



AMTC

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News

We have experienced trials unlike anything we could have imagined. All the while, we transcend barriers and work towards improving communities. I couldn't be more grateful for everyone.

— ANGELA TURNER

AMTC News

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Healthy Connections

We emerge stronger; our challenges are not just stumbling blocks to overcome, but they propel us to greater growth. That certainly is the case with our clients, as well as our staff, at AMTC & Associates. We, like the rest of the world, have experienced trials unlike anything we could have imagined. All the while, we transcend barriers and work towards improving communities. I couldn't be more grateful for everyone. Your Perseverance. Your Loyalty. Your Unwavering Determination.

Still, I recognize the toll of the pandemic and want to encourage us all to focus on our health, as much mental as physical. During the last AMTC staff retreat, Jaclyn Schiessl led us in mindfulness exercises. She is an AMTC Evaluation Associate and is also knowledgeable in mindfulness. Please read the "Breathing Break" sidebar on page three and make time for your health.

Health can also apply to organizational structures and processes. In the first article, we discover how to adapt entire organizations for our "new normal," learning about many factors that require alignment for peak capacity.

This includes choosing when to meet virtually or in person. While there are appropriate times for both, I am heartened that we can, at least cautiously, begin widening our in-person connections. I was privileged in October to visit one of our clients in Las Vegas; the human connection was refreshing, to say the least.

For the health of our own AMTC organization, we continue to bolster our internship program. Our previous intern, Immaculate Apchemengich, joined the AMTC family as a full-time associate, and recently two new interns came on board, as highlighted on pages three and four.

Happy Holidays! With Health and Happiness,

Angela Turner
Principal





DYNAMIC ORGANIZATIONS and PEOPLE STRATEGY

Organizations have many moving parts, and aligning every facet for productivity and growth is an art form. Enter AMTC associate Michele Serwe, specializing in leadership, talent, and organizational development: “Organizational effectiveness involves attributes that contribute to the success of a company. Culture, structure, engagement, talent and performance management, leadership enablement, and team development are a few foundational elements that fuel company effectiveness.”

Where to begin? With the fundamentals. According to Serwe, the organization must define its vision, mission, and values, thereby creating a foundation upon which to build. The next step is to design a strategy that fosters colleague engagement, talent development, leadership effectiveness, and team strength, to name a few.

All these factors must be examined within a present-day context. For example, “Life in the ‘new normal’ will not look like it did prior to the pandemic, nor will it look like it did during the pandemic,” emphasized Serwe. “Leaders must be versatile, adjusting strategy and process to adapt to emerging needs.” This might include giving employees some say about how

they want to work. When employees feel they have a voice, this can enhance employee engagement, foster mental health, and bolster integration between home and work. In fact, research has shown that many companies exhibited increased productivity while work was virtual, for the very reasons named above.

Being versatile means that organizations must consider new models of engagement. Going forward, when will work be remote, in person, or a combination? The answer is never the same for all; what is optimal for one organization will necessarily be different for another. Top-tier leaders reflect on interactions with staff. Self-awareness, humility, and empathy position leaders to turn to their team for help and gain broader perspectives.

While these moving parts can seem overwhelming, nothing happens overnight, and guidance is available. Michele was brought onto the AMTC team just as we were coming out of the height of the pandemic, and this timing could not have been more perfect. She is always interested in learning more about your organizational needs. To get in touch with Michele, reach out directly or work through your AMTC liaison, who can connect you.

ORGANIZATIONAL EFFECTIVENESS ENABLERS

- **Clear Vision, Mission, Values**
Know where you are going by establishing clear vision, mission, and values.
- **Effective Organizational Structure**
Build the structure that will get you there.
- **Intentional Organizational Culture**
Cultivate organizational culture that will attract the people you need to make it happen.
- **Optimal Employee Engagement**
Know your employees and respond to what is important to them.
- **Strong Leadership Enablement**
Invest in your leadership team. Develop them.
- **Thoughtful Team Development**
Evolve teams in your organization through education, shared goals, and developmental experiences.

Suggestions by AMTC Associate Michele Serwe.



*Michele Serwe, AMTC Leadership, Talent, and Organizational Development Consultant
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AMTC

Internships Are Here to Stay

Growth. It's in our mission statement, and the very fabric of our existence—"AMTC supports organizational growth and sustainability and promotes community development"; hence, the creation of an AMTC internship program. The program is an entry point into research and evaluation careers, as well as fostering diversity. "Minorities often underrepresent this vocation. Fostering diversity is particularly meaningful to us, as a lot of our clients represent and serve diverse communities," said Brandon Osborn, AMTC Research Associate and the Internship Program Director.

Not surprisingly, an organization focused on growth has seen its internship program expand, even as it was amid a pandemic. Immaculate Apchemengich was the first intern whose experience was primarily remote. Still, the experience was so successful that Apchemengich is now a full-time AMTC Research Associate. The experience was equally beneficial to the program's director. "I did an exit interview with her [Apchemengich] and asked how to improve the experience... to enhance the internship program for future interns," said Osborn.



Immaculate Apchemengich, AMTC Research Associate

An outgrowth of the program is more formalized processes, including new documentation for planning and goals. "Every intern is treated uniquely," noted Osborn. "On the very first day, we go over an individual development plan to discuss specific skills and experiences they would like to obtain during the internship." Two new interns recently came on board who are receiving action-oriented, detailed, and formal training.

Interns provide vital roles, and the program is here to stay. "We are training the next generation of evaluators and performance measurement experts," said Osborn.



Brandon Osborn, AMTC Research Associate and Internship Program Director

The AMTC internship program is an entry point into research and evaluation careers, as well as fostering diversity.

– BRANDON OSBORN



It's no surprise that mental wellness is beneficial, one strategy being meditation. One technique focuses on breathing. This seemingly small step can improve one's attention. Consider any of the following at least once every day for a few minutes.

- **Counting Breaths**
Sit quietly, eyes closed. Count your breaths without trying to change or control them. Count up to ten breaths, then start over.
- **Lengthen Exhale**
Count as you breathe. Inhale for three counts, hold your breath for one or two counts, then exhale four to six counts.
- **Alternate Nostrils (Nadi Shodhana)**
Close your right nostril and breathe in through the left nostril for three or four counts. Hold your breath for one or two counts, then gently close the left nostril and exhale through the right for three or four counts. Next inhale through the right nostril for three or four counts, hold for one or two counts, then exhale through the left nostril for three or four counts.

Suggestions by AMTC Associate
Jaclyn Schiessl



Jaclyn Schiessl, AMTC Evaluation Associate

Meet our *Associates*



ZOE HURDLE
AMTC INTERN

EDUCATION:

BS, Communications Sciences and Disorders, UW-Milwaukee, 2020; graduating 2022 with a Master's in Public Health and a certificate in Maternal and Child Health, UW-Milwaukee Joseph J. Zilber School of Public Health

How did you discover AMTC?

UW-Milwaukee sends out job and internship opportunities.

What is your area of focus for your internship?

Evaluation of adolescent pregnancy prevention programs, data analysis and dissemination, and client engagement.

What attracted you to this area of study?

I was a member of a HRSA-funded, Maternal and Child Health Pipeline Program. As a member, I received training in health disparities and social/health policy and provided resilience programming in at-risk schools in Milwaukee with a focus on reducing infant mortality. This program opened my eyes to public health. This inspired me to pursue work that improves health outcomes for cities like Milwaukee.

What is your initial impression of AMTC?

I can tell that everyone at AMTC is enthusiastic and very knowledgeable in their areas. It's also clear they want me to get a valuable experience. AMTC has been very welcoming and I'm excited for what I will learn along the way.

What do you hope to gain from your internship experience?

I have a strong interest in program management and evaluation. I'm looking forward to gaining skills that I will be able to apply as a future public health professional.

What do you enjoy doing in your free time?

When I'm not looking for new restaurants to check out, I enjoy hiking and making matcha lattes.

Our diverse team delivers fast, relevant results for our clients. Here are two individuals who contribute to those efforts.



MATT SANVILLE
AMTC INTERN

EDUCATION:

BS, Environmental Science, UW-Milwaukee; graduating 2023 with a Master of Science in Biostatistics, UW-Milwaukee Joseph J. Zilber School of Public Health

How did you discover AMTC?

I was asking professors if they had any possible work for me and one of my professors got me in contact with one of AMTC's current employees and informed me of a job opening with the company.

What is your area of focus for your internship?

My area of focus will be on applied statistical program evaluation.

What attracted you to this area of study?

I think data is fascinating, and when properly worked with, it always has a story to tell.

What is your initial impression of AMTC?

Everyone has been very welcoming and open to talking with me. My initial impression is that the fine people of this company not only enjoy the work that they do, they enjoy being around each other.

What do you hope to gain from your internship experience at AMTC?

I hope to gain knowledge and skills in applied statistics in "R" (programming software), and gain exposure to mental health services and evaluation.

What do you enjoy doing in your free time?

I love playing guitar, reading, and playing the 3500-year-old board game called Baduk (known as Go in the west).