

The Tacoma Chapter of Links, Inc.

Organization Effectiveness-Committee Report

January 21, 2019

By: Link Kimberly Bell

- Link Kimberly attended the Organizational Effectiveness Webinar on January 17, 2019.
- We reviewed the following topics:
- **O/E Goals**-An intentional effort to meet the goals by strengthening the bonds of friendship, improving operations, and building service capacity
- **Members of the OE Team serve as watchful stewards of the two pillars of The Links: Friendship and Service**
 - O/E goals are to ensure that all functions of The Links, Inc. are aligned strategically to achieve the organizations' goals and objectives
 - To foster positive culture's and promote strong bonds of friendship and exemplary service through transformational programming
 - To support ownership and commitment to our organizations mission
- **We reviewed the role of the OE Chair**

- Collaborate on planning the annual chapter retreat covering areas such as teambuilding, friendship, and programming
- Monitor member and group dynamics through annual chapter assessments and make recommendation to the President as necessary, regarding such behaviors as:
 - Ensure that the chapter members show one another respect during chapter meetings as well as at other times
 - Members not sharing the workload equitably
 - Members not following by-laws, policies, outlined in THE Links, Inc. governing documents
 - Refer serious chapter challengers to the chapter president or O/E Chair if necessary
- We reviewed Best Practices and Pearls of Wisdom
- We reviewed typical chapter challenges and methods to mitigate them
- We discussed Courage building techniques
- We discussed methods to handle conflict
- We reviewed survey results and implications
- Lastly, we discussed toolkit items that maybe helpful.
- **Mentor/Mentee Brunch-** We had a very successful mentor/mentee brunch. 2/3 of our new Link Sisters and all mentors were present. Madame President and Vice President shared

their vision with the group. We had a lively time/discussion and committed to host another event before the end of the program year.

Respectfully Submitted,

Link Kimberly Bell