

August Luncheon

Quarterly Theme: Talent Managements
 Program Topic: Strategic Planning and Visioning
 Presenter: Rowena Crosbie

Beyond simply providing development opportunities, training professionals are being called upon to envision the future and think (and act) more strategically. For the training professional who spends his or her days immersed in the tasks of bringing outstanding education to people, this expectation can seem daunting. Whether an in-house performance specialist, an external learning consultant or a veteran training manager, learning to think and act strategically is a critical competency for all trainers to develop, now more than ever before. Thankfully, it doesn't have to be overwhelming. By learning the key elements of the strategic planning process, trainers can add greater value to those they serve.

During this presentation, participants will explore a useful five-step process for developing strategic plans for the training function that support the strategic plans for the organization. Insight into the following topics will be provided:

- Current and future trends
- Organization scans and gap analysis
- Enlisting support from others
- Developing short- and long-term plans
- Implementing training plans
- Evaluating strategic progress.

Time: 11:00AM-12:00PM
 Location: Westside Community Center - 3534 S. 108th (108th & Grover)

Luncheon cost: Member \$15 / Non member \$20

No shows will be billed.

Registration deadline: July 28, 2006

Register online: www.astdnebraska.org (Members please remember to log in before registering!)
 Register by email: contactus@astdnebraska.org or by phone: 850-6710

The winner of our July program give away was Elizabeth Ambrose. She won a gift card from the Bookworm Bookstore in Countryside Village!

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LRHayes@up.com Union Pacific Railroad

Did You Know?

As a trainer, you have access to many valuable, training, leadership, management and e-learning resources.

The websites listed below are available to trainers and offer advice on training, leadership and more!

- Gallup Management Journal [website](#)
- Chief Learning Officer Magazine [website](#)
- e-how, a Guide to Doing Just About Everything? [website](#)



President's Perspective



Our president, Patricia Harrold, is taking a well-deserved vacation this month.

Be sure to join her next month for some new insight. In the meantime, she would like to give you this opportunity to read about the recent invitation to ASTD Nebraska members made by HRAM.

HRAM invitation to ASTD Nebraska Members!

"Proactive Talent Management- Achieving Amazing Results in Challenging Times."

HRAM's August Luncheon and Technical Session will be presented by Cy Wakeman of Cy Wakeman, Inc. During the Luncheon session, Cy will provide a simple, successful and comprehensive model of talent management. In studies comparing successful, thriving organizations to those struggling for growth, proactive talent management was identified as a key indicator of success. Successful organizations focused on proactively and systematically assessing talent, leveraging the potential of their employees, and fully realizing their return on investment in human capital.

In the Technical Session that follows the luncheon, Cy will offer details of the Talent Management model, including templates and suggestions for each stage of the process. Cy will be joined by representatives from Omnium Worldwide, Inc., Woodmen, and First National Merchant Solutions who have all personally led the implementation of Talent Management Initiatives in their organizations. Participants will benefit from their first-hand accounts of the process, benefits, value-adds, challenges, and logistics of their implementations.

These sessions will be held on Tuesday, August 15, 2006 at the Scott Conference Center in Omaha. The Scott Conference Center is on UNO's South Campus at 6450 Pine Street. Cost to non-members of HRAM is \$45.00 for both the Luncheon and Technical Session or \$30.00 for the Luncheon only. Those wishing to attend this event must pre-register by visiting www.hram.org

We hope you and your members can join us on August 15th and take advantage of hearing nationally renowned speaker, Cy Wakeman!

Lori Spanbauer
Chapter Manager

HRAM
11404 West Dodge Road
Suite 720
Omaha, NE 68154
Phone: (402) 932-1007
Fax: (402) 932-1095

www.hram.org

Board Member Bio

Ever wondered what your ASTD Nebraska board members look like? Where they work? What are their chapter goals? How about something that would make you say "I did not know that about them."

Throughout 2006 ASTD Nebraska newsletter will introduce you to your board members. You'll be surprised what you learn about them!



Board member name: Heather Davis

Board position: VP of Professional Development

Contact email address: vpprofessionaldevelopment@astdnebraska.org

Employer: CSG Systems

Years with ASTD Nebraska: Four years with ASTD Nebraska, eight with ASTD National

2006 Goal for ASTD Nebraska: I would like to see ASTD Nebraska increase its visibility and grow its membership so that others can enjoy our outstanding opportunities for training career enhancement.

Surprising tidbit: I lived six years in the United Kingdom and four in South America

CPLP Orientation Sessions Planned for August

Join Valerie Noll, CPLP, to learn about the Certified Professional in Workplace Learning & Performance credential. We will overview the CPLP program and answer your questions.

In addition, for those who want to earn their CPLP, we will plan a guided study group to assist in preparing for the CPLP Knowledge Exam. The group will meet from the end of August until exam time in November.

To learn about the CPLP and the CPLP Study Group, join us at:

Saturday, 8/19, 2:00 – 4:00 pm at Panera Bread (Eagle Run), 13410 W. Maple Road

Wednesday, 8/23, 5:00 – 6:00 pm at Panera Bread, 344 N. Saddlecreek Road

*Please RSVP by **August 11, 2006** to allow us to get an idea of how many people to expect. Walk-ins are okay too, but it will be helpful to have an estimate beforehand. Call Valerie at 402-312-1118 or email her at valerie.noll@offutt.af.mil.*

Valerie Noll, CPLP
Education Technologist

Phone: (402) 232-8205 | Fax: 402-232-8043

Email: valerie.noll@offutt.af.mil



Certificate Conversations

While taking the CPLP Knowledge Exam this coming November, if you find a question you can't answer, it might be my fault. As a recent CPLP designee, I was invited to participate in the ASTD Certification Institute's examination review in July at ASTD Headquarters.

As you may recall, last year the ASTD Certification Institute piloted the only comprehensive credential for our profession—the Certified Professional in Workplace Learning and Performance (CPLP). Approximately 800 people responded to the request for pilot candidates. In case you have any doubt about the pilot test's difficulty, ask any of the nearly 300 participants who became certified; it was challenging. The certification process consists of two parts: a Knowledge Exam and a Work Product, both developed and administered with Thomson Prometric's assistance. For more facts about the program, see <http://www.astd.org/astd/cplp>.

One hot weekend in July, I met with a group of CPLPs and Thomson Prometric representatives in Alexandria, Virginia to review potential questions for the Knowledge Exam. ASTD Headquarters is a beautiful place, with brick buildings, and urban gardens in full bloom. Jennifer Naughton, ASTD Certification Institute's Director of Credentialing, and Pat Byrd, Senior Project Manager, welcomed us and led introductions, then handed the meeting over to Nancy Thomas and Yvonne Hobson from Thomson Prometric. After a brief overview, we were split into two groups for the question review.

Questions that passed our review would be added to the test bank, making it more robust. All of the questions on the CPLP Knowledge Exam are multiple-choice. We spent the bulk of two days discussing and debating each question Yvonne introduced. We fine-tuned sentence structure and tweaked the distracters. We threw out questions that were too simple or rewrote them. In total, we reviewed over 200 questions. I'd love to tell you more about the questions, and funny stories about our discussion, but I wouldn't want to give anything away for those of you who are getting ready to take the test!

ASTD members constantly surprise me. At national headquarters, chapter luncheons, board meetings, and training courses, we instantly become acquainted, allowing rapid creation of exceptional work teams. Such was the case with this group of CPLPs. We swiftly developed rapport, skipping the storming stage of group development, and quickly began performing cohesively.

One of the characteristics I most enjoy when I am with other training professionals is our shared passion for teaching, sharing knowledge, communicating effectively, and seeking improvement. Most of us seem to have an endless thirst for knowledge. When operating in groups, I notice how well we function within the group, our positivity, and our welcoming reception of new ideas. Individuals provide constructive feedback and carefully avoid negative comments. All members enjoy discovering how others think and how best to work together, helping others reach their potential.

So in closing, as we move towards creating a study group for the CPLP examination, I invite each and every one of you to join me in creating the same learning environment here in Nebraska by contacting me to learn more about the CPLP and ASTD Nebraska's study program.

Valerie Noll, CPLP
Director of Career Resources
402-312-1118
Valerie.noll@offutt.af.mil

August 2006 SIG Meetings

Technology SIG

Date: August 15, 2006
Time: 3:30-5pm
Place: Advanced Network Technologies, 12030 Pacific Street

Topic: IPv6
Facilitator: Chip Widdis, ANT

Did you know that the Internet is changing? Are you ready? Ready or not...here comes IPv6!

Most of us can barely make it through the day without using the Internet – did you know that the Internet is about to go through a dramatic change? The current protocol designed by the IETF, IP Version 4 (IPv4), is being replaced with a new protocol – IPv6 – Internet Protocol Version 6 – replacing standards that have been in place for almost 20 years!

Given the exponential increase in demand for Internet support, IPv6 has been introduced to address some of the problems that are starting to appear and to support for the needs of the ever expanding “Net”.

Join us for an overview of the new standards that will impact all Internet users and devices. Most government organizations need to be compliant by 2008 – learn more about the potential impact to you and your organization in this informative session given by Chip Widdis, Technology Instructor at Advanced Network Technologies.

No reservation needed! Contact Sue Wymore at 402.636.3842 or swymore@oppd.com with any questions.

Save the date! September's Tech SIG will be September 19th from 3:30-5!

Books, Toys and Games SIG

Date: August 22, 2006
Time: 3:30-5pm
Place: The Bookworm, Countryside Village

Topic: Omaha Public Library resources
Facilitators: Omaha Public Library staff

Join us to discuss the endless local resources at our fingertips in more detail. No reservation needed! Contact Jamie Kelly at 926.7155 or jamie.kelly@hdrinc.com with any questions.

Save the date! September's Books, Toys & Games SIG will be September 26th from 3:30-5!



Chapter Volunteer Opportunities

Volunteer Position: Interview Team Member

Description of Job & Responsibilities:

This opportunity is for a team launching in 2006. We are seeking people with experience conducting interviews to help us get started

- Conduct mock interviews and give feedback to help our members polish their interview skills
- Generate ideas for more Career Resources Products and Services
- Occasional special projects such as write a newsletter article or create an interview aid handout

Time time/Monthly time: 1-2 hours training/1-4 hours monthly

Length of commitment 1 year

Contact Valerie Noll, Director of Career Resources at 232-8205, 312-1118 or DirectorCareerResources@astdnebraska.org

Volunteer Position: Resume Team Member

Description of Job & Responsibilities:

- Review member resumes and provide feedback to team leader who will then compile it
- Occasional special projects such as write a newsletter article or create an interview aid handout

Time time/Monthly time: 1-2 hours training/2-4 hours monthly

Length of commitment 1 year

Contact Valerie Noll, Director of Career Resources at 232-8205, 312-1118 or DirectorCareerResources@astdnebraska.org

Volunteer Position: Programming Committee Member

Description of Job & Responsibilities:

- Assist in choosing topics for monthly meetings and securing speakers/presenters for those meetings
- Assist in planning and executing meetings

Time commitment: 2-4 hours per month

Length of commitment 1 year

Contact Michael Mitilier, Dir. of Programming at 614-6029 or mtstraining@cox.net

Job Postings/Career Resources Assistance

CSG Systems

Senior Training Course Developer

Sitel

Trainer

Iowa Career Connection

Leadership & Training Dev. Specialist

Iowa Location

Corp. Organizational Effectiveness Director

Con Agra Foods

Director, Corporate Communications

C & A Industries

Training Facilitator (2 positions)

Physicians Mutual Insurance

Systems Training Development (contract work)

Securities America

Training Manager

Prof. Veterinary Products

Mgr. Employee Education

Contact **Valerie Noll**, Dir. of Career Resources, about the job opportunities listed above. Her email address is: DirectorCareerResources@astdnebraska.org. Or log onto ASTDNebraska.org (You must login for access to Job Listings page).

New/Renewing Members

ASTD Nebraska extends a warm welcome its newest members and says thanks to those who have renewed their membership. We're glad to have you!

Renewing Members ~

Gina Brummels
Ann Hansen
Rita Johnson
Nicole McGuire
Theresa Nelson
Wendy Schultz
Kim Seidman
Roger Sumlin
Shelly Whittaker

New Members ~

Jill Borgelt
Melissa Bugay
Katie Christensen
Fredrick Dickey
Anita Garrett
John German
Elizabeth Haley
Keith Hansen
Lia Isaacs
Michelle Koester
John Morrissey
Ruth Negus
Whitney Shipley
Julie Stoner
Cherlyn Wilson

Just a reminder ~ ASTD and the Omaha Public Library have partnered up to increase the number of adult education books and other related topics to add to their supply.

Visit the library website and go to the library to check out your books today!

www.omahapubliclibrary.org



CIT Schedule

August 29-30, 2006

Adult Learning Principles

Registration deadline: August 25, 2006

Members Cost = \$275.00/Non Members Cost = \$300.00

September 27-28, 2006

Advanced Presentation Skills

Registration deadline: September 22, 2006

Members Cost = \$275.00/Non Members Cost = \$300.00

All classes are held 8:00am-4:00pm at the Bellevue University Lozier Building located at 117th & Blondo.

ATI Schedule

August 17-18, 2006

Action Learning

Registration deadline: August 11, 2006

Members Cost = \$350.00/Non Members Cost = \$375.00

September 21-22, 2006

Advanced Writing for Trainers

Registration deadline: September 15, 2006

Members Cost = \$350.00/Non Members Cost = \$375.00

ATI classes are held 8:00am-4:30 pm at the Omaha Home for Boys' Wurdeman Learning Center, located at 4343 N. 52nd St.

August 2006

Thank you to everyone who makes our Chapter Newsletter possible. Without you, this publication would not exist.

Your thoughts and opinions are very valuable in continuing to make it a huge success.

I welcome all members input and article submissions.

Please feel free to contact me, Elizabeth Ambrose via [email](#) or telephone, 402-952-6531, with your contributions and suggestions for future newsletter editions.



ASTD Lincoln ~ July Meeting

Join us on Thursday **August 17, 2006** for our monthly meeting.

This month, the meeting also includes a workshop.

The topic is: Project Management::It's Relationship to Accountability and Establishing the Value of Training

Members Cost: \$-see website registration for cost
Non Members Cost: \$-see website registration for cost

Location: Holiday Inn
141 N 9th Street
Lincoln, NE

Time: 11:30am-4:30pm

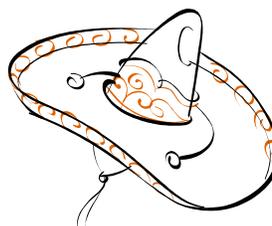
For more information and to register online, visit our website www.astdlincoln.org or register by phone at 402-434-7557

Registration deadline is August 9, 2006.

ASTD Reminders

Save the Date!

November 9 is the date for ASTD Nebraska's 2006 Awards Banquet. It promises to be "Nacho Typical" celebration



Mark Your Calendar

ASTD - Twin Cities Chapter's 1st Annual Regional Conference and Expo!

The conference will be held November 15 & 16, 2006 at the RiverCenter in St. Paul, Minnesota.

For more information:

<http://www.astd-tcc.org/displaycommon.cfm?an=1&subarticlenbr=46>

