

Web site address [www.DAMAIndiana.org](http://www.DAMAIndiana.org)  
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## Welcome to DAMA Indiana News!

Welcome to the winter issue of the DAMA Indiana newsletter. We are looking forward to our upcoming chapter meeting! In this issue, Sue shares her final article as President of DAMA Indiana and Robby Slaughter, guest author, shares insights on affirming others. The January meeting will be here before you know it, with another chapter meeting. We are hoping for clear, sunny skies!

Do you have a question for the board or fellow members? Are you wondering about future events? Have an idea for a newsletter article? The top of the newsletter contains the web site and social media contact information for the chapter. We would love to hear from you!

## From the President's Pen...

By Sue Peoni



It has been fun!!!

My last newsletter! After this, you will hear from Gene - and I'm guessing you'll get a lot more juicy, technical details from him. A nice change!

I want to take this opportunity to say how much I have enjoyed being President of DAMA Indiana for the last 6 years. The board has been great to work with, and I think we have presented some great topics over the years. The group is on solid footing and I look forward to attending as just another interested data geek, keeping up with how the industry progresses from here. I have learned so much just from being engaged with all of you - I hope you all feel the same and will continue to stay involved with the organization.

Please see *President's Pen* on page 2

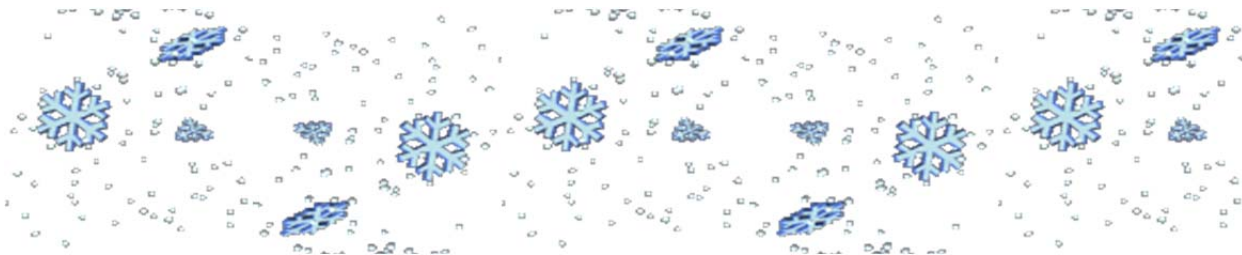
*President's Pen cont.*

An extra thanks to all current and past board members - you make the President's job the easiest one, by far!

Your soon-to-be-President-Emeritus,

-- Sue Peoni

*Editor's note: Thank you for all of your leadership during the past 6 years! It has been a pleasure serving with you!*



**Save the Date!**



The next DAMA Indiana meeting is scheduled for Thursday, January 21, 2016.

Look for an agenda and details in upcoming e-mail messages!



Want to get a look at how the new DAMA DMBOK2 is being shaped? You can get a copy of the new DAMA DMBOK2 Functional Framework.

Check out the DAMA International site <http://dama.org/i4a/pages/index.cfm?pageid=3733> for details!

## Affirmations and Compliments are Not Efficient

By Robby Slaughter

Strictly speaking, it's not a particularly efficient use of your time to tell people that they are doing a great job. Efficiency is a measure of how much work you put in versus how much you get out. Talking to your colleagues and giving them an attaboy provides no immediate efficiency gains. In fact, it may seem like it \*wastes\* precious minutes. But in the long run, accurate compliments and supportive messages are actually one of the most effective ways to improve productivity, build rapport and strengthen business relationships. Those short moments are a small price to pay for one of the best investments you can make in your connection to others in the workplace.

### How to Say It

If the worst thing you can do is never tell anyone you appreciate them, the second worst is telling them too often or in the wrong way. You must learn what each person prefers.

Some people, for example, like being told in person. Others appreciate a voicemail message or a hand-written card. Others thrive on being called out in front of a group, whereas this would terrify other people.

How do you find out how people like to be recognized? Ask. And you don't have to be direct—you can get others to tell you what they like best by involving them in the process.

Consider these approaches:

- Have you ever worked at a company where there are awards? How do you feel about that?

- Do you think anyone here is doing a great job? How should we let them know we appreciate it?
- Do we do enough recognition here in general?

### When to Say It

The best time to tell someone they are doing a great job is when they least expect it. That's because you don't want to create a mechanism in which people feel like they only get recognized when they are noticed.

The old management adage holds true: "catch people doing something right."

### Who Should Say It

Everyone should feel free to tell people they are doing well. But a positive message has the most effect when it comes from someone you respect. That's why it's almost always a good use of time to get someone else involved, especially if they are revered by others.

### Don't Forget, It's Not Efficient

Giving out compliments takes time away from work. It's a distraction. It prevents people from making progress because they are talking about progress that's already been made.

But it's really an investment. It helps us all to trust and respect each other more, which ultimately leads to more productivity.

*Robby Slaughter is a principal with AccelaWork, a business improvement consulting firm in Indianapolis.*

<http://www.accelawork.com>

## Save the Date – January Chapter Meeting

Join us on Thursday, January 21<sup>st</sup> for an informative day you won't want to miss! More information, including a final agenda, will be sent by e-mail.

Michael Covert (Analytics Inside) is returning for an industry update on Big Data and the changes in the Big Data market during the past year. In addition, Oracle will be presenting and will also be sponsoring our lunch for the day. We will also have door prizes!

**Please note: The meeting location has changed!**

ADESA has graciously agreed to host this meeting. The address is **13085 Hamilton Crossing Blvd, Carmel, IN 46032**. The construction on US31 is now to the point where both north and south bound lanes are open. The Main Street exit, which is the closest to ADESA's building, is also open.

Parking is available in the main lot on the east side of the building, as highlighted in yellow on the map. There is also an extended lot beside that one. Please enter the building at the main entrance on the east side. An escort will be provided to the conference rooms on the 3rd floor.

Please register by sending an e-mail to [info@damaindiana.org](mailto:info@damaindiana.org). We hope to see you there!



## Professional Development Opportunities

Check out the DAMA International Events calendar for monthly lists of opportunities.

<http://www.dama.org/i4a/calendar/?pageid=3320&showTitle=1>

### Upcoming Data Conferences

#### ENTERPRISE DATA WORLD Conference & Expo

Early bird, DAMA, and group discounts available! (and yes, they can be combined)

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Check out <http://tdwi.org> for conferences.

### DAMA Chicago

DAMA Chicago hosts six bi-monthly meetings and other events. Their web site is: <http://www.damachicago.org/>.

### Southwest Ohio Chapter of DAMA

Check out their web page at:

<http://www.swoc-dama.memberlodge.org/>

### Central Ohio DAMA

The central Ohio chapter :

<http://buckeyedama.org/>

## Around Town

Here are other area events that may be of interest to data professionals:

#### IndyPASS (Professional Association for SqlServer)

Events are updated on their web site.

Their main web site: <http://indypass.org/>

#### INOUG (Indiana Oracle Users Group)

Check [inoug.org](http://inoug.org) for more information.

## Reminder

Attending conferences and professional meetings counts toward CBIP and CDMP recertification credits. Visit the ICCP site today: <http://www.iccp.org/cgi-bin/pdfom.php>

## Contacts

Have a question or need to contact a board member? Below are the names and e-mail addresses of board members. Incoming board members (terms beginning January 2016) are listed in parentheses.

### DAMA Indiana Board

President: Sue Peoni (Gene Boomer)  
[President@damaindiana.org](mailto:President@damaindiana.org)

VP Administration: Robin Leslie  
(Diane Michael)  
[VPAdministration@damaindiana.org](mailto:VPAdministration@damaindiana.org)

VP Communications: Christi Denney  
[newsletter@damaindiana.org](mailto:newsletter@damaindiana.org)

VP Finance: Gene Boomer (Jeff Hubbard)  
[VPFinance@damaindiana.org](mailto:VPFinance@damaindiana.org)

VP Online Content: Margot Dahl  
[VPOnlineContent@damaindiana.org](mailto:VPOnlineContent@damaindiana.org)

VP Programs: Michael Irick and Ravi  
Chittaranjan  
[VPPrograms@damaindiana.org](mailto:VPPrograms@damaindiana.org)



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