges through embracing a play-oriented approach to work. Some of the topics he covers include how to dismantle toxic masculinity in the workplace, how to navigate the Great Resignation & uncertainty through play, how to deal with toxicity in the workplace, how to address the BS of office politics, how to tackle difficult conversations at work, how to play with your inner critic, and how to help your staff rediscover their flow. For his work, Jeff was selected by BambooHR & Engagedly as one of the Top 100 HR Influencers. His work has most recently been featured in the NY Times, Mashable, Upworthy, Shondaland, & Wired. Jeff has worked with Google, Microsoft, Southwest Airlines, Adobe, the NFL, Amazon, and Facebook, helping their staff to infuse more play into the day-to-day.

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.

- Samm Smeltzer, samm@hrartcenter.com, 717-818-8261 (HRArt Collective)
- Dimple Dhabalia, dimple@rootsintheclouds.com, 571-276-8675 (Dept. of Homeland Security)

- Jeanie Chang, jeanie.chang@naaap.org, 919-830-4320 (National Association of Asian American Professionals)

16. **Professional Photo:**

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

For workshop promotional/marketing materials

https://rediscoveryourplay.com/photos

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: 13   Skipped: 0
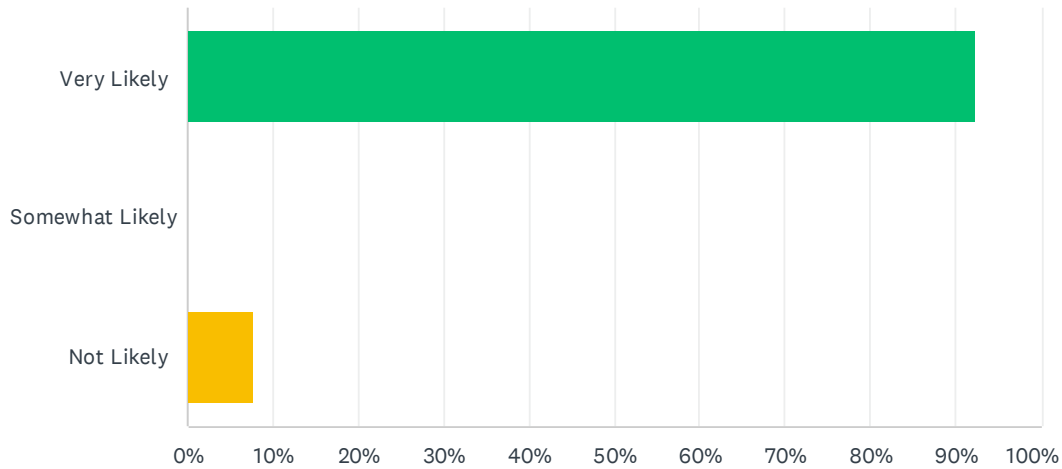
ANSWER CHOICES	RESPONSES	
Very Likely	92.31%	12
Somewhat Likely	0.00%	0
Not Likely	7.69%	1
TOTAL		13

#	IF YOU ANSWERED SOMEWHAT LIKELY OR NOT LIKELY, WHAT COULD WE DO DIFFERENTLY TO CHANGE YOUR RESPONSE TO VERY LIKELY?	DATE
1	See above.	5/20/2022 3:05 PM

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: 4   Skipped: 9

#	RESPONSES	DATE
1	None that I can think of at this time.	5/24/2022 9:12 AM
2	I'm not sure, I'm new to this industry and would like to learn as much as I can from anyone.	5/20/2022 4:21 PM
3	More about e-learning	5/20/2022 3:35 PM
4	n/a	5/20/2022 1:29 PM

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

Answered: 12   Skipped: 1
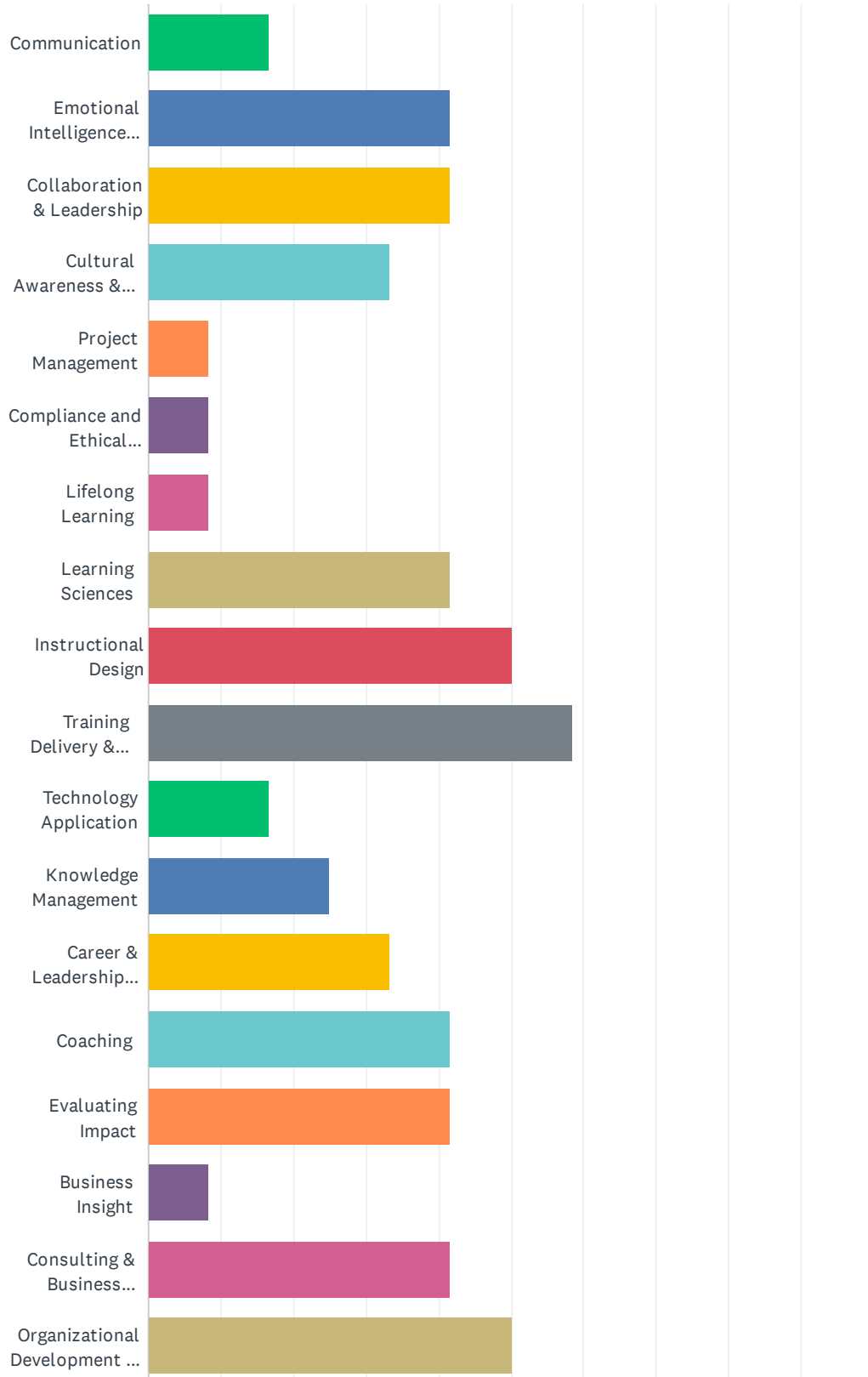
Level 3 Evaluations Made Simple, Credible, and Actionable presented by Ken Phillips, CPTD 05-20-2022
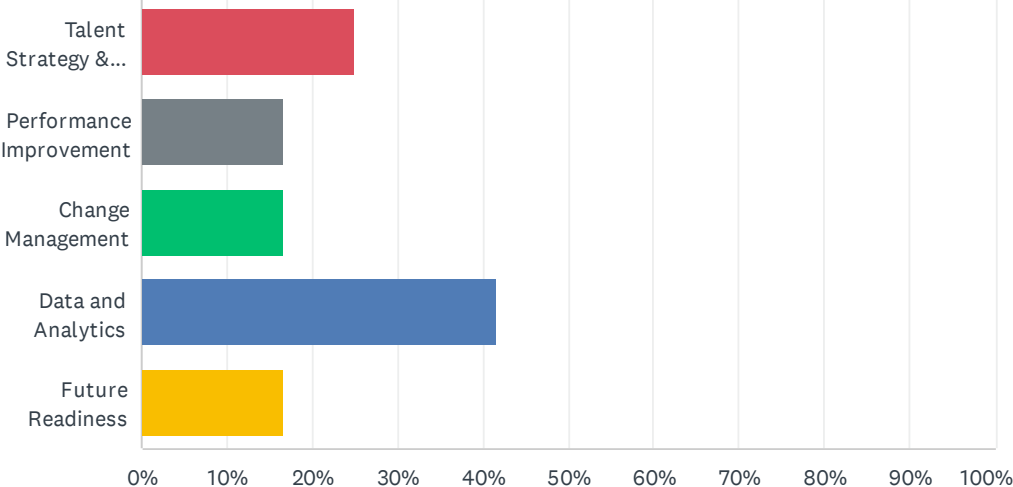
Level 3 Evaluations Made Simple, Credible, and Actionable presented by Ken Phillips, CPTD 05-20-2022

ANSWER CHOICES	RESPONSES	
Communication	16.67%	2
Emotional Intelligence & Decision Making	41.67%	5
Collaboration & Leadership	41.67%	5
Cultural Awareness & Inclusion	33.33%	4
Project Management	8.33%	1
Compliance and Ethical Behavior	8.33%	1
Lifelong Learning	8.33%	1
Learning Sciences	41.67%	5
Instructional Design	50.00%	6
Training Delivery & Facilitation	58.33%	7
Technology Application	16.67%	2
Knowledge Management	25.00%	3
Career & Leadership Development	33.33%	4
Coaching	41.67%	5
Evaluating Impact	41.67%	5
Business Insight	8.33%	1
Consulting & Business Partnering	41.67%	5
Organizational Development & Culture	50.00%	6
Talent Strategy & Management	25.00%	3
Performance Improvement	16.67%	2
Change Management	16.67%	2
Data and Analytics	41.67%	5
Future Readiness	16.67%	2
Total Respondents: 12		

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: 6   Skipped: 7

#	RESPONSES	DATE
1	None	5/30/2022 3:58 PM
2	None	5/24/2022 9:12 AM
3	NA	5/20/2022 3:35 PM
4	Thanks for another good, thought-provoking session!	5/20/2022 1:49 PM
5	n/a	5/20/2022 1:29 PM
6	Not at this time.	5/20/2022 1:26 PM

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: 9   Skipped: 4

ANSWER CHOICES	RESPONSES	
Your Name	100.00%	9
Your email Address	100.00%	9

#	YOUR NAME	DATE
1	Bob Mansur	5/30/2022 3:58 PM
2	Jeremy Smith	5/24/2022 9:12 AM
3	Marisa Gray	5/20/2022 8:22 PM
4	Aimee McFarland	5/20/2022 4:21 PM
5	Walt Hansmann	5/20/2022 3:59 PM
6	Joel Walton	5/20/2022 3:05 PM
7	Andrea Gentis	5/20/2022 1:33 PM
8	Keith Thompson	5/20/2022 1:29 PM
9	Charmaine T Cruise	5/20/2022 1:26 PM

#	YOUR EMAIL ADDRESS	DATE
1	bob.mansur@crediteps.com	5/30/2022 3:58 PM
2	jeremy.smith@laredopetro.com	5/24/2022 9:12 AM
3	mcgray.kck@gmail.com	5/20/2022 8:22 PM
4	aimee.mcfarland@riverspirittulsa.com	5/20/2022 4:21 PM
5	walt.hansmann@gmail.com	5/20/2022 3:59 PM
6	waltonj1@autonation.com	5/20/2022 3:05 PM
7	agentis@mcg-ins.com	5/20/2022 1:33 PM
8	keith_thompson@brown.edu	5/20/2022 1:29 PM
9	charmaine.cruise@riverspirittulsa.com	5/20/2022 1:26 PM

ATD TULSA PROFESSIONAL DEVELOPMENT PROGRAMS
REQUEST FOR PROPOSAL FORM

1. **Name/Title/Credentials:** (*to appear in promotional/marketing materials*):
   Kimberly Cofrancesco, MS Kimberly Cofrancesco, MS is a passionate speaker and self-proclaimed learning geek! She believes that training does not have to be boring and she's on a personal mission to help organizations recognize the value of creative approaches to training. Kimberly has over 15 years of experience in learning and development, with a strong interest in how eLearning and virtual training has evolved over the past decade. She is a lifelong learner, always seeking opportunities to further her own knowledge and skills, while acting as a mentor to share her wisdom with others.

   Brian Lanza, M.Ed. With over 10 years of experience working in learning and development, Brian has designed and delivered training solutions for both regional and global audiences across various industries. These include telecommunications, hotel and restaurant hospitality, information technology, and financial and accounting services. Having served in a leadership capacity with his local ATD chapter as the VP of Membership and Marketing, Brian enjoys giving back to his L&D community. He is an instructional designer, speaker, and writer, and along with his co-presenter, a previous recipient of the Learning Guild's award for Best Process Solution in E-Learning. He has a passion for talent development and is consistently seeking new and improved ways to make training more interesting and impactful for his audience.

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

   7 Fundamentals of Effective eLearning

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."**

   Our workshop empowers learning professionals to develop talent by providing them with an easy to remember framework to ensure the elearning they design and/or develop is effective.

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

   Program attendees will learn about our 7 Fundamentals for Effective E-learning. Based on the key principles utilized in our award-winning course design, they will first explore the questions to consider when determining if e-learning is indeed the correct training solution. They will learn how to capture their learner's attention at the onset of the course and then how to keep them engaged via the use of storytelling. Next, they'll be presented with strategies for storyboarding your course and how to utilize push versus pull techniques to give learners control and autonomy in their learning journey. Finally, they'll learn the importance of application and practice in e-learning and why it is

essential to "support your peeps" after completion of their training. They will leave this session with a collection of new tools to add to your e-learning design toolbox which that can be applied immediately back on the job.

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.)*

   E-learning is increasingly becoming the 'go-to' solution for learning and development as companies look to decrease costs and reach out to an expanding, global workforce. It has also skyrocketed to the forefront of organizational needs with the challenges that have recently been presented with working in a COVID-19 world. The problem is that most of the e-learning that is out there is poorly designed, and quite honestly, boring! Common missteps in approaches and techniques have learners simply clicking 'next' to get to the end of the training as quickly as possible.

   Addressing this dilemma is what inspired us to create "The 7 Fundamentals of Effective E-Learning."

   Based on our combined years of experience in the industry and drawing references from an award-winning compliance course, this session will present you with the key elements to include in your next e-learning module to make it more engaging, impactful, and fun!

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

   Developing Personal Capability: Lifelong Learning Developing Professional Capability: Instructional Design   Impacting Organizational Capability: Performance Improvement, Future Readiness

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…"

   Recognize the 7 fundamental principles to utilize when designing effective e-learning.

   Describe how to capture and keep your learner's attention throughout the instructional event.

   Recognize the importance of storyboarding in purposeful e-learning design.

   Identify how to implement learner autonomy and decision making in your course.

   Identify impactful approaches for learners to apply what they are learning.

   Explain why it is necessary to support your learners upon completion of their training.

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.

Virtual delivery of 7 modules modules with audience interaction (chat, questions, etc. every 3-4 minutes throughout the entire presentation, with an additional 10 minutes for Q&A at the end.

9. **Handout / Performance Tools:**

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

We will provide a job aid handout that lists each of the 7 principles which includes a memorable summary of each principle

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.

Zoom is perfect!

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.

Brian and Kimberly have delivered this workshop to several ATD chapters, both live and virtually. Kimberly has also spoken at national learning conferences, and Brian has been published in TD Magazine. The course that we reference throughout the sessions won a DevLearn/DemoFest award through eLearning Guild.

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.

   https://youtu.be/SMoGbkH1XkE

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

   To appear in workshop promotional/marketing materials

   Kimberly Cofrancesco, MS Kimberly Cofrancesco, MS is a passionate speaker and self-proclaimed learning geek! She believes that training does not have to be boring and she's on a personal mission to help organizations recognize the value of creative approaches to training. Kimberly has over 15 years of experience in learning and development, with a strong interest in how eLearning and virtual training has evolved over the past decade. She is a lifelong learner, always seeking opportunities to further her own knowledge and skills, while acting as a mentor to share her wisdom with others.

   Brian Lanza, M.Ed. With over 8 years of professional experience working in learning and development, he has designed training products for both regional and global audiences across various industries. These include telecommunications, hotel and restaurant hospitality, information technology, and financial and accounting services. Having served ATD-RTA previously as the Vice President of Membership and Marketing, Brian enjoys giving back to his L&D community. He is a lifelong learner with a passion for instructional design who is consistently seeking new and improved ways to make training more engaging and impactful for his audience.

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.

   Rosa Espinal-Perry (rosaespinal@mail.com)

   Alex Cook (vp.programs.atdrta@gmail.com)

   Laura Paramoure (lparamoure@eparamus.com)

16. **Professional Photo:**

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

    For workshop promotional/marketing materials

Speaker / Presenter Information

Primary Presenter Name	Kimberly Cofrancesco
Co-Presenter Name (if any)	Brian Lanza
Workshop Title	7 Fundamentals of Effective eLearning

Please complete the below based on the primary presenter.

Phone	**Primary#:** 203-988-5440	**Co-presenter#:** 919-749-9595
Email Address	kimberlyfanning@hotmail.com Brianjlanza@gmail.com	
Title	Director, Learning Solutions & Delivery	
Company or Organization	Grant Thornton LLP	
Mailing Address	Click or tap here to enter text.	
City, State, Zip	Click or tap here to enter text.	

<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.

Kimberly Cofrancesco   **5/3/2022**
Signature of Proposed Presenter   **Date**

Brian Lanza   **5/3/2022**
Signature of Proposed Co-Presenter   **Date**

ATD TULSA PROFESSIONAL DEVELOPMENT PROGRAMS
REQUEST FOR PROPOSAL FORM

1. **Name/Title/Credentials:** (*to appear in promotional/marketing materials):*
   Sardek Love

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

   Facilitating Like a Pro! 3 Guranteed Ways to Create Massive Participant Engagement in Live, Virtual Training

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."**

   A lack of participant engagement is the #1 challenge training professionals experience on the job. This program equips trainers with the foundational knowledge to overcome that challenge.

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

   As the leading expert in facilitation, this workshop provides a revolutionary way to ensure massive participant engagement.

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.)*

   Please see attached session details and speaker bio document

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

   Knowledge of facilitation methods and techniques, Knowledge of instructional methodologies (gamification), and skill in facilitating meetings and / or learning events in face-to-face and / or virtual environments

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…"

   See attached session details and bio document

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.

To save time, I am skipping this question.

9. **Handout / Performance Tools:**

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

Participants will be granted free access to an online portal containing various training activities and the instructions for facilitating them

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.

We will provide a Zoom link for the session. Since Sardek is offering this program pro bono, he requests the chapter provide a Producer with intermediate to advanced skills serving as a Producer of zoom meetings.

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.

See attached session details and bio document

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.

www.MasterVirtualPresenter.com or www.SardekLove.com

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

   To appear in workshop promotional/marketing materials

   See attached session details and bio document

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.

   As one of 13 "Super Session" speakers at ATD ICE 2 years running and a speaker at ATD ICE every year since 2002, Bridget Dunn, ATD's Associate Director of Conference Programming can answer any questions about my speaking ability.

16. **Professional Photo:**

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

   For workshop promotional/marketing materials

1. **Name/Title/Credentials:** (*to appear in promotional/marketing materials):*
   Chris Coladonato

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

   Hybrid Teams: What You and Your Leaders Need to Know

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 gives attendees knowledge and expert insights to use as they work with hybrid (and virtual!) team leaders to build cohesive teams. It also gives them the space to ask questions and share their insights.

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

   This session gives attendees an opportunity to build understanding and capability in facilitating and designing informal leadership development opportunities; partnering with business units to identify areas of opportunity in hybrid team cohesion and creating a culture of conversation with leaders and their teams.

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.)*

For many, the world of work is forever changed. Organizations that were office centric are moving to a hybrid or flexible workplace model. That means people leaders will be leading teams that are made up of in-person and virtual team members. For many, this is a new skill and they may be wondering how they will manage their team while keeping them engaged and connected to the organization and each other.

That's where you come in! Talent development professionals have a unique opportunity to support hybrid team leaders; and not just with formal training. You can positively influence organizational capability in a variety of ways including conversations with the business, informal learning opportunities, tools, resources and so much more!

Join this session to learn ways you can support your hybrid team leaders including what makes it challenging, mindset shifts that are needed and ways to build skill and capability in hybrid team leadership.

You'll leave this session with ideas you can immediately implement!

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

   Organization Development and Culture, Consulting and Business Partnering, Career and Leadership development

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…"

   • After participating in this workshop, participants will be able to identify hybrid team leadership challenges and ways to overcome them.

   • After participating in this workshop, participants will be able to build a plan for supporting people leaders in their organization to become more effective hybrid team leaders with a focus on informal learning opportunities.

   • After participating in this workshop, participants will be able to build their own framework for a team agreement to be used by their people leaders

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.

• Opening activity and introduction (7 minutes)
   Challenges of leading a hybrid team
• Role of talent dev professionals (Lecture + Discussion) (5 minutes)
• Why a human first and tech second approach? (Lecture) (5 minutes)
• 3 critical areas of focus - clarity, communications, connection (Lecture + Discussion) (12 minutes)
• What is a team agreement and how can it be used to as a conversation starter to foster team cohesion? (Activity) (10 minutes)
• Approaches for supporting conversation and learning about hybrid leadership within the organization (Lecture + Discussion) (10 minutes)
• Conclusion/QA 5 minutes

9. **Handout / Performance Tools:**

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

   10 Ways to Support Hybrid Team Leaders: This handout is a takeaway from the presentation. It lists and describes the approaches to support their organization in building the capabilities and continuing learning of hybrid team leaders.

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.

I can provide my own Zoom link

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.

Certified Professional in Talent Development; Author of TD at Work "A Guide to Supporting Hybrid Team Leaders" May 2022; Former member of the ATD International Board of Directors, and former chair of ATD National Advisors for Chapters.

Key related presentations:

The Moments that Matter When Leading Remotely. ATD Org Dev - Virtual Conference March 2021; audience size unknown; L&D Philly July 2021; 30 attendees

Digital Body Language for Talent Development Professionals. Western Michigan ATD April 2020; 30 attendees

Keynote presentation - The Connected Leader. A keynote presentation for Delta Kappa Gamma Texas State Organization conference June 2021; 500 attendees

The Digital Workspace: What Do You & Your Organization Need? ATD Central Florida November 2020; audience size unknown

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.

Evals and video samples unable to be provided. If evals were collected, they are unable to be shared from previous organization. Videos samples are either behind paywall or the property of my pervious organization.

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

    To appear in workshop promotional/marketing materials

Chris Coladonato, CPTD, is a virtual and hybrid leadership consultant. She helps leaders look beyond the tech to build connected and cohesive teams so employees can be productive and thrive regardless of their work location. She focuses on moments of human connection first and the tech that facilitates those second.

With 20 years' experience as a talent development professional, Coladonato's specialties include virtual leadership development and virtual facilitation with a focus on helping distributed teams connect and stay connected. As someone who has made a practice of roaming the digital hallways, she never forgets the power of connections and that on the other end of technology is another human. She is passionate about creating real relationships in the virtual world.

In addition to being a Certified Professional in Talent Development (CPTD), Coladonato is a former member of the ATD Board of Directors, and former chair of ATD National Advisors for Chapters

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.

    Rosa Espinal-Perry rosejay713@gmail.com; She connected with me to present at ATD Central Florida

    Amanada Wendling   bolameena1@aol.com - Worked with her at Farmers Insurance, co-facilitated with her often and she asked me to speak at ATD MidMichagan event

    Bonnie Moore mooreleadandlearn@gmail.com - Worked with Bonnie as a National Advisor for Chapters and she invited me to speak at the DKG TSO Conference in 2021.

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	Chris Coladonato
Co-Presenter Name (if any)	
Workshop Title	*Hybrid Teams: What You and Your Leaders Need to Know*

Please complete the below based on the primary presenter.

Phone	**Primary#:** **Co-presenter#:** **410-306-5644**
Email Address	chris@connectioncatalyst.co
Title	Founder
Company or Organization	Connection Catalyst
Mailing Address	2945 Emmorton Road #671
City, State, Zip	Abingdon, MD 21009

Statement of Understanding

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.

Chris Coladonato   _6/2/2022_

Signature of Proposed Presenter   **Date**

_____   _____

Signature of Proposed Co-Presenter   **Date**

Date	Total followers
05/01/2022	0
05/02/2022	0
05/03/2022	0
05/04/2022	0
05/05/2022	0
05/06/2022	0
05/07/2022	0
05/08/2022	1
05/09/2022	0
05/10/2022	0
05/11/2022	0
05/12/2022	0
05/13/2022	1
05/14/2022	0
05/15/2022	0
05/16/2022	0
05/17/2022	1
05/18/2022	0
05/19/2022	0
05/20/2022	5
05/21/2022	1
05/22/2022	0
05/23/2022	1
05/24/2022	2
05/25/2022	1
05/26/2022	2
05/27/2022	1
05/28/2022	0
05/29/2022	0
05/30/2022	-1
Total New	15

Location	Total followers
Tulsa, Oklahoma Area	137
Oklahoma City, Oklahoma Area	15
Washington D.C. Metro Area	7
Greater St. Louis Area	5
Greater Omaha Area	4
Dallas/Fort Worth Area	4
Greater Atlanta Area	3
Toronto, Canada Area	3
Jacksonville, Florida Area	2
Miami/Fort Lauderdale Area	2
Greater Chicago Area	2
Lancaster, Pennsylvania Area	2
Harrisburg, Pennsylvania Area	2
Kansas City, Missouri Area	2
Fayetteville, Arkansas Area	2
Greater San Diego Area	2
Greater Nashville Area, TN	2
Greater Denver Area	2
Birmingham, Alabama Area	2
Lawton, Oklahoma Area	2
Houston, Texas Area	2
Madison, Wisconsin Area	1
Orlando, Florida Area	1
Richmond, Virginia Area	1
Milan Area, Italy	1
Portland, Maine Area	1
Rochester, New York Area	1
Dayton, Ohio Area	1
Greater Boston 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
Shanghai City, China	1
Louisville, Kentucky Area	1
Hawaiian Islands	1
Las Vegas, Nevada Area	1
Greater New York City Area	1
Ontario, Canada	1
Amarillo, Texas Area	1
Greater Philadelphia Area	1
Nabeul Governorate, Tunisia	1
Karwar Area, India	1
Mumbai Area, India	1
New Delhi Area, India	1
Knoxville, Tennessee Area	1

Hong Kong	1
Greater Grand Rapids, Michigan Area	1
Raleigh-Durham, North Carolina Area	1
Tampa/St. Petersburg, Florida Area	1

Job function	Total followers
Human Resources	82
Business Development	40
Education	30
Consulting	13
Operations	11
Community and Social Services	11
Sales	9
Information Technology	7
Media and Communication	7
Program and Project Management	7
Healthcare Services	5
Marketing	5
Administrative	4
Finance	4
Legal	2
Military and Protective Services	2
Accounting	2
Arts and Design	2
Quality Assurance	1
Customer Success and Support	1
Product Management	1
Engineering	1
Entrepreneurship	1

Seniority	Total followers
Senior	90
Entry	61
Director	35
Manager	18
Owner	15
VP	14
CXO	14
Training	5
Unpaid	1

Industry	Total followers
Professional Training & Coaching	20
Hospital & Health Care	18
Management Consulting	17
Information Technology and Services	16
Higher Education	15
Construction	11
Nonprofit Organization Management	11
Financial Services	10
Banking	8
Insurance	8
Utilities	7
Human Resources	7
Staffing and Recruiting	7
Oil & Energy	6
E-Learning	5
Government Administration	5
Civic & Social Organization	4
Education Management	4
Marketing and Advertising	4
Accounting	3
Events Services	3
Logistics and Supply Chain	3
Health, Wellness and Fitness	3
Computer Software	3
Internet	3
Primary/Secondary Education	3
Retail	3
Food & Beverages	3
Consumer Services	2
Aviation & Aerospace	2
Public Relations and Communications	2
Pharmaceuticals	2
Medical Devices	2
Media Production	2
Telecommunications	2
Philanthropy	2
Mental Health Care	2
International Trade and Development	2
Program Development	2
Government Relations	2
Venture Capital & Private Equity	2
Individual & Family Services	1
Investment Management	1
Building Materials	1
Plastics	1
Architecture & Planning	1
Civil Engineering	1
Automotive	1
Chemicals	1
Design	1

Machinery	1
Biotechnology	1
Security and Investigations	1
Facilities Services	1
Outsourcing/Offshoring	1
Law Practice	1
Consumer Goods	1
Furniture	1
Think Tanks	1
Mechanical or Industrial Engineering	1
Photography	1
Restaurants	1
Executive Office	1
Sports	1
Publishing	1
Information Services	1
Libraries	1
Package/Freight Delivery	1

Company size	Total followers
1001-5000	40
10001+	40
11-50	31
2-10	25
201-500	22
51-200	21
501-1000	19
1	10
5001-10000	8

Update title
🎉 Member Accomplishment Moment! 🎉 Please join us in congratulating Kim Boggs in her new role as Senior Training & Development Specialist for NORDAM! 👏

ATD Tulsa Chapter, Inc. members, we want to highlight YOU next! 😎 Contact Kim Boggs, VP of Membership, to share your accomplishments so that we can congratulate you, too! 🥳

#atd #atdtulsa #congratulations #weloveourmembers #talentdevelopment #certification #newjob #newrole |
| ⭐ ATD Tulsa Chapter, Inc. would like to thank Ken Phillips for delivering such an engaging and informative presentation on "Level 3 Evaluations Made Simple, Credible, & Actionable!" ⭐

📊 Every attendee left the session with a step-by-step guide and concrete formulas for using the "estimation technique" to determine true Level 3 training data! Even those of us who *don't* consider themselves a "math whiz" were able to apply it! 😄 🤓 |
| ☑️ ATD Tulsa Chapter, Inc. is excited to announce that we have been pre-approved by the Association for Talent Development (ATD) Certification Institute to offer educational programs that can be used towards initial eligibility and recertification of both the Associate Professional in Talent Development (APTD) and Certified Professional in Talent Development (CPTD) credentials!

This means that every ATD Tulsa educational program will automatically qualify for 1 credit - no need to check the ATD Capability Model! 🎯

Thank you to Walt Hansmann, CPTD® DTM, VP of Programming, for his efforts to make this happen! 👏 |
| 🎉 On this #ThrowbackThursday, ATD Tulsa Chapter, Inc. would like to celebrate our new members who joined in April! 🎉

Please join us in giving a warm welcome to Lara Borsoi of Oral Roberts University, Dina Fox of Dina Fox Consulting, Debra Olejownik of Coaching with HEART, and Charmaine Cruise of River Spirit Casino Resort! 👏 |
| ⏳ Time is running out to join the ATD Tulsa Chapter, Inc. Team to attend next week's #ATD22 Conference May 15-18 at our reduced group rate! ⏳

Whether you're attending in Orlando or virtually, you can join our team and save 💲 !

📧 Contact ATD Tulsa President Sunilyn Hertt to get the team discount code! 📧

#atd #atdtulsa #conferences2022 #virtualconference #orlando #talentdevelopment #professionaldevelopment |
| 🎉 On this #ThrowbackThursday, ATD Tulsa Chapter, Inc. would like to celebrate our MANY members who renewed their membership in April! 🎉

Please join us in thanking Lenzi Arnold, M.A. of BOK Financial, Gifflene C. of C2 | Technologies, Stacy Davis of Bayshore Consulting, Julia Fletcher of BOK Financial, Miranda Foust of Brookdale Senior Living, Andrea Gentis of Mid-Continent Group. Ron Heerlyn of Matrix Service Company, Sunilyn Hertt of Oklahoma State University, Linda Jenkins of Jenkins Consulting Group, Kristen Saint of WeStreet Credit Union, Lorinda Schrammel of Growth Training & Consulting, and Rachel Wagner of Rachel Wagner Etiquette & Protocol! 👏 |

😍 It's finally here! Track the adventures of our ATD Tulsa Chapter, Inc. Team as they participate in this week's #ATD22 Conference by following the #ATD22Tulsa hashtag!

We wish them an amazing and informative experience - and we can't wait to hear about everything they learn! 🤓

#atd #atdtulsa #conference #virtualconference #talentdevelopment

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All ATD Tulsa Chapter, Inc. members are welcome to attend our May Chapter Board Meeting on Tuesday, May 10th from 4:30 to 6:30 PM. Contact VP of Administration Stu Ward for more information!

#atd #atdtulsa #boardmeeting #memberswelcome #joinus

😍 WE WANT YOU! Call for ATD Tulsa Chapter, Inc. Presenters! Do you have experience and expertise that could benefit your Talent Development colleagues? Share your talent at an ATD Tulsa 2022 Professional Development Program!

🔗 Visit the link in the comments for details! 🔗

⭐ ATD Tulsa Chapter, Inc. is excited to share what our #atd22tulsa Chapter Team is learning at this week's #atd22 conference! ⭐

☙ Two weeks from TODAY! ATD Tulsa Chapter, Inc. will welcome back Ken Phillips of Phillips Associates to present "Level 3 Evaluations Made Simple, Credible, & Actionable" on Friday, May 20th! 📊

❓ Have questions about how to perform a *true* Level 3 evaluation in your organization?
❓ Unsure how to demonstrate that your training is being applied by your learners?
✓ If you answered "YES" to these questions, then this is a session you don't want to miss!

🔗 Registration link is in the comments! 🔗

#atd #atdtulsa #level3 #evaluation #evaluationstrategies #ROI #trainingevaluation #evaluationmadesimple

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☝ In just ONE WEEK, ATD Tulsa Chapter, Inc. will welcome Ken Phillips of Phillips Associates, LLC to present "Level 3 Evaluations Made Simple, Credible, & Actionable!" Are you registered for this skill-building session where you'll *finally* confront your Level 3 fears?? 😆

#atd #atdtulsa #evaluationstrategies #evaluations #assessments #talentdevelopment

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🕐 TODAY is the *last day* to register to attend tomorrow's event, "Level 3 Evaluations Made Simple, Credible, & Actionable" with Ken Phillips! Don't miss your chance to conquer your Level 3 fears! 😆

#atd #atdtulsa #evaluation #evaluationstrategies #training #talentdevelopment

Update link	Posted by	Created date	Audience	Impressions	Views
https://www.linkedin.com/feed/u	Andrea Gentis	05/12/2022	All followers	1881	
https://www.linkedin.com/feed/u	Andrea Gentis	05/23/2022	All followers	628	
https://www.linkedin.com/feed/u	Andrea Gentis	05/11/2022	All followers	259	
https://www.linkedin.com/feed/u	Andrea Gentis	05/26/2022	All followers	213	155
https://www.linkedin.com/feed/u	Andrea Gentis	05/10/2022	All followers	167	
https://www.linkedin.com/feed/u	Andrea Gentis	05/26/2022	All followers	164	74

https://www.linkedin.com/feed/u	Andrea Gentis	05/16/2022	All followers	151	
https://www.linkedin.com/feed/u	Andrea Gentis	05/02/2022	All followers	135	
https://www.linkedin.com/feed/u	Andrea Gentis	05/25/2022	All followers	91	
https://www.linkedin.com/feed/u	Andrea Gentis	05/17/2022	All followers	73	
https://www.linkedin.com/feed/u	Andrea Gentis	05/06/2022	All followers	48	
https://www.linkedin.com/feed/u	Andrea Gentis	05/13/2022	All followers	31	
https://www.linkedin.com/feed/u	Andrea Gentis	05/19/2022	All followers	16	

Clicks	Click through rate (CTR)	Likes	Comments	Shares	Follows
43	0.022860181	82	11	0	
65	0.103503183	34	12	3	
4	0.015444015	11	3	0	
18	0.084507041	13	4	2	
3	0.017964073	6	2	0	
4	0.024390243	7	1	0	

7	0.046357617	5	0	0
5	0.037037037	5	0	0
0	0	4	0	0
6	0.08219178	3	0	0
3	0.0625	1	3	0
2	0.064516127	1	0	0
0	0	2	0	0

Engagement rate	Content Type
0.072301969	
0.181528658	
0.06949807	
0.173708916	Video
0.065868266	
0.073170729	Video

0.079470202	
0.074074075	
0.043956045	
0.12328767	
0.145833328	
0.096774191	
0.125	

Date	Impressions (organic)	Impressions (sponsored)	Impressions (total)
05/01/2022	83	0	83
05/02/2022	224	0	224
05/03/2022	123	0	123
05/04/2022	44	0	44
05/05/2022	45	0	45
05/06/2022	79	0	79
05/07/2022	13	0	13
05/08/2022	14	0	14
05/09/2022	21	0	21
05/10/2022	156	0	156
05/11/2022	133	0	133
05/12/2022	728	0	728
05/13/2022	369	0	369
05/14/2022	217	0	217
05/15/2022	192	0	192
05/16/2022	253	0	253
05/17/2022	103	0	103
05/18/2022	72	0	72
05/19/2022	111	0	111
05/20/2022	131	0	131
05/21/2022	69	0	69
05/22/2022	50	0	50
05/23/2022	146	0	146
05/24/2022	253	0	253
05/25/2022	206	0	206
05/26/2022	363	0	363
05/27/2022	118	0	118
05/28/2022	88	0	88
05/29/2022	51	0	51
05/30/2022	48	0	48

Unique impressions (organic)	Clicks (organic)	Clicks (sponsored)	Clicks (total)	Reactions (organic)
51	4	0	4	5
102	3	0	3	5
72	4	0	4	3
26	2	0	2	0
28	2	0	2	1
23	3	0	3	2
11	0	0	0	0
11	0	0	0	0
19	0	0	0	0
75	1	0	1	5
98	2	0	2	8
366	9	0	9	29
251	10	0	10	19
148	11	0	11	10
80	3	0	3	4
179	3	0	3	7
63	5	0	5	6
50	2	0	2	4
53	4	0	4	4
63	8	0	8	7
57	1	0	1	1
39	1	0	1	1
113	6	0	6	9
178	19	0	19	16
166	9	0	9	8
184	21	0	21	16
95	1	0	1	6
63	2	0	2	3
24	5	0	5	2
36	15	0	15	0

Reactions (sponsored)	Reactions (total)	Comments (organic)	Comments (sponsored)	Comments (total)
0	5	0	0	0
0	5	2	0	2
0	3	0	0	0
0	0	0	0	0
0	1	0	0	0
0	2	3	0	3
0	0	0	0	0
0	0	0	0	0
0	0	0	0	0
0	5	2	0	2
0	8	2	0	2
0	29	4	0	4
0	19	2	0	2
0	10	1	0	1
0	4	1	0	1
0	7	0	0	0
0	6	1	0	1
0	4	1	0	1
0	4	1	0	1
0	7	1	0	1
0	1	0	0	0
0	1	0	0	0
0	9	3	0	3
0	16	6	0	6
0	8	3	0	3
0	16	3	0	3
0	6	2	0	2
0	3	0	0	0
0	2	0	0	0
0	0	0	0	0

Shares (organic)	Shares (sponsored)	Shares (total)	Engagement rate (organic)
0	0	0	0.108433735
0	0	0	0.044642857
0	0	0	0.056910569
0	0	0	0.045454545
0	0	0	0.066666667
1	0	1	0.113924051
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0.051282051
0	0	0	0.090225564
0	0	0	0.057692308
0	0	0	0.08401084
0	0	0	0.101382488
0	0	0	0.041666667
0	0	0	0.039525692
0	0	0	0.116504854
0	0	0	0.097222222
0	0	0	0.081081081
0	0	0	0.122137405
0	0	0	0.028985507
0	0	0	0.04
2	0	2	0.136986301
0	0	0	0.162055336
1	0	1	0.101941748
2	0	2	0.115702479
0	0	0	0.076271186
0	0	0	0.056818182
0	0	0	0.137254902
0	0	0	0.3125

Engagement rate (sponsored)	Engagement rate (total)
0	0.108433735
0	0.044642857
0	0.056910569
0	0.045454545
0	0.066666667
0	0.113924051
0	0
0	0
0	0
0	0.051282051
0	0.090225564
0	0.057692308
0	0.08401084
0	0.101382488
0	0.041666667
0	0.039525692
0	0.116504854
0	0.097222222
0	0.081081081
0	0.122137405
0	0.028985507
0	0.04
0	0.136986301
0	0.162055336
0	0.101941748
0	0.115702479
0	0.076271186
0	0.056818182
0	0.137254902
0	0.3125

Date	Total unique visitors (total)
05/01/2022	0
05/02/2022	0
05/03/2022	2
05/04/2022	0
05/05/2022	0
05/06/2022	2
05/07/2022	0
05/08/2022	0
05/09/2022	0
05/10/2022	0
05/11/2022	1
05/12/2022	3
05/13/2022	4
05/14/2022	1
05/15/2022	2
05/16/2022	2
05/17/2022	2
05/18/2022	1
05/19/2022	1
05/20/2022	7
05/21/2022	0
05/22/2022	0
05/23/2022	2
05/24/2022	3
05/25/2022	3
05/26/2022	4
05/27/2022	0
05/28/2022	0
05/29/2022	0
05/30/2022	0
Total	40