



Graduate Student Internship Testimonials



My name is Grace Shiell, and I am a graduate student at Maryville University in the Organizational Leadership and Development program. Serving as a graduate student intern for the St. Louis Organization Development Network has been extremely rewarding experience, and I would recommend it to anyone who is looking to get hands on experience and really contribute to a great organization.

While working for STL-ODN, I had the opportunity to work on many projects including the following: planned and facilitated the executive team transition meeting and the executive team strategy meeting, developed two educational and informational brochures, conducted a content analysis of historical executive team meeting minutes and presented data about the teams' decision making patters, conducted benchmark research on other non-profit networking organizations, and created a newsletter that was sent out to all STL-ODN members quarterly. Working on these projects allowed me to practice skills such as facilitation, time management, communication, and organization. The executive team transition meeting and executive team strategy meeting let me practice all of these skills, and also let me practice interacting with senior leaders of an organization; a major benefit of this internship was being able to work closely with organization development professionals from the St. Louis area. Beyond interacting with the members of the executive team, attending all of the monthly meetings and the conference as part of the internship allowed me to meeting many different people involved in OD in the St. Louis area and make more connections than I could have done on my own.

A huge benefit of this internship is the flexibility. I was in school full time and working as an intern at Scottrade in addition to my internship at STL-ODN, so it was very helpful that I was able to make my own schedule for STL-ODN. If there were weeks that I was busy at work or had a lot of schoolwork, I was able to put in fewer hours for STL-ODN or if there wasn't much going on I could put in more hours. Another benefit of this internship is being assigned an executive team supervisor. My supervisor really acted as a mentor and coach throughout my internship. Because of her experience with OD, my supervisor gave me great guidance, advice, and support with STL-ODN projects, my graduate work, and my transition from student to practitioner. Having this type of relationship has been priceless during this pivotal point in my career.

I believe that this internship would be very valuable to any graduate student looking to get to work on real organization development projects, work independently, and develop relationships and connections with OD professionals in the St. Louis area.



Name: Claire Frisella

Affiliations: Organizational Leadership & Development Masters student at Maryville University, Graduate assistant at Maryville University, Graduate student intern with STL-ODN

Projects:

- Planned, designed, and facilitated the annual executive team transition meeting
- Planned, designed, and facilitated the annual executive team strategy meeting
- Analyzed historical documents and collected, organized, and presented data about team decision-making patterns for the executive team
- Designed informational brochures/community outreach materials to help market the STL-ODN and the field of Organizational Development
- Helped initiate a quarterly newsletter to help inform STL-ODN members about news and events happening with the organization

A major benefit of this internship is that it has given me opportunities to build my network in St. Louis and has shown me the value of making connections with other professionals. This organization brings together groups of people who share similar backgrounds in the field and it has been exciting seeing the bonds that OD practitioners in our community have with one another, through the STL-ODN.

One major benefit to this internship autonomy that it gives interns. As an intern, I was free to choose and select projects to work on that both benefited our team/organization and interested me. There is a great deal of freedom and room for creativity in how interns are able to complete projects. I always felt supported by my mentor and by the executive team as whole in the projects that my co-intern and I took on. Everyone on the team was supportive throughout our internship. I connected with and created relationships with our executive team throughout the internship.