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**ASTD** NEBRASKA CHAPTER  
chapter  
Anniversary



**April  
2014**

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**Dear Glenda,**

"7 Tips for Increasing Learner Success" by Robert W. Lucas explains that the goal of any learning situation should be enhanced knowledge and skills or perhaps a change in attitude. To accomplish all of these requires a bit of planning and forethought by the trainer, supervisor, or educator.

The link below will access the article outlining seven proven strategies for tapping into the learning potential of all participants and applying the concepts of brain-based learning that researchers have found to be effective. In doing so, attention can be attained and retained while helping learners better gain, recall, and apply the concepts learned.

To read more about Robert W. Lucas and his tips for increasing learners' success, [CLICK HERE](#) .

Sincerely,

Alex Latty-Bata  
Director of Communications

**ASTD Nebraska Program Offering  
April 2014**

**Submitted by: Alex Latty-Bata**

**Measuring Training Outcomes:  
Levels 1-4 Evaluation Workshop**

New and Renewing Members

Calendar of Events

Omaha's local chapter of the American Society for Training and Development.

ASTD Nebraska is an organization dedicated to providing Professional Development for its members to improve workplace learning and performance.



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If you wish to become an Annual Sponsor, please [contact us](#).

April 9, 2014

Are you looking for answers to these types of questions for your organization?

- What's the secret to creating Level 1 and Level 2 evaluations that produce valued data?
- If conducting Level 3 and Level 4 evaluations is critical to establishing credibility and demonstrating value, why are so few organizations doing it?

In this highly interactive one-day workshop, participants will learn 40 practical tips and specific techniques for creating game-changing and scientifically sound Level 1 and Level 2 evaluations that produce data with high-perceived value.

In addition, participants will design real Level 1 and 2 evaluations related to their specific work situation for immediate use following the workshop.

Ken Phillips, CPLP, delivers all programs and workshops in his signature style: professional, engaging, and approachable. Ken is founder and CEO of Phillips Associates, a consulting and publishing company with expertise in performance management, measurement and evaluation of learning, and sales performance. He has more than 25 years of experience designing learning instruments and assessments. Ken regularly speaks to American Society for Training and Development (ASTD) groups and university classes. Since 2008, he has spoken at the ASTD International Conference on topics related to measurement and evaluation of learning.



Early program registration is available through Thursday, April 3 for \$89. Non-Members and those who wish to register the day of the program will be charged \$109. The event will take place at Scott Conference Center, 6450 Pine Street, Omaha, Nebraska 68106.

**This is an ALL-Day event and space is limited!**

**REGISTER HERE**

**2014 International Conference & Expo**

Submitted by: Shelly Whittaker



If you are thinking about or planning to attend the International Conference & Expo (ICE) this year, ASTD can save you some money. ASTD Nebraska chapter members are eligible for the team chapter rate which means a savings of \$300 on your registration.

ICE is being held in Washington, DC, from May 4-7, 2014. Over 9,000 learning and development professionals from all over the world will attend. Keynote speakers include Arianna Huffington, General Stan McChrystal, and Kevin Carroll. Over 240 sessions in nine content tracks will be covered in the educational programs with many of the industry's leading experts.

For more information and to register, go to [www.astd.org/ice](http://www.astd.org/ice). When registering, select Nebraska as the conference team to receive your discount.

## Are You Lighting the Fire?

**Submitted by: Jonathan Titus**

One of my favorite quotes about learning is one you may have encountered before, written by William Butler Yeats: "Education is not the filling of a pail, but the lighting of a fire." I added a whole new meaning to these fine words when I kicked off a practice session of facilitation certification a couple months ago.

Five of my fellow trainers and I were engaged in a week-long workshop which certified us to facilitate courses from DDI (Development Dimensions International). If you've ever done this, you know each participant must facilitate two sessions - each with only one night of preparation. It can be a very stressful week, filled with trepidation about how you will be perceived by your co-workers and the consultant. To make matters worse, the top official in our Corporate Learning and Development department was participating in the week to earn her Master Facilitator credential. The pressure was on.

I think most of you will agree that setting the tone of a training - right at the beginning - makes all the difference. You want to start the kindling burning, if you catch my drift. The pressure was really on for me, as I had been drawn to go first. In an effort to start things off on the right foot, I tried something a little different, and I think it really paid off wonderfully.

I talked about the following picture I had seen on Facebook or LinkedIn, which had really caught my attention:

It turns out it's quite common for firefighters to conduct training exercises with condemned houses. These firefighters are stopping to pose for a picture before they practice their skills. This is part of a tradition. Furthermore, this naturally instills a sense that they are all in this together - it builds camaraderie and likely has a positive effect on working efficiently as a team. Cognitively, I'm sure that this has significance as well. I'm sure the fire chief often yells something along the lines of "This is the only time I ever want to see any of you with your back turned to an active fire." It's also an opportunity to frame the approach to fighting a fire as a deliberate, well-executed process. Emotions are set aside for a moment, just as the chief hopes his or her firefighters will approach the situation when it's not a drill.

On that day a couple of months back, I then asked the learners to stand

up and gather together for a picture. Don't worry, no smoke alarms went off, and the sprinkler system wasn't activated. We had, however, captured a great moment of learning where we were all willing to set our fears aside and realize that we really were "all in this together."

## Let's Talk Training!

**Submitted by: Kay Scott**

One of the ways the ASTD Nebraska chapter reaches out to provide networking and development is through interest groups. Last year, the chapter established a geographical interest group (GIG) in the Siouxland area. Siouxland consists of several cities and towns comprising northeast Nebraska, northwest Iowa, and southeast South Dakota. Approximately 40 people have shown interest in the GIG meetings, the most recent of which was held March 13.

Discussion topics included methods for involving trainees, training follow-up techniques, and free soft skills training available from IowaWorks. The Siouxland GIG meets quarterly, and the next meeting is scheduled for May 8. Discussion topics will be onboarding, training the trainer, and handling difficult trainees.

ASTD Nebraska would like to establish other interest groups, particularly those that might focus around a special topic such as facilitation, leadership training, technical training, etc. If you have a desire to lead a special interest group (SIG), we can help get you started.

Contact Kay Scott at [directorspecialevents@astdnebraska.org](mailto:directorspecialevents@astdnebraska.org).

## Career Resources - Careerlink.com

**Submitted by: Mike Searson**

The Internet can provide a wide collection of career resources that can be helpful to Learning and Development professionals. Career resources can vary from places to find job openings to advice regarding how to construct a resume.

AIM is a non-profit organization committed to strengthening the Nebraska business environment. AIM Careerlink has created an invaluable tool for helping people get connected with endless career opportunities.

Careerlink.com is user friendly and is organized by tabs. Careerlink.com has five tabs located on the top right corner of the screen. The five tabs are Jobseeker, Employer, Student, Educator, and Entrepreneur.

When the user clicks the Jobseeker tab, a variety of different ways to search for a job position are displayed. Browsing by categories can be an effective way to search for job positions. Different browsing categories can be found on the left side of the screen.

The different browsing categories are the following:

(1) Browse Jobs by Career

- (2) Browse Jobs by Employer
- (3) Browse Jobs by Geography
- (4) Browse Jobs by Industry
- (5) Browse Jobs by Skills

Besides searching for jobs, Careerlink.com provides a variety of other services that can help the job seeker. For example, Careerlink.com provides a listing of local fairs occurring in local communities. Click the link "Upcoming Career Fairs" to learn about career fairs.

Job seekers can also apply for job positions directly on Careerlink.com.

When it comes to finding meaningful employment, AIM Careerlink has many advantages. Not only are job seekers able to view verified available jobs, employers have the tools to find you, which really makes a difference when it comes time to find a new job and or career.

<http://careerlink.com>

## Member Spotlight

**Submitted by: Karen Wegner**

### **Ryan Klahn**

Ryan Klahn graduated from the University of Nebraska-Lincoln with a Bachelors of Science in Education with an endorsement in German language. For 10 years, Ryan worked in a variety of roles with an upstart software company in Omaha, starting in customer support. He also worked in account management, did a stint as business analyst/project manager, and eventually managed two different departments. His 10 years of experience prepared him for his current employment at Union Pacific. While at Union Pacific, Ryan has worked 2 years in IT support and was recently hired for an internal position as an Instructional Designer. Ryan's strengths and expertise are in teaching, writing, and creating learning materials.

Through participation as a member of ASTD, Ryan hopes to continue his professional development in the adult learning/instructional design fields. He wants to use any resources to increase his knowledge in the field of Training and Development.

Ryan has a beautiful wife and three children, ranging from a freshman in high school down to a third grader. His children are heavily involved in academic clubs/activities as well as sports - namely baseball/softball and basketball.

In his free time, Ryan enjoys spending time with his family and being outdoors (hunting, fishing, camping, boating, etc.).

### **Matthew Wilber**

Matthew Wilber has been the Pottawattamie County Attorney for the past 12 years. He is a graduate of Leadership Council Bluffs and has been on its curriculum committee for the past 9 years. Matthew is also a 2010

graduate of Leadership Iowa (LI) and currently sits on the LI Board of Governors. Matthew is a past president of the Iowa County Attorneys Association and regularly teaches prosecutors around the country on behalf of the National District Attorneys Association. Much of his training experience has been in the areas of technical lawyering skills (crafting persuasive arguments, using technology to enhance trial presentations, etc.).

Matthew joined ASTD Nebraska because he would like to be more purposeful in organizing the training that he is currently asked to do. He is very interested in leadership development and executive coaching as well.

Matthew and his wife Lisa have been married for 20 years this May, and they have three children: Alexa (17), Lucas (15), and Sam (10).

Matthew spends his free time running, coaching youth soccer, wrestling, singing, and following his children around at their many activities.

### **Krystyn Kallhoff**

Krystyn is currently an intern in the Management Development group at Union Pacific. In her position, she assists the program managers of the Operations and Field Management training programs.

Krystyn's hope is to build a network of connections and resources to grow professionally.

In her free time, she serves as the president of her sorority, Sigma Kappa. She also loves to craft and is currently teaching herself to crochet.

## **Request for Feedback and Suggestions for Newsletter Content**

ASTD Nebraska is always looking for ideas for articles or other content. If you're currently receiving the newsletter, we would like to know what you think. How are we doing so far? Do you find the information useful? Do you have any suggestions for future editions of the newsletter?



If you have articles or ideas and would like to submit them for consideration, please send them and/or your feedback to Alex Latty-Bata at [DirectorCommunications@ASTDNebraska.org](mailto:DirectorCommunications@ASTDNebraska.org).

## **New and Renewing Members**

**Terra Beethe**, Bellevue University

**Kelly Brown**, WebEquity Solutions  
**Lesa Deeker**, Best Care EAP  
**Tracy Driscoll**, Bellevue University  
**Christine Egerton**, The Auto Club Group  
**Joseph Hare**, Bellevue University  
**Sarah Jackson**, CSG International  
**Ericka Juno**, Union Pacific Railroad  
**Krystyn Kallhoff**, Union Pacific Railroad  
**Cat King**, Union Pacific Railroad  
**Ann Lorenzo**, Union Pacific Railroad  
**Michael May**, Metropolitan Utilities District  
**Doug McCombs**, Union Pacific Railroad  
**Analisa McMillan**, UNMC College of Public Health  
**Nancy Mitchell**, NMitchell Consulting  
**Tabitha Mountain**, The Auto Club Group  
**Elizabeth Prochazka**, Union Pacific Railroad  
**Beth Rigatuso**, Bellevue University  
**Kay Scott**, C&T Consultants  
**Pari Smart**, Kiewit  
**David Steffek**, The Auto Club Group  
**Jan Stukenholz**, Union Pacific Railroad  
**Dean Williams**, Bellevue University  
**Jane Williams**, CSG International

## Calendar of Events



**[ASTD Nebraska Program: Measuring Training Outcomes:  
Level 1-4 Evaluation Workshop](#)**

**Day: Wednesday, April 9, 2014**

Time: 7:30 a.m. - 5:00 p.m.

Location: Scott Conference Center, 6450 Pine Street, Omaha, Nebraska

**[ASTD-Lincoln Program: Best Training Tips and Tricks](#)**

**Day: Thursday, April 17, 2014**

Time: 11:15 a.m. - 1:00 p.m.

Location: Southeast Community College Continuing Education Center, 301 S. 68th St. Pl., Lincoln, Nebraska

**ASTD Nebraska - Monthly Board Meeting**

**Day: April 21, 2014**

Time: 7:30 - 9:00 a.m.

Location: Security National Bank, 101st and Pacific, Omaha, Nebraska

**[ASTD Nebraska Program: Working with Distractions](#)**

**Day: Wednesday, May 14, 2014**

Time: 11:30 a.m. - 3:00 p.m.

Location: Scott Conference Center, 6450 Pine Street, Omaha, Nebraska

**[ASTD-Lincoln presents: Tom Kuhlmann! Back for two exciting workshops!](#)**

**Day: Wednesday, June 11 & Thursday, June 12, 2014**

Time: 9:00 a.m. - 3:30 p.m.

Location: Southeast Community College Continuing Education Center, 301 S. 68th St. Pl., Lincoln, Nebraska

**[ASTD Certificate Program: Introducing ASTD Project Management for Learning Professionals Certificate](#)**

**Day: Monday, June 23 & Tuesday, June 24, 2014**

Time: 8:00 a.m. - 4:30 p.m.

Location: Southeast Community College Continuing Education Center, 301 S. 68th St. Pl., Lincoln, Nebraska



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