**Now What?: Examining and Integrating Learning from the AFA Annual Meeting**

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### Abstract

Each year, the AFA Annual Meeting (#AFAAM) provides a curated learning experience to foster professional development and community among the association’s membership. Whether it is through re-igniting one’s passion for fraternity/sorority, developing or strengthening connections with colleagues, or attending a multitude of educational tracks — there’s an incredible opportunity to enhance each members’ learning and professional growth.

Many find themselves leaving the conference with a renewed sense of purpose along with some new ideas for making an impact in their work. For some, the return to work can be quite an overwhelming one. Instead of being met with enthusiasm, new initiatives might encounter numerous barriers ranging from workplace politics and differing philosophies to resource scarcity and an overflowing email inbox. Each can serve as a speed bump that can inhibit, or even halt, implementation and integration of learning from the #AFAAM.

This AdvanceU webinar strives to provide participants the time, space, and place to reflect on their #AFAAM experience and to begin taking that first step of integrating their learning into practice. Participants should anticipate reflecting on learning from the #AFAAM, an introduction to models of systems thinking, participate in a guided action planning activity, and explore future implications for conference learning.

### Program Session Recall

<table>
<thead>
<tr>
<th>What session did you learn the most at?</th>
<th>Why?</th>
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<tbody>
<tr>
<td>Which session did you leave feeling the most inspired? (Title, Name of Presenter, etc.)</td>
<td>What about the session most resonated with you? Was it the content? The potential impact? Ease of application to your work?</td>
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### Analysis

**Vacuum Review**  
What factors contributed to the presenter’s success? Was there something in their environment that was conducive to learning? *In a perfect world, what would need to exist in order for this to be replicated where you work?*

**Stakeholder Identification**  
Who would need to be a part of this? What buy-in do you need to make this happen? What stage of the process do they need to be involved? (i.e., should they be a part of it early on to feel like they have authorship of this idea or included before it’s launch?)
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Analysis (continued)

Resource Allocation
What resources would be needed to ensure this is successful? Money? Time? Technology? Training materials? Webinars? Experience?

Barrier Identification
What would impede progress? What challenges exist? Any opportunities exist because of these barriers?

Next Steps... “OKR”

Implementation - Objective(s)
What is the ultimate goal or objective for this idea?

Implementation - Key Results
For that objective to be met, what results would need to occur?

Accountability - Time & Method
Establish check-ins and deadlines. Weekly? Monthly? Staff meeting? Through e-mail?

Assessment
What instrument will you use? Qualitative? Quantitative? Mixed-methods? Pre or Post? What will you do with the information? What do you really want to measure?

Responsibility
Is one staff member responsible for the whole OKR? Do you split up any of it?