



2020-2021

ACMP Midwest Annual Membership Report

ACMPMIDWEST

Association of Change Management Professionals

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A message from our President



Stephanie Waite
President

Dear Members,

First and foremost, thank **YOU** for being a part of our ACMP Midwest Community. You are the reason that we, as the Board of Directors, continue to lead the edge of change and advance our practice with passion, excellence and inclusivity.

As we navigated this year, together, through the COVID pandemic, and worked together to continue the fight for equity, equality and justice; I am so humbled and honored to have seen our community come together to ensure we're doing just that.

As part of our journey in creating the most excellent member experience and culture, we felt that this year, it was important to listen even more deeply to you through your responses to our Membership Engagement Survey and share them with you. As a result, we are launching our inaugural ACMP Midwest Membership Report to continue to drive our growth, strengthen our culture and create deeper connections across our ACMP Midwest community.

Happy Reading,

Stephanie

Board of Directors



Stephanie Waite
President



Kristine Reynolds
Vice President



Donya Flohr
Secretary



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Director of Marketing



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Director of Events



Christy Moody
Director of Membership



Michelle Davies
Director of Learning &
Professional Development



Steve Dickey
Director of Strategic
Relations



Steve Salisbury
Past President

Vision, Mission & Strategic Goals

Vision: We are the premier source for change leadership and change management expertise and capability.

Mission: To engage, grow and empower a thriving Midwest community of change professionals, champions, and allies.

Values:	Passion	Innovation	Inclusivity	Excellence
	We have a strong desire for thoughtful change.	We look for new and improved ways to perform our work through creativity and challenging the status quo.	We welcome others to connect and collaborate for personal and professional growth. It's how we show up, it's evident in our commitment to each other and our community.	We are the benchmark for other associations with a focus on equipping our members, practitioners and local leaders with the critical skillset of supporting change.

Strategic Goals



↑ Visibility



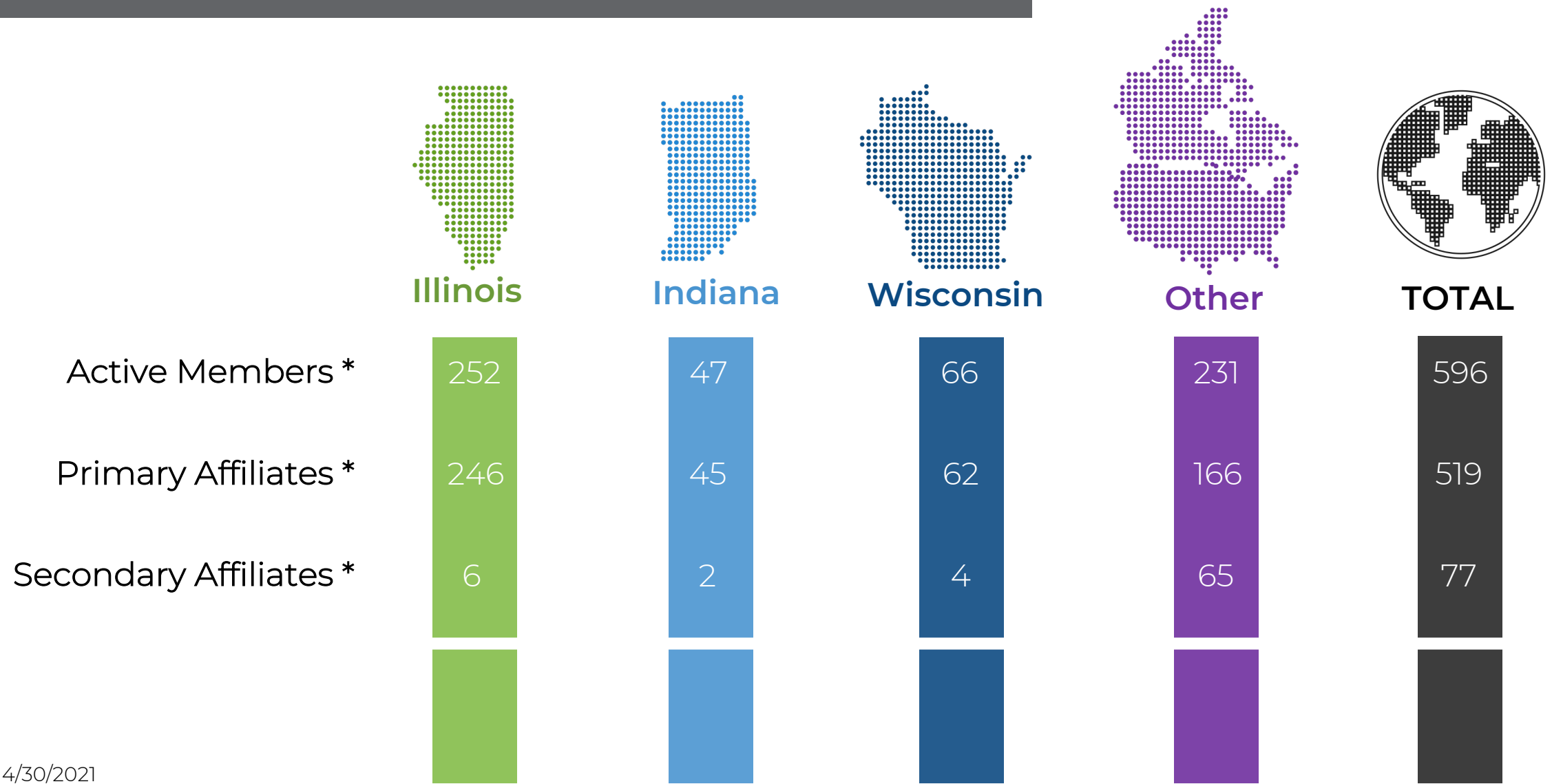
↑ Engagement



↑ Sustainability

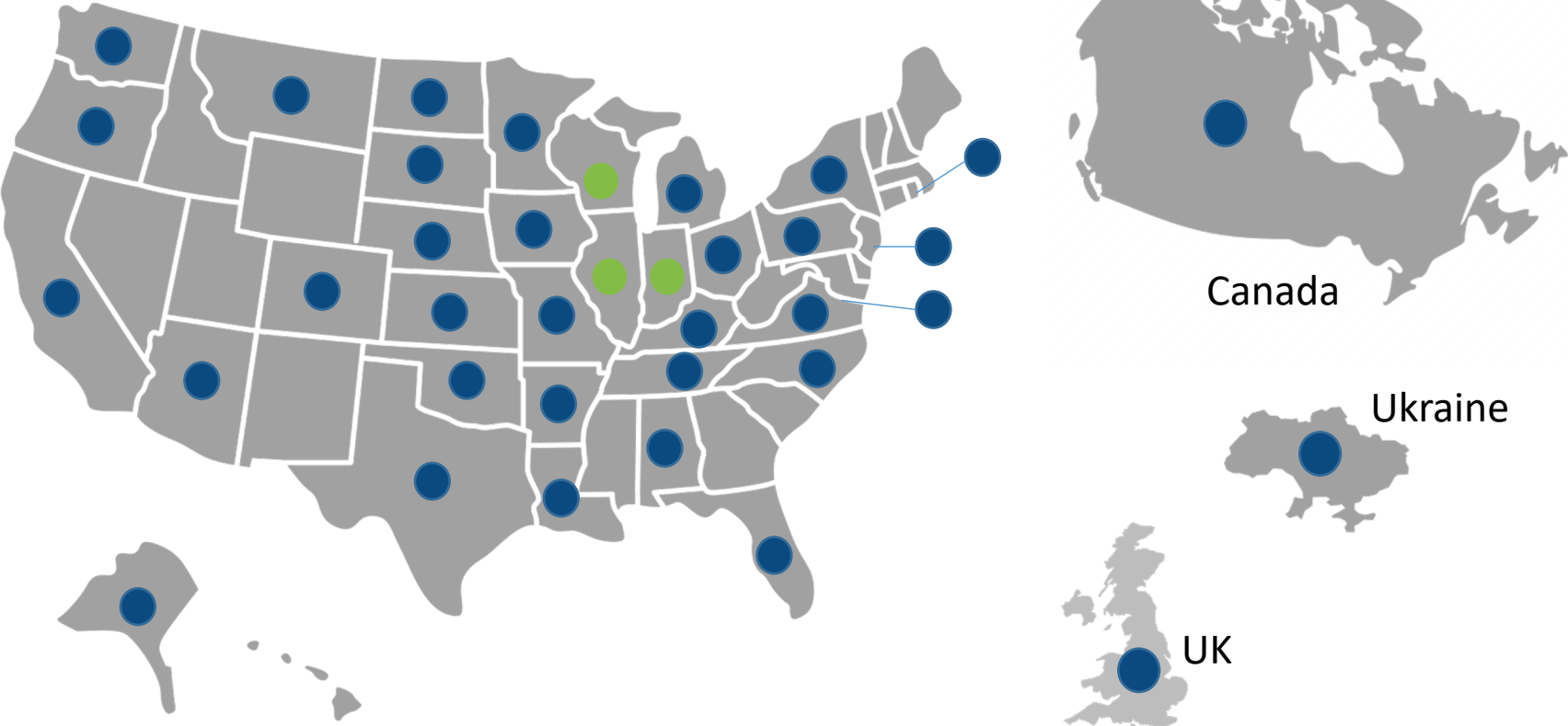
Membership Demographics

Active Members



* As of 4/30/2021

Members by Area



596 Members

4 Countries

34 States

173 New Members

Companies Our Members Represent

Check out pages 35 to 41 to see the list of amazing organizations that our members work for! →



364

Companies

Membership Engagement Survey Results

Survey Results

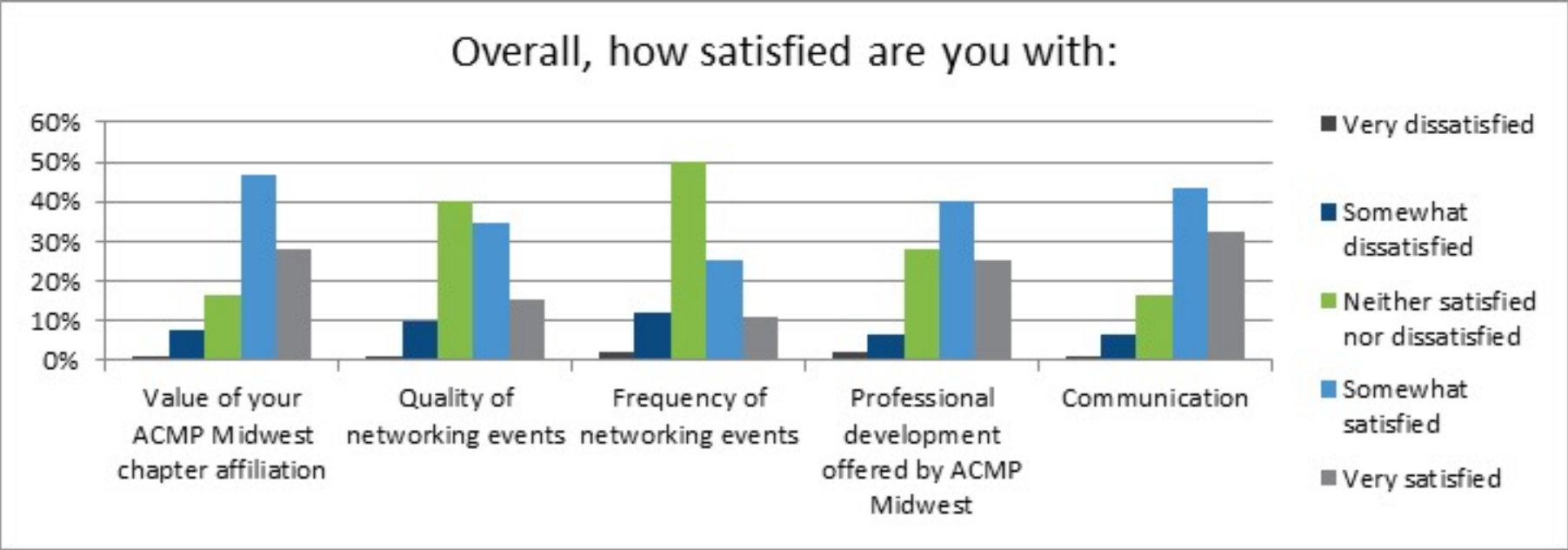
In December we launched the Membership Engagement Survey and later shared some results and analysis. We want to first say **THANK YOU** to our 90 members who took the time to complete it. We appreciate your valuable feedback and creative ideas and look forward to using the data to create an even more effective membership experience for you.

64% *of members who responded have 8+ years change experience*

Survey Respondents' Years of Experience within ACMP Midwest

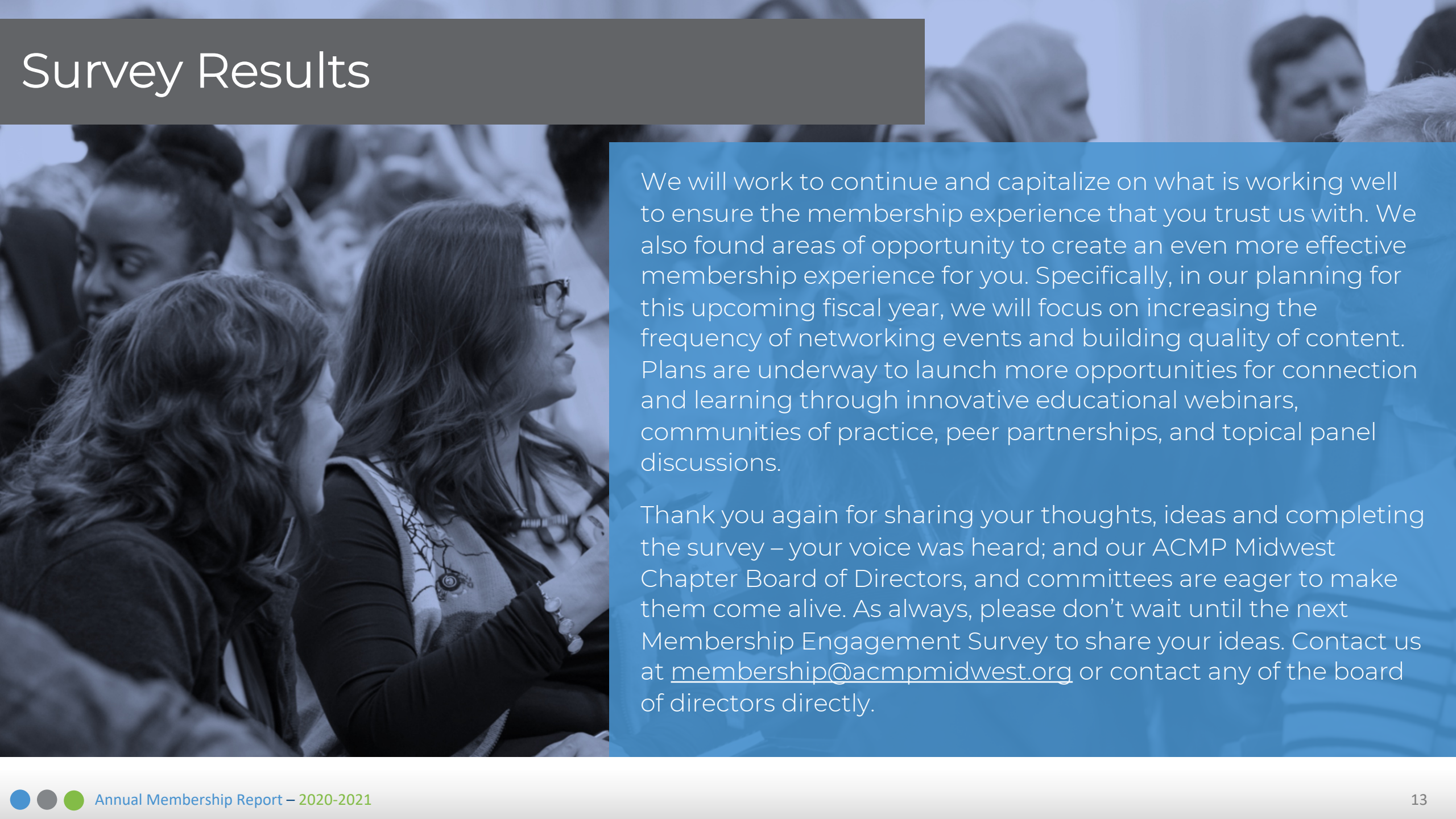
Less than 1 year	→	30%
1-3 years	→	35%
4 or more years	→	35%

Survey Results



Overall, people are **satisfied** with their ACMP Midwest chapter affiliation. We are very happy to see this level of satisfaction with most of our usual chapter activities and offerings being disrupted and changed to new approaches during 2020. We also learned that members are very satisfied with the communication and professional development offerings.

Survey Results



We will work to continue and capitalize on what is working well to ensure the membership experience that you trust us with. We also found areas of opportunity to create an even more effective membership experience for you. Specifically, in our planning for this upcoming fiscal year, we will focus on increasing the frequency of networking events and building quality of content. Plans are underway to launch more opportunities for connection and learning through innovative educational webinars, communities of practice, peer partnerships, and topical panel discussions.

Thank you again for sharing your thoughts, ideas and completing the survey – your voice was heard; and our ACMP Midwest Chapter Board of Directors, and committees are eager to make them come alive. As always, please don't wait until the next Membership Engagement Survey to share your ideas. Contact us at membership@acmpmidwest.org or contact any of the board of directors directly.

Year in Review

Events



33

Events Held

875

Participants

Events – Cheers for Change

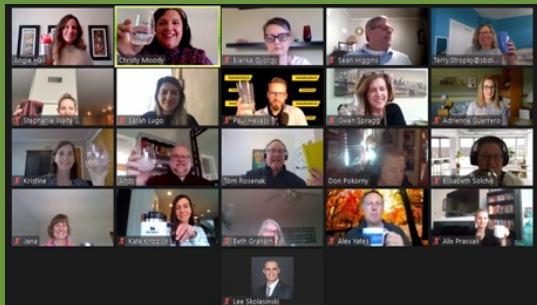
In the Fall of 2020, we launched [Cheers for Change](#), a virtual series to serve as an informal approach to reconnect and refresh across our fellow ACMP members and Midwest Change Community. Each session focuses on a different theme with both large group and breakout discussions.

November 18, 2020

Theme: *Gratitude*

Participants joined breakout rooms to discuss a variety of topics - how to improve engagement despite the new distractions of working virtually, the speed of change during the pandemic, and “secret weapons,” e.g., books, approaches, quotes, that can help navigate the day-to-day challenges.

The group then came back together to reflect on unexpected changes in 2020 for which they were thankful. The goal of this exercise was to shift our collective mindset from the challenges and extreme change this year to the positive aspects that we can strive to carry forward.

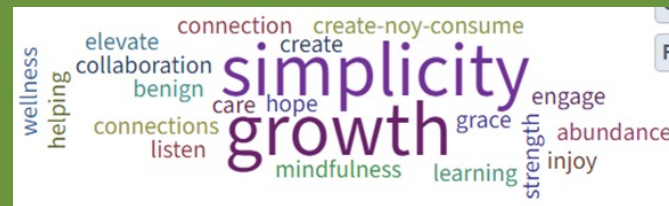


January 21, 2021

Theme: *Word of the Year*

Participants joined breakout rooms to discuss vision casting for 2021, thinking about how words matter and how we can rephrase or reposition messages, self-care and empathy both for ourselves and our stakeholders, and a motivational roundtable of quotes, sayings, mantras that keep us moving forward in 2021.

The group then came back together to share our discussion highlights and the words of the year we each selected:



April 1, 2021

Theme: *Authenticity in Change*

This session hosted a small, insightful group who first reviewed how they define authenticity and why it is important. Then the group discussed a few quotes from various authors, such as the one below, and posed questions to each other regarding how we strive to be authentic in our lives.

“Why, when we know that there’s no such thing as perfect, do most of us spend an incredible amount of time and energy trying to be everything to everyone? Is it that we really admire perfection? No – the truth is that we are actually drawn to people who are real and down-to-earth. We love authenticity and we know that life is messy and imperfect.” – Brene Brown



Events – Panel Discussions

October 29, 2020

Shifting for the Working Parent Workforce Panel

Return to school and how companies are helping employees deal with working from home due to children doing remote learning. This past year as we saw many schools going remote, it brought up a new challenge for working parents as they had to determine if they could go back to work in person and who would watch their children at home.

This lively panel generated great dialogue on how some companies were reacting to this situation and providing support to their employees while keeping the business running.

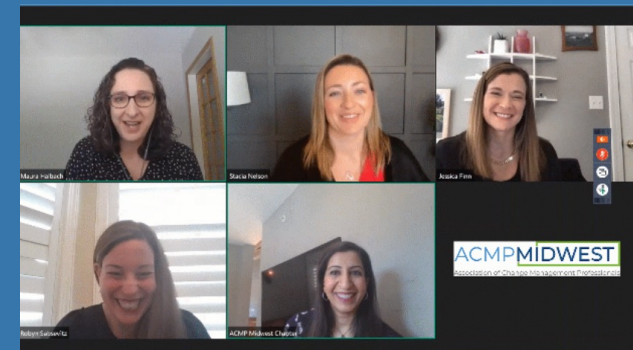


February 25, 2021

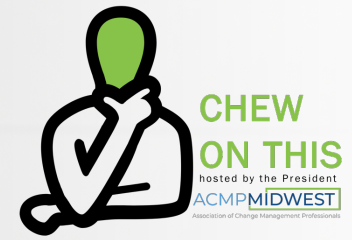
COVID's Impact on Women in the Consulting Industry

This panel discussion was all about COVID-19 and how it has impacted retention of women in consulting. It featured some great women who either are in the Consulting Industry or left it due to travel constraints and work-life balance.

With Covid forcing almost all consulting companies to halt travel and work remotely, we discussed if this changed the mindset of needing a Monday-Thursday travel routine, and if not, how that could impact retaining women in the consulting industry.



Events – Chew on This!



ACMP Midwest President, **Stephanie Waite** launched a new monthly web series, titled “**Chew on This.**” Participants met for lunchtime chats to discover and discuss change trends, provocative change topics and ideas that challenged their thinking.

Date	Session
5/19/2020	<i>Keeping Our Sanity During Insane Times</i>
6/16/2020	<i>Launching into the New Beginning</i>
7/21/2020	<i>Creating Organizational Alignment in Times of Conflict & Division</i>
8/18/2020	<i>Driving Innovation by Honoring Diversity of Thought</i>
1/19/2021	<i>Leading Change in 2021</i>
2/16/2021	<i>The Intersection of OCM & Creating a Culture of DE&I & Belonging</i>
3/16/2021	<i>We're Lucky: Building a Successful Change Practice Internally & Through Consulting</i>
4/20/2021	<i>We LOVE Tech: A Discussion on How Technology is Advancing OCM!</i>

Learning & Development Webinars

June 23, 2020

The Art of
Integrating
Change
Management



Angie Huber | Eric Currie

July 15, 2020

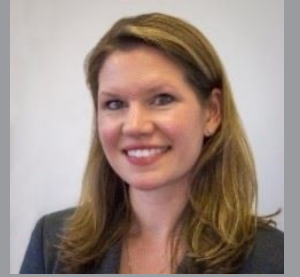
Building Your
Influence in a
Cross
Functional
Environment



Cindy Geier

August 26, 2020

Creating
Agility in a
Time of
Dynamic
Change



Rachael Narel, PhD

September 24, 2020

Excel by
Working
from
Anywhere



Hilary Lee | Steve Jenkins

October 22, 2020

The Change
Competent
Leader: Skill
Leaders for
Success



Michelle Yanahan

November 4, 2020

Every Which
Way But Lose:
Know Your
Value as an
OCM Professional



Johanna Dillon

Learning & Development Webinars

December 3, 2020

Using Bias Awareness to Create Cultures of Belonging and Inclusion



Bill de la Cruz

January 7, 2021

Using KUBA to Build Commitment to Change



Mark Robinson

February 18, 2021

The Change Competent Leader: Skill Leaders for Success



Michelle Yanahan

March 23, 2021

Adapt or Die Using Effective Change Management Principles to Make Change Stick



Dr. Dawn Emerick

April 15, 2021

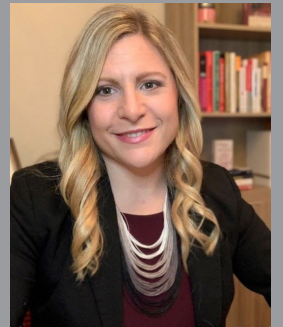
The Science of Influence and Motivation



Robert Bogue

May 13, 2021

The Powerful Impact of Coaching in Transformational Environments



Lacey MacLeod

Continuing Education



Prosci Change Management
Workshop / Certification

- Participants learn and apply Prosci's methodology to one of their active projects.
- Participants learn Prosci's individual model for change: the ADKAR Model.
- Participants leave with the tools, know-how, and support they need to consistently and successfully drive change going forward.

Graduates

30



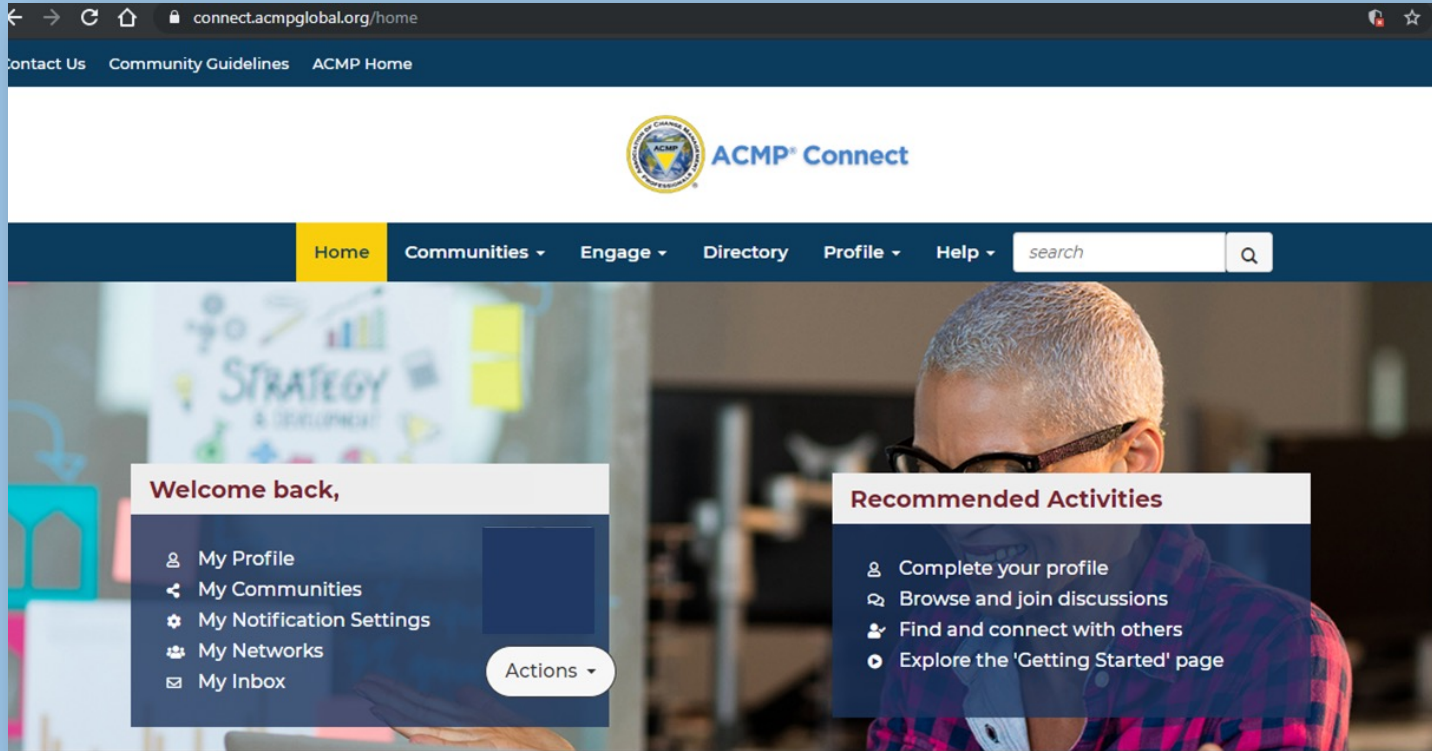
jTask CCMP Training course gives participants the knowledge, skills, and tools to pass the CCMP Exam. The training teaches them how to use the ACMP Standard for Change Management on real-life projects. They leave with templates and job aids that leverage the Standard's best practices to effectively manage change and enhance project results.

Graduates:

10

ACMP Connect Update

ACMP Connect



ACMP Connect is *HERE!* Have you logged in yet? ACMP Global launch a new online member community this year which can be accessed by using your ACMP member username and password. While you are there, take your time touring the site, updating your profile, make connections, and participate in ongoing discussions. This community has the power to connect change professionals all over the world.

Coming this summer, ACMP Midwest will launch a private chapter community on ACMP Connect where we'll have more opportunities to leverage the power to our change community.

Volunteers

Volunteer Thank You

As I reflect on this past year and all that ACMP Midwest has accomplished, I have an overwhelming gratitude for our dedicated volunteers who have given so selflessly to support our work on behalf of the change community. The success of ACMP Midwest is dependent upon the investment of time and talents of our valuable volunteers and it has been an incredible year focused on achieving our bold goals in trying times, while role modeling our values, Passion, Innovation, Inclusivity, and Excellence.

As you know, volunteering with ACMP Midwest is a unique opportunity to participate in a community of committed professionals working to support the ACMP mission of Leading the Way Change Works. We do this through our chapter mission of engaging, growing, and empowering a thriving Midwest community of change professionals, champions, and allies. Nowhere is that more evident than in our volunteers. There is a generosity of spirit among us that, I believe, differentiates us from any other association and on behalf of the full board, I want to express heartfelt thanks to you for being a member and a volunteer.

Here's to sunny days and reconnecting in person soon!

Kristine



Kristine Reynolds
Vice President

*"Volunteers do not necessarily have the time; they just have the heart."
~ Elizabeth Andrew*

Volunteers

Robert Bogue

Ashleigh Brookshaw

Wendy Buehlman

Kelly Clayton

Lina Deng

John Earls

Faith Fuqua-Purvis

Danielle Gardner

Adrienne Guerrero

Angela Hall

Taylor Harlin

Barbara Healy O'Loughlin

Jill Hinrichs

Gina Hinrichs

Rusty Hitt

Akshea Johnson

Camille McGraw

Rebecca Mox-Persak

Sandra Nichols

Celeste Policastro

Alexandra Prassas

Alyssa Radosevich

Pamela Schumacher

Gwen Spragg

Amanda St. John

Davey Uhan

Stephanie Williams

David Wunsch

Sponsorship

Sponsorship

The ACMP Midwest Board of Directors and I extend a big thank you to the Sponsors and Partners who enable us to deliver services to our members. Because of them, we are able to achieve our mission of engaging, growing and empowering a thriving Midwest community of change professionals, champions, and allies. These sponsors have not only supported ACMP Midwest fiscally but also with their thought leadership and participation in various events held this fiscal year.

Steve Dickey

Director of Strategic Relations
ACMP Midwest Chapter



Sponsors: Platinum Level



LaMarsh Global has been a leader in change management since 1979. We bridge change management theory with the challenges that businesses face today, so they remain contemporary, innovative and successful.

Sponsors: Gold Level



CARA is a consulting firm focused on change management, learning, and communications solutions that enable the workforce of the future. Our unparalleled commitment to the success of our clients and consultants makes CARA solutions unique. Find out more at <https://www.thecaragroup.com/>



Centric Consulting is a business consulting and technology solutions company that's been around for more than 15 years and we're building a company that will be here for 100 more. Centric was founded because we wanted to be different in the way we approached relationships with our clients, people, families and community. Centric is a business consulting and technology solutions firm with more than 750 consultants across the U.S. and India. Together with you, we optimize your processes and enable you to achieve your business goals to be more competitive. Our culture, people, and delivery come together in what makes Centric truly different — our balanced approach to achieving lasting solutions. We've created a company culture that embraces big thinking and small details, providing enterprise impact through local delivery. We have the crucial conversations; we ask the hard questions and we look at problems from all angles. Find out more at <https://centricconsulting.com/>

Sponsors: Silver Level



Sikich LLP is a leading professional services firm specializing in accounting, advisory, technology and managed services. From corporations and not-for-profits to state and local governments, we help our clients reach their long-term, strategic goals through a unique formula of products and services.

Sponsors: Association Partner



HRHotSeat is for anyone who is convinced that there are better ways to attract, onboard, retain, recognize, reward, and develop the people who matter most to our businesses. Our membership includes company-based HR practitioners of all levels and specialties, as well as consultants, service providers, business owners, students, and pros in transition who desire to stay on top of current HR trends, strategies, best practices, and resources. Our mission is to move the human resources discipline forward together, propelled and inspired by a collaborative environment of trust, support, honesty, integrity, and respect.

Find out more at <http://hrhotseat.com/>

Sponsors: Association Partner

Northwestern | SESP
Master of Science in
Learning & Organizational Change

Northwestern University's Master of Science in Learning and Organizational Change (MSLOC) program prepares you to lead transformational organizational change with vision, knowledge and confidence. We offer degree, graduate certificate and executive education programs to meet the needs of professionals at various career stages pursuing their unique academic and career goals – including leadership coaching, designing for learning and change, and strategic change management.

Find out more at:

<https://www.sesp.northwestern.edu/masters-learning-and-organizational-change/index.html>

Companies Our Members Represent

Companies Our Members Represent



Companies Our Members Represent

BENSON HILL™

BJC HealthCare

BLACK & VEATCH

BMO Harris Bank



Booking.com

Booz | Allen | Hamilton®

BORSHOFF

Boston Scientific



BROADCOM®

Canon
CANON SOLUTIONS AMERICA

BURNS MCDONNELL

CAPILLARY
consulting

CapTech

Capgemini

CATERPILLAR

CBRE

CENTENE®
Corporation

CenterPoint
Energy

((CENTRIC))

Cerner

chan management consulting

change catalyst

change guides

ChangeFit 360
Training & Consulting

CHANGEIMPULSE

Change
Staffing

charles
SCHWAB

CISCO

CITY OF URBANA

CLEARPATH

CLYDE&CO

CLERESTORY

COLLABORATIVE
SOLUTIONS
A Cognizant Company

CLOUDTIVITY
CONSULTING SERVICES, LLC

CoastalCloud

COLLEGE of AMERICAN
PATHOLOGISTS

College of DuPage

ComEd
An Exelon Company

Rockwell
Collins

Comerica

Companies Our Members Represent



Companies Our Members Represent

FEDERAL RESERVE
BANK of CHICAGO

Frank Consulting, LLC

Froedtert & MEDICAL
COLLEGE of
WISCONSIN



Gagen
MacDonald



GOLUB CAPITAL



HAGERTY®



HCSC
Health Care Service Corporation



Homesite®

Humana

H | HYBRID CAPITAL
REAL ESTATE CAPITAL



Companies Our Members Represent



Companies Our Members Represent



Marts&Lundy MAYER | BROWN

Matthews



ROBERT R.
McCORMICK
FOUNDATION



Northwestern
University



Companies Our Members Represent



Companies Our Members Represent



Companies Our Members Represent



Companies Our Members Represent

VOLKSWAGEN
GROUP OF AMERICA



Walgreens



**WELLS
FARGO**



Whirlpool
CORPORATION

WINTRUST

WIPFLi^{LLP}
CPAs and Consultants



World Wide Technology

WORK SAFE BC

Zendesk