

00:25:56 DebPeters: And huge thanks to Dan V and team to help MN ODN get our CCP off the ground  
00:26:06 Sarah Budd, PsyD: Reacted to "And huge thanks to D..." with  
00:26:10 Marisol Flores: Reacted to "And huge thanks to D..." with  
00:27:51 Alyssa Bowers: Reacted to "And huge thanks to D..." with  
00:29:05 Carolina Quezada: Are orientations and retreats virtual?  
00:29:21 Susan Gleissner: Reacted to "And huge thanks to D..." with  
00:29:25 Alisa Blum: yes  
00:29:28 Erin Newton: Yes, they have been since the pandemic!  
00:29:33 Melissa Jenkins: Reacted to "yes" with  
00:29:36 Melissa Jenkins: Reacted to "Yes, they have been ..." with  
00:30:58 Erin Newton: And then there are some projects that can be completely virtual, while others tend to benefit from an in-person component.  
00:31:07 Melissa Jenkins: Reacted to "And then there are s..." with  
00:31:58 Erick Seelbach: What is the threshold for defining "larger"?  
00:34:14 Rachel: Scrap is wonderful!  
00:34:22 Marisol Flores: Reacted to "Scrap is wonderful!" with  
00:34:22 Alyssa Bowers: Reacted to "Scrap is wonderful!" with  
00:34:36 Alyssa Bowers: Replying to "Scrap is wonderful!"

Second that :)

00:34:41 Melissa Jenkins: Reacted to "Scrap is wonderful!" with  
00:34:44 Melissa Jenkins: Reacted to "Second that :)" with  
00:34:44 Sarah Budd, PsyD: Reacted to "Scrap is wonderful!" with  
00:35:14 Mariana Balgurevich: where are clients located?  
00:35:25 Alison Spencer: Reacted to "yes" with  
00:35:43 Erin Newton: Since we are a Portland based organization, they do tend to be based in the Pacific Northwest  
00:35:49 David Moyle: Replying to "where are clients lo..."

Mostly Portland area, but some outside

00:35:54 Mariana Balgurevich: Reacted to "Since we are a Portl..." with  
00:36:07 Erin Newton: But we've completed several projects with an Iowa nonprofit, that was completely virtual!  
00:36:18 Carolina Quezada\_ODN SoCal: Reacted to "But we've completed ..." with  
00:51:44 Alyssa Bowers: <https://www.kent.edu/career/discover-your-decision-making-style> - very cool resource, looking forward to exploring this more!  
00:51:59 Mariana Balgurevich: Reacted to "https://www.kent.edu..." with  
00:52:21 Melissa Jenkins: Reacted to "https://www.kent.edu..." with  
00:53:47 Carolina Quezada\_ODN SoCal: Reacted to "https://www.kent.edu..." with  
00:54:11 Dara Ayres: I'm sorry I joined a few minutes late, so I might have missed your session agenda...will there be time to ask questions about CCP Oregon's service delivery model? I'm from CCP Seattle, and have some questions about ways to make the program sustainable (finding sr consultants/volunteers who can commit to a significant project, etc).  
00:54:36 DebPeters: Reacted to "I'm sorry I joined a..." with  
00:56:51 Judith Sugg: Replying to "https://www.kent.edu..."

this is the one we used. Used in Career Centers and counseling

00:57:26 Dara Ayres: From CCP Seattle...here are my specific questions: how many 'sr consultants' do you have on your bench/roster; approx # of hours that sr. consultant commits to; how many volunteer consultants are on the team? Are they already skilled up, or does the sr. consultant train them up to work with the client? If these are too many, maybe we can connect later!  
00:58:59 DebPeters: @Dara Ayres Love the details. MN has those same questions on both the consultant side and client side. Thanks for getting the questions going.  
00:59:43 Sheila H E: Reacted to "From CCP Seattle...her..." with  
01:00:05 Susan Gleissner: Reacted to "@Dara Ayres Love the..." with  
01:00:23 Erin Newton: These are great questions and if we run out of time to answer all of them in this

session we can continue the conversation via email or video chat later!

01:00:47 Mariana Balgurevich: Reacted to "These are great ques..." with  
01:01:39 Linda Robson: Hahahahahahaaa  
01:02:40 Mariana Balgurevich: love your dog @DebPeters!  
01:02:51 Erin Newton: Reacted to "love your dog @DebPe..." with  
01:05:00 David Moyle: Replying to "@Dara Ayres Love the..."

We have 15+ seniors and leads, but not all can take on projects in any given cycle. Leads typically put in 5+ hours a week on average, team members 3+, but can vary widely; e.g., in a week that includes an all-day retreat, could be 15 hours. Team size varies...2-5...a bit larger than "needed" because we have learners and we want to give as many opportunities to our consultants as we can. Some consultants are already skilled; some are in definite learning mode but we try to give everyone on the team meaningful work based on their skills and knowledge.

01:05:16 Alyssa Bowers: <https://www.atlassian.com/team-playbook>  
01:05:37 Marisol Flores: Reacted to "https://www.atlassia..." with  
01:05:51 Marisol Flores: Replying to "https://www.atlassia..."

Love the Atlassian Resources.

01:07:36 Carolina Quezada\_ODN SoCal: So glad you bring this up Alyssa! There are often times things that "get lost in translation" between the largely private-sector OD professional and the nonprofit client, especially if the organization is grassroots.  
01:07:45 DebPeters: Reacted to "love your dog @DebPe..." with  
01:07:49 Marisol Flores: Reacted to "So glad you bring th..." with  
01:07:54 Susan Gleissner: Reacted to "So glad you bring th..." with  
01:08:07 Sarah Budd, PsyD: Reacted to "So glad you bring th..." with  
01:08:22 Alison Spencer: Reacted to "So glad you bring ..." with  
01:08:57 Dara Ayres: Replying to "@Dara Ayres Love the..."

Thank you David!

01:09:20 Alyssa Bowers: Reacted to "So glad you bring th..." with  
01:09:29 Alyssa Bowers: Reacted to "Love the Atlassian R..." with  
01:10:15 Alyssa Bowers: Reacted to "love your dog @DebPe..." with  
01:10:19 Alyssa Bowers: Reacted to "Hahahahahahaaa " with  
01:16:40 Alyssa Bowers: Awesome work Sarah and co!  
01:16:45 Sarah Budd, PsyD: Reacted to "Awesome work Sarah a..." with  
01:16:50 Marisol Flores: Reacted to "Awesome work Sarah a..." with  
01:22:56 DebPeters: How are assessments paid for?  
01:23:30 Alisa Blum: The client paid for our group.  
01:24:42 Sarah Budd, PsyD: Yes, we asked the client if they would be interested in the assessment in light of the cost.  
01:25:16 Carolina Quezada\_ODN SoCal: Reacted to "Yes, we asked the cl..." with  
01:26:01 DebPeters: Reacted to "Yes, we asked the cl..." with  
01:26:07 DebPeters: Reacted to "The client paid for ..." with  
01:35:26 Sheila H E: Was co-creating overwhelming to the group? Were there moments where the group stalled or became paralyzed by it?  
01:36:01 Sarah Budd, PsyD: They weren't! Part of that was likely because they had good exposure to RACI before so we weren't starting from zero.  
01:36:21 Sarah Budd, PsyD: We also helped them keep moving along and focused on getting to a useful point.  
01:36:32 Sheila H E: Replying to "We also helped them ..."

thank you.

01:36:47 Sarah Budd, PsyD: And, in full disclosure it's not 100% complete. There's some refining work to be done with it still.  
01:37:58 Alyssa Bowers: Very complex challenges to tackle! Thanks for sharing so many great tools and interventions and the unique approach of each team!  
01:38:19 Linda Robson: Love that idea of giving space for conflict, especially when it will create

important ground for the other work needed

01:38:21 Melissa Jenkins: Thank you all so much for sharing. I'm excited to join up and learn more.  
01:38:26 Marisol Flores: Reacted to "Very complex challen..." with  
01:38:31 Sarah Budd, PsyD: Reacted to "Very complex challen..." with  
01:38:37 Alyssa Bowers: Reacted to "Thank you all so muc..." with  
01:38:38 Sarah Budd, PsyD: Reacted to "Love that idea of gi..." with  
01:38:39 Sheila H E: Reacted to "Love that idea of gi..." with  
01:38:44 Erin Newton: Reacted to "Very complex challen..." with  
01:38:46 Sarah Budd, PsyD: Reacted to "Thank you all so muc..." with  
01:38:56 Alyssa Bowers: Reacted to "Love that idea of gi..." with  
01:38:58 Kim De Alba - Interface Engineering: Great presentations on projects. Thank you!  
01:39:01 Mariana Balgurevich: I'm very interested in finding ways to collaborate and be part of upcoming projects  
01:39:08 Linda Robson: HUGE thanks to each of you for all the detail, heart and insights!!!! PNODN is grateful!!!  
01:39:12 Alyssa Bowers: Reacted to "Great presentations ..." with  
01:39:16 Alyssa Bowers: Reacted to "I'm very interested ..." with  
01:39:21 Alyssa Bowers: Reacted to "HUGE thanks to each ..." with  
01:39:26 Sarah Budd, PsyD: Reacted to "I'm very interested ..." with  
01:39:35 Sarah Budd, PsyD: Reacted to "HUGE thanks to each ..." with  
01:39:39 Sandra Jamshidi: On behalf of those here from CBODN, really appreciate these partnership opportunities!  
01:39:50 Judith Sugg: Reacted to "On behalf of those h..." with  
01:40:01 Alyssa Bowers: Reacted to "On behalf of those h..." with  
01:40:14 Susan Gleissner: This was fun to learn about the different interventions you designed for CCP. Thanks for sharing with us!  
01:40:21 Mariana Balgurevich: Reacted to "On behalf of those h..." with  
01:40:32 Alisa Blum: Replying to "I'm very interested ..."

I can set up a time to answer your questions or you can send us a consultant application and then we can meet. I'm at alisalblum@gmail.com

01:40:38 Alyssa Bowers: Reacted to "This was fun to lear..." with  
01:40:39 bruce: Speakers soooo clear and concise. Your timing of the presentations was spot on.  
01:40:54 Marisol Flores: Reacted to "Speakers soooo clear..." with  
01:42:28 Alyssa Bowers: Reacted to "Speakers soooo clear..." with  
01:44:11 Alyssa Bowers: What a great group, thanks for all the participation and kind words.  
01:44:28 Sarah Budd, PsyD: I'll add my 2 cents in the chat. For me contracting is a continual process. It's an ongoing conversation - checking in on what we've learned and what might be more helpful than the original plan we had. When it's helpful after those conversations I offer to submit a revised SOW.  
01:44:52 Alyssa Bowers: Reacted to "I'll add my 2 cents ..." with  
01:44:54 Erin Newton: Reacted to "I'll add my 2 cents ..." with  
01:45:01 Marisol Flores: Reacted to "I'll add my 2 cents ..." with  
01:45:16 Patrick Cahill (Team Labs): Reacted to "Speakers soooo clear..." with  
01:45:20 Sheila H E: Reacted to "I'll add my 2 cents ..." with  
01:45:42 Erin Newton: Reacted to "What a great group, ..." with  
01:48:13 Renee Zabela (she/her): Reacted to "On behalf of those h..." with  
01:48:50 Carolina Quezada\_ODN SoCal: Thank you all!  
01:52:39 Carolina Quezada\_ODN SoCal: To your point Dara, we have been leaning on our retired Senior Consultants... but we don't have too many still active in our committee. Time to recruit.  
01:52:41 Erick Seelbach: Maybe a joint Seattle - Portland - Minneapolis meeting  
01:52:44 Mariana Balgurevich: is there a DC CCP group?  
01:53:05 Sheila H E: Replying to "Maybe a joint Seattl..."

01:53:28 Rachel: everyone brings unique strengths and skills  
01:53:35 Sarah Budd, PsyD: Reacted to "everyone brings uniq..." with  
01:53:46 Erin Newton: Reacted to "Maybe a joint Seattl..." with

01:53:53 Alyssa Bowers: Reacted to "everyone brings uniq..." with  
01:55:04 Dara Ayres: For anyone interested in getting involved with CCP Seattle, email me at daraayres@gmail.com and check out ccpseattle.org  
01:56:49 Marisol Flores: I have to drop. Thanks all!  
01:56:53 Patrick Cahill (Team Labs): Outstanding Program! Thank you so much presenters and organizers, I have to drop. CC see you later!  
01:57:15 Alyssa Bowers: Reacted to "I have to drop. Than..." with  
01:57:20 Alyssa Bowers: Reacted to "Outstanding Program!..." with  
01:57:52 Alyssa Bowers: Great advice Jon!  
01:58:12 Susan Gleissner: Thanks so much for sharing! I need to leave the call but this was great!  
01:58:22 Carolina Quezada\_ODN SoCal: Again, thank you all! Look forward to keeping connected quezac@zoho.com  
01:58:25 Mariana Balgurevich: same!!  
01:58:35 Mariana Balgurevich: please, email more info if you may  
01:58:42 Sheila H E: Thank you, everyone!  
01:58:54 Elizabeth Kennedy-Wong, she/her: Thank you for sharing your work and experience! This group is terrific!  
01:58:58 Mariana Balgurevich: Thank you for asking that Alyssa!  
01:59:20 Alyssa Bowers: Reacted to "Thank you for asking..." with  
02:00:10 Renee Zabela (she/her): Thank you, you are doing fantastic work and I look forward to collaborating with you — will email Alisa as she suggested in the chat.  
02:00:21 Alyssa Bowers: Reacted to "Thank you, you are d..." with  
02:00:28 Jon Vogen: Thanks for the session and appreciate the presentations!  
02:00:36 Alyssa Bowers: Reacted to "Thanks for the sessi..." with  
02:00:46 Alyssa Bowers: Reacted to "Thank you for sharin..." with  
02:00:49 Alyssa Bowers: Reacted to "Thank you, everyone!" with  
02:00:53 DebPeters: amazing work OODN CCP! Thank you for leading the way!  
02:01:03 Alyssa Bowers: Reacted to "amazing work OODN CC..." with  
02:01:30 Sarah Harrington: Thank you, all!  
02:01:45 Erin Newton: etnewton11@gmail.com  
02:02:10 ODN Oregon: laura61404@gmail.com  
02:02:14 Jon Vogen: jon@vogenassociates.com