

The GOOD News

Greater Orlando Organization Development Network



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President's Message - Let's Talk DEI

Earlier this year a member asked, "What is GOOD's stance on DEI?". This question caught me a little off guard. Not because I do not feel this is an important topic, on the contrary, but because I thought, do we even have a stance? When I decided to run as President in 2019, the main reason I did so was because I wanted to continue to build the amazing community I was a part of. I wanted to continue to build an inclusive community; no clicks, no politics, just an amazing community of practitioners that came together to share in education and networking. Community and Inclusion are deeply rooted in my blood and very important to me. Therefore **diversity, equity, and inclusion** has always been a little odd to me. However, that question made me and our Board think.

Why has DEI been a little odd to me? I have always been a little divergent when it comes to people and my social circles. I can proudly say, I have a rainbow of friends and when I have a party you can guarantee there will be people from vastly different backgrounds, cultures, heritages, and demographics, etc. I was raised in predominately mixed cultural locations, with Los Angeles being one of the largest. My friends at any given time in my life have been vastly different. I was criticized a great deal growing up because of this. At certain times, this was not cool or acceptable and I did not care. Frankly, I did not care what someone thought if they wanted to tell me why I should not like another human. I lived through the Rodney King verdict and was outraged! I watched the city go up in flames, because people were so angry and did not know what else to do. I understood, the reaction to George Floyd. And yes! I held my breath waiting for the Chauvin Trial verdict, afraid of the same outcome. I truly do not understand the division and hatred. Diversity to me is amazing, powerful, and perfect. I love that we are all different and maintain the belief that we should all include different humans at the table. Diversity makes us stronger. I respect our differences and celebrate them.

At the same time, as strong as I feel about diversity, as a female I have struggled with equity. I have made less and been turned down for jobs because I am a woman. I have been harassed and bullied because I was a woman. I have also felt what it was like to not be included. I have just accepted these things. These aspects are part of the equation, which I have had a taste of. However, I do not for one second, know the depth of these feelings and this is where my gap in understanding is. This whole topic of DEI is how many fellow Americans feel ALL THE TIME, and like me, many just accept it. This is where the subject needs to come out of the dark, not get headlines for a few days, but become the constant thought on all our minds. It needs more than thoughts, it needs action. I am so glad that one member asked that simple question because it made me think, then it made me act.

With this one simple question, it helped me personally act, to see where I can do more and learn more. Where my own unconscious bias might trip me up. It also helped us, as a Board, act. Shortly, you will see a new DEI statement. This is the first step in a long journey as we begin to weave this into all the fabric of what we do at GOOD, as a community. My request to you is to join us on this journey. We as a GOOD community have a voice and as OD professionals because of the very work we do, we can make huge changes in the organizations we work with. We can make a difference... for the better. The difference begins with you and one simple question. "What is your stance on DEI?"

Krystena Sterling

Member's Minute

CALL FOR PRESENTERS

16TH ANNUAL "BEST PRACTICES SESSION"

We are excited to announce a call for member presenters for our **Friday, July 9, 2021** bimonthly meeting.

What are we looking for: Trending HR/OD tool, techniques, activities, processes performed in your organization or with your clients that have been effective. Another interesting topic is Innovative techniques your organization adopted during COVID.

Requirements for presenters:

- Presentation between 15 - 30 minutes in length
- Previous ZOOM or compatible software experience and use of interactive features within ZOOM
- Power point Slides (or other relevant presentation tool) to support your virtual presentation
- Commitment to participate in the full virtual session from 9:00 a.m. to 12:00 p.m.
- Participation in the virtual Q&A discussions after presentations
- Links to handouts and other resources welcomed

If you are interested in participating as a virtual presenter, please [download the proposal form](#) to submit your proposal **no later than Friday, May 28, 2021** to: bestpractices@goodnetwork.us

New and Returning Members

NEW MEMBER AND GUEST ORIENTATION

Welcome to GOOD! To learn more about our great benefits, we invite new members and guests to join us on Tuesday, May 11, 2021 at 6:30-7:30 PM for a virtual New Member and Guest Orientation.

Please reach out with your questions to:
membership@goodnetwork.us.

**REGISTER for the May 11th
New Member Orientation**



Elizabeth Castaneda

Brittani Davis

Jared Engler

Hannah Kling

Ashley Larson

Linda Martz

Alex Matus

Rodney Nishikubo



SEEKING MEMBERSHIP AMBASSADORS

Are you interested in helping us welcome and build strong relationships with our newest members? If so we need you!

Please email membership@goodnetwork.us to learn more.

MEMBER SPOTLIGHT

In this issue, we would like to shine our spotlight on Sandy Schneider. Learn more about Sandy below and make sure to connect when you see her in a future meeting.

Current role/expertise: After 20 years working in corporate Human Resources/OD, I pivoted to use my I/O psychology background to form Avennture. Here I work with high performing individuals and organizations to develop leadership capabilities necessary to meet the changing needs of business.

3 words to describe her:

- BIG Extrovert
- Adventurous
- Curious

What brought her to GOOD: I joined the GOOD Network when I first relocated to Orlando in 2017 and knew almost no one. I was looking to integrate into the new community and to network with people who had a similar educational/work background.



Sandy Schneider

*Principal
Avennture Coaching
and Consulting*

Member since 2017

Her favorite thing about GOOD: The people! Through the GOOD Network, I have been blessed to meet amazing individuals who have helped to mold and shape me into the professional I am today. I am grateful for these friendships.

A fun fact about Sandy: In May of 2022, I will be opening an energy healing center on the island of Maui!

Bimonthly Meeting

WE ARE LISTENING

In response to your feedback, we have made some changes to the

BIMONTHLY MEETING on May 14th.

You told us you miss the face to face interaction we had before we moved to a virtual platform. While we can't duplicate that exactly, we can be intentional in building time for members to meet and greet each other prior to the start of the presentation.

Our meeting will start at **9:30 am** with fun and interactive networking sessions you don't want to miss. Immediately following the sessions, we will have our GOOD announcements and our presentation will begin at 10:30 am.



Amy Sandler, chief content officer and coach at Radical Candor, will share the main concepts and techniques from the book "Radical Candor" by Kim Scott. She has shared Radical Candor around the world, from start-ups to Fortune 100 companies, in industries ranging from aerospace to technology, financial services to franchising, and education to healthcare.

Radical Candor is the result when you combine "Care Personally" and "Challenge Directly". Amy will introduce us to Radical Candor's four quadrants, and coach us on practical techniques for giving and receiving guidance that is both kind and clear, specific and sincere. She will demonstrate how to use "caring personally" and "challenging directly" in a variety of situations.

Amy has trained thousands across a spectrum of roles, including CEOs and leadership teams, mid-level and new managers and individual contributors just starting on their career path. She is passionate about helping teams from around the world achieve more together than they could ever do on their own. An executive coach, corporate mindfulness trainer and professional speaker, Amy has more than 20 years of experience in senior marketing roles including Young Presidents' Organization (YPO), Vistage, and UCLA.

She has an AB and MBA from Harvard University, and MFA in Screenwriting from UCLA and is a certified teacher of the Search Inside Yourself leadership program developed at Google. She is featured on the Simple Habit and Unplug meditation mobile apps, along with performed stand-up comedy and walked on fire six times.

You will not want to miss this program!

9:30 AM to 12:15 PM ET on Zoom

Register for Friday, May 14th Bimonthly

Community of Practice News

We are pleased to announce that the **Learning and Development Community of Practice** has a new Leader.

Megan Schwartz is originally from Indiana. She attended Indiana University where she received her MS.Ed. She went on to receive a MSID from St. Leo University.

She is currently working full-time as an Instructional Designer and is pursuing her Master's in Professional Studies OD & Change at Penn State World Campus.



The **Leadership Development Community of Practice** is seeking a volunteer to lead the CoP. If interested, reach out to specialprograms@goodnetwork.us

Book Club is moving to a bimonthly schedule for the balance of the 2021 year. The club will meet on the 2nd Wednesday of the month at 6:00 PM (ET) in June, August, October, and December.

COMMUNITIES OF PRACTICE MEETINGS

Project Management CoP, Thursday, May 20, 2021, 5:00 PM; "Thinking Skills for Creative Problem Solving", [Details and Registration](#)

Coaching CoP, Friday, May 21, 2021, 11:30 AM; "Values in Action: Creating Cohesive, Authentic, and Collaborative Work Environments", [Details and Registration](#)



**Internal Consulting CoP, Thursday, June 3,
2021, 8:30 AM; [Details and Registration](#)**

**Book Club, Wednesday, June 16, 2021, 6:00
PM; [Details and Registration](#)**



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