



2019 YEAR IN REVIEW

Thank you for helping make 2019 another great year. Here are some reflections, accomplishments, and requests.

Dec 2018. Our board met for our annual retreat to reflect on successes and look ahead to the new year. 2018 was amazing. In just one year, with an entirely new board, **we celebrated the following in 2018:**

- Relocation to a more central location for monthly programs.
- A revamped website and rebrand.
- Ending the year in the black (even after investing in our rebranding)!
- A successful launch of OD Toolkit series to (1) offer members ongoing professional development in a workshop format and (2) invite members to share their expertise.
- Doubled our membership!
- Added PNODN's first Community of Practice for OD practitioners.

and looked forward to the future, and **set the following goals for 2019:**

- Membership Goals: 200 members
- Participation Goals: 550 participants at events
- Profit: \$3500+

Jan 2020. Our board rejoined in a retreat to reflect, celebrate and look ahead again. We gave thanks for the contribution of our original Board (extra shout out to Barb and Jeremy) and also, for the addition of two new Board members this year. We kept the momentum up to keep the growth on course! **We celebrated the following in 2019:**

- Significant movement towards our 2019 Goals:
 - over 570 participants joined our events in 2019!
 - 70+ members joined us! (giving us 170+ members, but not quite 200 yet!)
 - we blew away our financial goals and setting aside reserves for the first time!
- New discounted rates for students and seniors!

- New Board Members! Jesse Enlund (Director of Volunteers) and Arielle Sullivan (Director of Marketing) joined us and are making huge contributions. We now have a path to Volunteering and much more consistent marketing on various fronts.
- New Partners – We are partnered with the Institute for Sustainable Diversity and Inclusion (ISDI) and with the Puget Sound Project Management Institute (PS-PMI).
- A Case Study about PNODN presented at the national OD conference – Chris led a session in Las Vegas about how we revitalized PNODN. (Most regional satellites are flat and we have almost tripled in less than two years. Inquiring minds wanted to know.) Attached is the one page case study we presented.
- An AMAZING line up of presenters - Barry Oshry, Eric Svaren, Gloria Burgess, Mary Lippitt, John Scherer, Robert Marshak, Geoff Bellman, Magi Graziono, Robert Crosby, Irv Rubin, Brenda Kerr & Denny Minno, Ethan Schutz, and Ann Kruase. This list includes 4 ODN Lifetime Achievement Award Winners. (We feel especially grateful to have spent time with Irv this year.)
- Great professional development trainings – Topics included Managing Change, Adaptive Leadership, Practical Brainstorming, Workgroup Development, Third Party Conflict, Leadership Resiliency, Leadership Courage, The Next Generation of Generational Thinking, What to look for in Groups, Project Implementation and OD, Managing Transitions, Transition Meetings, How to Gain Corporate Clients, Collaboration & Sustainable Decision Making, and Social Style™. We proudly expanded the amount of people offering our development trainings.
- Two Communities of Practice – We finished our OD CoP and started an Industry Adapted T-Group CoP!

and looked forward to the future, and **set the following goals for 2020:**

- Membership Goals: 288 members
- Participation Goals: 800 participants at events
- Profit: \$8000+

And we're off!

In 2020 we have started off fast just like in 2019. And we are psyched about:

- Another crazy year of programs! - Warner Burke, John Scherer, Peter Block, Fred Miller and Judith Katz, Dan Leahy~Kristina Katayama~Jeff McAuliffe, Patricia Averette, Bryan Rutberg, Robert Crosby, Darya Funches, Gervase Bushe, and Wendy Fraser. This list includes 7 ODN Lifetime Achievement Award Winners.
- New Outreach – This year we will create a more focused effort on outreach to the business community. We have a partner outreach group started and will

incorporate multiple strategies to gain more visibility to the importance of our work and how we can help workplaces thrive while developing their people.

We'd love (need!) your help!

Help needed! – Yes we are doing a lot! We need your help. Come volunteer for PNODN! Join this amazing group of professionals while we work to break through into the community in richer and deeper ways.

We do have some requests!

- If you are not a member, **please join!**
- If your membership has lapsed, **please come back!**
- If you want to **conduct a program or lead a professional development training**, please apply!
- **Please Volunteer! Contact Jesse Enlund**, our Director of Volunteers to help us lead the change! We have many volunteer needs!

Heartfelt thank you to you!

Through the hard work, dedication and love on our PNODN board we are filling in the foundations to ensure viability into the future.

Thanks for your support!

Above all, thank you for helping us thrive into the future!

My best,

Chris Crosby

President of the Board, PNODN