#	Challenge Topic	Challenge Summary	What does success feel like?	How do I measure success?
1	Professional Expertise	Establish myself (both locally and more broadly) as a knowledgeable professional.	1) Increased capacity and resourcefulness; 2) Got to source; 3) Articles/presentations outreach;	Confidence; 2) Enhanced professional network; 3) Affirmation of concepts and ideas; More thoughtful reflection on our own services/programs
2	Leadership Skill - Improving Public Speaking & Presence	To improved my presence and public speaking skills to better represent and serve our organization.	1) Greater confidence and less anxiety; 2) When I need less time to prepare for a speaking engagement; 3) When I willing accept more opportunities to speak without hesitation;	1) Reduced anxiety and stress; 2) An increase speaking engagements; 3) I will seek critiques from colleagues and hopeful see a reduction in noted weaknesses.
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