

November 2021 to December 2021

The GOOD News

Greater Orlando Organization Development Network



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President's Message - Change

Change is the only constant...

The idea of change tends to bring feelings of uncertainty and concern, especially when we don't know what the outcome will be. In a 2015 online study, over 600 respondents reported that while 9 out of 10 people saw their lives differently in five (5) years, approximately 2/3 of them stated that the uncertainty of the future worried them. In 2020, many things changed, individually and collectively on a global scale, that only served to intensify the feelings of worry.

As we bring 2021 to a close and we approach 2022 with cautious optimism, there are a few things I have observed for myself, among my professional and personal networks, as well as within the GOOD community:

Change involves an end, a transition, and a new beginning - happening concurrently.

Most times, change is viewed as the end of a known situation, with the uncertainty of a new beginning and how will we bridge the gap as we work through that change. The process of change is not statistic or linear, it's dynamic. While we like to perceive that life is remaining constant and that gives us some comfort, the fact is that we change every second, every minute, every hour of every day. Essentially, life begins with birth, ends with death and the transition is the life journey in between. For example, while the human body may replenish itself every 7 years, our muscles take about 24 hours to recover from a workout and adults take an average of 12 to 16 breathes per minute. Therefore, whether you are conscious of it or not, it's a '24/7 ever changing gig' that happens from the time we take our first breath to our last. Therefore, the only constant is change.

A positive change mindset makes the world of difference.

We may not be able to choose what changes may come our way, but we can choose a mindset that offers a more positive outlook to the experiences that change brings. Even during the difficult times, such as our collective experience of COVID, it is filled with opportunities to reset, reflect, learn, grow, explore diverse and sometimes polarizing perspectives, while determining our paths forward. Therefore, if we choose to focus on the negative, often we will see overwhelming more negativity. However, if we choose to have a positive mindset of curiosity, openness, and nimbleness - the fluidity of the change process may feel less restrictive and confining. Either way, we can choose to see the changes of life as the glass half full or the glass half empty...both will make the world of difference.

We are more resilient than we may think.

Change is often accompanied with fear of the unknown. Yet as things happen to and around us, we need to explore the unknown. We need to confront those things that scare us, and more times than not, it really is not as scary as we thought. Or we realize – we are more resilient than we may think! One of the things that makes experiencing change an adventure are the people that go through it with you. Those that are there to cheer you on, walk beside you along the way, or even the 'haters' provide the benefit of intensified motivation to prove them wrong. Either way, many times it is the changes, particularly those that we questioned whether or not we would survive, are the ones that stretch and teach us that we are truly more resilient than we think.

Change at GOOD

So, as the calendar year comes to an end, so does a chapter in the GOOD journey with our current Board of Directors and Leadership team. While some remain, others end their terms, and many have moved to other roles within the GOOD community, I want to take this opportunity to say, "Thank you for your Leadership & Service!" The last two years have truly been a journey of ever changing and challenging circumstances within and outside of GOOD.

However, your commitment and care for our community- like change - remained constant. With our Board Elections and membership renewal, GOOD will have a change of leadership and a possible shift in our community. For the remainder of 2021, we will be in a transition but look forward to welcoming in our new leaders and creating a more inclusive environment for all members in 2022 and beyond. Change is the only constant...and change can be GOOD.

Krystena Sterling

Source: <https://www.linkedin.com/pulse/what-do-1-3-people-say-change-some-surprising-stats-jim-bright>

Member's Minute

Official Election Ballot for 2022 GOOD Network Officers

The Nominating Committee has presented a Slate of Officers and Directors for 2022. Since our November Bimonthly meeting where we would typically vote will be held virtually, we will be using an online Election Poll for you to cast your votes for our Officers for 2022.

Please click on the link to login and vote by **12 PM (noon) pm Thursday, November 11, 2021** so that we may share the results at the Friday, November 12th Bimonthly meeting.

[PLEASE CLICK TO 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 the Nominations Committee at nominations@goodnetwork.us.

Executive Officers Requiring a Vote:

President: Krystena Sterling & Xaulanda Simmonds-Emmanual

VP Programs: Leon Jablow IV

VP Membership: Tara Goodlander

Secretary: Peggy Jackson

Treasurer: Donna Hogan

Appointed Directors Confirmed:

Community Programs/Events: Karen Agait & Clayton Alves

Advisory Board: Kristen Chase, Jerry Salsburg

Members at Large: Mark Griffiths, Margo Hamel

Open Board Director Positions still to be filled:

Communications Director

Conference Director

Hospitality Director

Key Committee Roles to be filled:

Membership Ambassadors

Newsletter Editor

Social Media

OD Educational Materials

Conference

Hospitality Logistics

Programs Committee

Social Committee

Social Responsibility "GOOD Doing GOOD" Committee

Communities of Practice Leaders:

- External Consulting
 - Leadership Development
 - Learning & Development
-

Annual Membership Survey

The GOOD Board wants to hear your thoughts and ideas on how to continue offering the best developmental, networking, and other opportunities for our members. We can only do this with your candid feedback.

Please click the link below to complete a quick survey, which should take approximately 10-15 minutes to complete.

Link: [2021 GOOD Network Annual Membership Survey](#)

All of the information you provide is confidential and will be aggregated by the Board for analysis purposes only. Thank you in advance for your insights.

Provide your email address at the end of the survey to be entered into the raffle for a free 2022 individual membership (or equivalent for a corporate group).



GOOD Cares

If you or someone you know has been experiencing financial hardship due to the pandemic, has difficulty with covering the GOOD dues, and would like to join or renew their GOOD membership, please contact membership@goodnetwork.us.

GOOD Times Social Networking and Happy Hour

Let the GOOD Times Roll!

**Friday, November 12, 2021
at 5:30PM**

Join GOOD Network on **Friday, November 12, 2021, at 5:30 PM** for appetizers and GOOD Times. Join us at Lakeside Orlando for your favorite beverage and some delicious appetizers will be provided by GOOD. Entertainment with Jon Cabera starts at 6:00 PM.

Join your GOOD friends to celebrate Friday Eve with a great view in a serene setting while sharing laughs and giving thanks for our friendships.

Please register and add your guests directly to the registration form so we can confirm our tables!



Details and menu:

[Lakeside Grills Seafood Deck and Tiki Bar Link](#)

Location: Lakeside Grills Seafood Deck and Tiki Bar

4301 N Orange Blossom Trail,
Orlando, FL 32804

Map Link: [Map to Lakeside Grills Seafood and Tiki Bar](#)

GOOD Times Social Networking

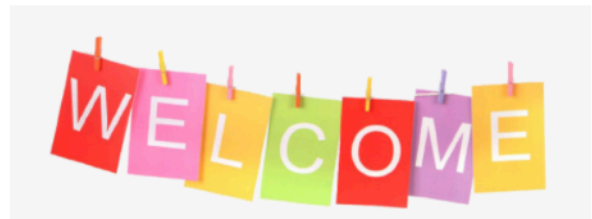
New and Returning Members

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 Monday, December 6, 2021 at 6:30-7:15 PM for a virtual New Member and Guest Orientation.

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

**REGISTER for the December
6th New Member Orientation**



Michael Gorritz

Heather Havey

Charlotte Jones-Roberts

Erin Mills

Greg Thompson

Giuseppe Totino

Kiana Wilson

MEMBER DUES RENEWALS

In the first week of December, GOOD Network members will receive a renewal email and invoice for memberships expiring on January 1st. We will be offering our Early Bird Renewal rate of \$75.00 for all Individual dues paid before January 31, 2022. This is a \$10.00 savings off regular dues, so don't miss out!

The Corporate lead member of each Corporate Group will receive a special email after Thanksgiving to invite them to review their member list and then receive a manual renewal invoice based on the size of the group renewing for 2022. Any Corporate Group who wants to get an early start on renewal can email at website@goodnetwork.us to begin the process at any time.

MEMBER SPOTLIGHT

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

Member since 2013

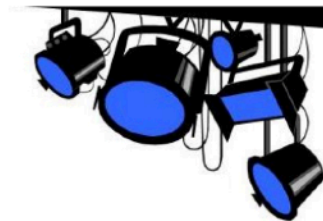
Current role/expertise: My mission at work is to ensure all team members have the knowledge, tools, and resources for their current position and a defined career path within the company.

3 words to describe Kirsten:

- Inquisitive
- Passionate
- Reliable

What brought Kirsten to GOOD: The opportunity to be surrounded by positive professionals that can challenge me, constantly support me and educate me -- and have fun!

Her favorite thing about GOOD: The people and their willingness to share their knowledge.



Kirsten Cooper

*Business Process
Owner*

NDM Hospitality

Bimonthly Meeting

"Mastering the Art and Science of Change Management"

BIMONTHLY MEETING

Implementing organization change can seem daunting, if not impossible. It doesn't have to be. Join Wendy Hirsch and explore tested change management methods to ensure they not only get things done but get results.

In this session, participants will learn:

- The four parts of any change and how to use them with stakeholders to build understanding
- The strengths and gaps of three major perspectives on change management
- A readiness-based framework to guide their change communications



Wendy Hirsch is a consultant and coach who helps individuals and organizations master the art and science of change. Her work focuses on building the change capacity of organization leaders and teams using evidence-based practices that make the most difference in change results.

Her experience in change implementation spans non-profit, for-profit, and government sectors in the U.S. and abroad and is firmly grounded in evidence-based approaches that create measurable results. She has held positions in strategy and operations at: The Bill and Melinda Gates Foundation, Childfund International, Deloitte Consulting, Local Initiatives Support Corporation.

She holds a Master's in Public Policy and Management from Carnegie Mellon University, and certifications in project management (PMP), change management (CCMP) and professional coaching (ACC).

Location

Zoom platform and your login information will be sent in your Registration confirmation email.

REGISTER for Friday, November 12th Bimonthly Meeting

Community of Practice News

COMMUNITIES OF PRACTICE MEETINGS

Coaching CoP, Friday, November 19, 2021, 11:30 AM; [Details and Registration](#)

Internal Consulting CoP, Thursday, December 2, 2021, 8:30 AM; [Details and Registration](#)



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