

The GOOD News

Greater Orlando Organization Development Network



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President's Message: The Importance of Leadership

With four months to go in 2020, I am watching our country still radically changing. I see division from social unrest in our cities. Covid-19 is wreaking havoc on our nation, causing health issues, job loss, and having financial impacts. Families are struggling to balance work, school, and life. I have heard from many of you who are working at home, managing working with the public, or who have changed jobs, are furloughed, or even laid off. There are still so many unknowns. Our world has shifted so much in the past six months. This all makes me think about leadership and the importance it plays in our lives.

When I was a young leader, one of my mentors told me, "they are always watching." I took that to mean that I had to be perfect, and whatever decisions I made would be judged. What I have learned through the many years of leading from that time is that the statement is true to a certain extent. People are always watching those who lead them, and by the pure nature of being human, we judge. However, being a leader is so much more than that. Leadership in 2020 means being authentic, living your values, showing what I recently heard in one of our GOOD communities of practice, "radical kindness." It means being vulnerable and admits you have flaws because we are all human, and as humans, we all have flaws. Leadership is about working together and allowing others to grow and flourish. Leadership is complex because it is about people.

As a coach, I have learned about judgment, assumptions, stories we tell ourselves, opinions, and unconscious bias. As an emotional scientist, I have also learned that our brains are potent and emotions have a powerful effect over our bodies. All of these mental processes can hold us hostage and prevent us from being our authentic selves and the best leaders we can be.

In a time where we need leadership more than ever before, I ask you: what type of leader you are? What mental processes do you allow to get in your way? Regardless of whether you own your own business, are an independent contributor, or lead a large team, you are a leader to someone. What values do you hold deeply, and demonstrate daily to those around you. Someone is always watching. What do you want them to see?

As we get ready to elect a new board, and start to prepare for 2021, I am honored to be part of this incredible network. I believe our network has outstanding leaders with shared values that we can all learn from. We continue to grow and learn from each other, which is a tribute to each one of you. You have incredible talents that together make this network unique. Thank you for your leadership. Leadership does make a difference.

Krystena Sterling

2021 Election of Officers

The Nominating Committee has presented a Slate of Officers and Directors for 2021.

Because we cannot meet in person to vote at the October Bi-monthly, we will be **using an online Election Poll for you to cast your votes** for the Officers for 2021.

Please click on the link to login and vote **by 12:00 noon on Thursday, October 8, 2020** so that we may share the results at the Friday, October 9 bi-monthly meeting.

Cast Your Vote

Directors are appointed positions and several members have stepped up to fill some positions. There are **still openings** for Directors and Committee Chairs. If you are interested in an open position, please contact [Kristin Chase](#), Chair of Nominations Committee. More detail can be found on the [Nomination Committee Page](#).

Executive Officers Requiring a Vote

President:
Krystena Sterling

VP Programs:
Anita Gabbard

VP Membership:
Renee DeRouin-Jessen

Secretary:
Vanessa Gomez

Treasurer:
Margo Hamel

Appointed Directors Confirmed:

Conference Director:
Donna Hogan

**Community
Programs/Events:**
Karen Agrait and
Clayton Alves

Advisory Board:
Kristin Chase

Members at Large:
Mark Griffiths
Sheryl Mays

Open Positions still to be filled:

Communications
Director

Hospitality Director

Advisory Board

Key Committee Roles to be filled:

Newsletter Editor

Learning &
Development CoP
Lead

Membership News

New and Returning Members

A very warm welcome to our newest members! To learn more about the great benefits of GOOD, we invite all new members (including those who joined a few months ago) and first-time or returning guests to join us on **October 6 from 6-7 PM** for a virtual orientation.

We will cover:

- GOOD Network Mission, Vision, and Leadership Team
- Bi-Monthly Programs
- Communities of Practice
- Networking / Social Events and more...

Reach out to membership@goodnetwork.us with any questions you have.



- Jonathan Adler
- Irma Alvarez
- Fernando Beltran
- Jackie Brito
- Laurie Dougherty
- Knicola Drake
- Bethanie Jones
- Rachelle Lehner
- Mary Levesque
- Lauren McFadden
- Tracie Morris
- Tracey Murray Butkus
- Deloria Nelson
- Mary Ptak
- Mario Thomas Watson

Register for Oct 6 Virtual Orientation

Member Spotlight

We are excited to add a new section to the GOOD News, in which we will highlight one of our amazing members.

Our first Member Spotlight is on Peggy Jackson. Learn more about Peggy below and make sure to connect when you see her in a future meeting.

- **Expertise:** Peggy is a talent development consultant & coach with a focus on cultivating authentic, sustainable leaders and teams, bringing a wealth of corporate and management consulting experience working with organizations from Fortune 100 companies to start-ups.
- **3 words to describe her:**
 - compassionate
 - strategic
 - straight-forward
- **What brought her to GOOD:** The recommendation of a trusted network contact.
- **Her favorite thing about GOOD:** It's a welcoming and supportive community of smart professionals with a wealth of diverse experiences and perspectives but a common focus around making workplaces work better.
- **A fun fact about Peggy:** I'm a published poet (under a pen name) - *Peggy, we can't wait to learn more about this!*



Peggy Jackson

*Principal Consultant,
Thrive Development
Partners*

*GOOD Member since
2012*

GOOD Cares about our Members

A huge "thank you" to our members who have very generously donated to the [GOOD Cares New Member Scholarship](#). We appreciate you!



Upcoming Meetings

October Bimonthly Meeting

October 9, 2020 - "Emotions@Work" with Andrea Hoban, 8:45 - 12:00 PM on Zoom. [Details and Registration](#)

The pursuit of an "emotion-free workplace" undermines that which makes us human: our feelings, including their influence on everyday performance. Each of us, consciously or not, experiences hundreds of emotions each day from the moment we enter work to the time we leave. Imagining that our success in the workplace requires us to deny the existence of emotions is no more realistic than imagining a driver that can reach her destination by ignoring the weather, traffic, and time of day.



Andrea Hoban, Co-Founder and Head of Learning at Oji Life Lab, will share findings based on two decades of research on emotions. She will offer practical ways to apply emotional intelligence skills in the workplace and highlight the immense benefits that can result from harnessing the wisdom of emotions at work.



Communities of Practice

Internal Consulting CoP, Friday, October 2, 2020, "Recognizing Unconscious Bias" - 8:30 AM - 10:00 on Zoom. [Details and Registration](#)

GOOD Virtual Book Club, Wednesday, October 21, 2020, Book discussion of "Radical Candor", 6:00 PM on Zoom. [Details and Registration](#)

Leadership Development CoP, Friday, October 23, 2020, 8:30 AM - 10:00 AM on Zoom. [Details and Registration](#).

Coaching CoP, Friday, November 13, 2020, 11:30 AM - 1:00PM on Zoom [Details and Registration](#)

GOOD Virtual Book Club, Wednesday, November 18, 2020, 6:00 PM on Zoom. [Details and Registration](#).

Project Management CoP, Thursday, November 19, 2020, 7:00 PM on Zoom. [Details and Registration](#)

Learning and Development CoP - TBD

Have you developed a successful Learning and Development strategy during Covid-19? Karen Agrait is trying to jump start the Learning & Development CoP. So if you are willing to share your strategy at an upcoming L&D CoP meeting, please contact her at: specialprograms@goodnetwork.us. And if you would like to lead the L&D CoP in 2021. reach out to [Karen](#) to discuss that as well.



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