



APPA—A Link with Our Industry

By James Harrod

“I asked you two weeks ago to change this light bulb, how long is it going to take?”

“Apparently, at least this long or longer.”

We can chuckle at this response, as there is a good chance that it has gone through our heads before. We do not answer this way because we have been taught to respond professionally; our responses are developed from interactions with coworkers, mentors, family, and friends.

SUCCESSION PLANS

I was recently at a retirement party for an individual that has been with our institution for 44 years, I couldn't help but think of all of the events that he had witnessed in his career. Before this individual retired we wanted to make sure that a successor had been named. We wanted a person that would capture some of the institutional knowledge that cannot be found by simply searching on Google.

Everyday people are saying good-bye to their career and welcoming retirement with open arms. With this, a large piece of knowledge goes out the door with them. We were fortunate in this situation to have a succession plan but what about the ones that get away? This is where finding an

organization that can teach, mentor and offer an opportunity to share information is important. I found that APPA offered all of this.


OTHER WAYS APPA IS THERE FOR YOU

I remember my first APPA Institute in Tampa, Florida. I had been in the workforce for a couple of years and was granted a scholarship from the MAPP region to attend the Institute. Once I was given the green light to go I was both excited and somewhat nervous, as I really did not know anyone. At registration, the friendly APPA staff, greeted me, and then I headed to my room to drop off the materials I had just been

given, and then went to grab a bite to eat. It was the middle of January and being a Midwesterner, I had one thing on my mind: to sit outside and get some seafood. I requested a table for one and sat down.

While enjoying the scenery, an individual approached me and asked I was in town for the Institute. He introduced himself and asked that I join his party for lunch. There I met a group of people from the MAPP region that have welcomed and embraced me from that point forward. Being connected to a group that is entering its 100th year is pretty amazing. Think of how much our industry has changed over the years. If you want to see where we are headed check out what the Emerging Professionals group is doing.

GET ON BOARD

We all have something to offer. If you are a current member, please remember to reach out to an unfamiliar face. You do not know the difference you may make in their career. It is interesting how one person extending a hand can open the door to getting involved with APPA. There are many ways to get on board. You can start regionally by attending a Drive-In Workshop, travel to a regional conference, or enroll in the Institute. 

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