

## February Luncheon Continues Change Management Topic

Join us Wednesday, February 1, 2006 as our presenter Carol Horner, president of Synchronicity Training and Development discusses **Appreciative Inquiry: The Secret to Lasting Positive Change**.

David Cooperrider is founding a revolution not only in the business world but in society. His timing couldn't be more perfect. His revolution...to discover the best that has been and that can be then make it a common reality. This is Appreciative Inquiry (AI).

AI is an innovative way of looking at change, problem-solving, and organization development. Its premise is that in every human organization something is working well, find it and duplicate it. Sounds simple enough? That's just it, it is that simple. It's more than a "program" to be rolled out; it's a mindset, a way of looking at our organizations' core source of positive energy and its unlimited potential for making impact.

Sound all touchy feely? Here's the bottom-line: Nutritional Foods, within six months of engaging in AI, saw a 422% increase in profitability. As their effort unfolded that became a 600% increase in profitability, with 66% increase in sales, 42% increase in productivity, 95% employee satisfaction rate and a 75% decrease in absenteeism. They also completed a conversion of their resource planning system in merely 6 months (average implementation time is 1½ to 2 years).

AI is not ignoring problems for the sake of seeing something good. AI is changing our mindset from running from something (problems) to running towards something (solutions). Which sounds easier? Which sounds more fun?

In this session we will explore AI as a mindset and as a process by actually engaging in an Appreciative Inquiry. We will discuss our role as trainers, facilitators, and consultants in helping our organizations make this transition in mindset. The techniques we review will bring us more energy and make our jobs more fulfilling.

Members Cost: \$15.00  
 Non Members Cost: \$20.00

Location: Westside Community Center 3534 S 108th Street (108th & Grover Streets)  
 Time: 11:00AM-1:00PM

Register online at [ASTDNebraska.org](http://ASTDNebraska.org) (members must login to receive member rate).  
 Register by phone at 402-850-6710.  
 Registration deadline is Jan 27, 2006.

*The winner of our January program give away was Anthony Armstrong. He won a copy of the book called "Managing Transitions".*

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## 2006 Board of Directors

**President** ..... Patricia Harrold 294-3635  
westielvr1@cox.net ..... Crew Training International

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algalloway@oppd.com ..... OPPD

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tricia.danielsen@cox.net ..... Mutual Of Omaha

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ejenjen@aol.com ..... Creighton Medical Associates

**Secretary** ..... Sarah Julius 445-2793  
saj315@hotmail.com

**VP Communication**..... Doug LaMar 232-8265  
doug@lamarsoft.com ..... Crew Training International

**Newsletter Editor** ..... Elizabeth Ambrose 952-6531  
eamrose@omnihotels.com ..... Omni Hotels Reservations Center

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Linda.Beiriger@tconl.com ..... Planned Parenthood of Omaha/CB

**VP Marketing**..... Janet Skogerboe  
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Kristi.rutledge@sitel.com ..... SITEL Corporation

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smahrenholz@omahastate.com ..... Omaha State Bank

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lmcdonald@carlson.com ..... Carlson Hospitality

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aileen.sigler@mutualofomaha.com ..... Mutual of Omaha

**Dir. of Programming** ..... Michael Mitilier 614-6029  
mtstraining@yahoo.com ..... MTS Training

**Dir. of Special Interest Groups** ..... Jamie Kelly 926-7155  
jkelly@hdrinc.com ..... HDR Inc

**VP Professional Development**..... Heather Davis 431-7710  
heather\_davis@csgsystems.com ..... CSG Systems

**Dir of Professional Dev (Advanced Trainers Institute, CIT & Trainers Institute)** ..... Tamara Dowling 636-3447  
tdowling@oppd.com ..... OPPD

**Dir of Career Resources**..... Valerie Noll 232-8205  
valerie.noll@offutt.af.mil ..... Crew Training International

**Dir of Mentor Program**..... Bobi Jensen 758-6544  
bjensen@centrisfcu.org ..... Centris Federal Credit Union

**NAC** ..... Lisa Hayes 544-9042  
LRHayes@up.com ..... Union Pacific Railroad

## Did You Know?

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

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

Chief Learning Officer [website](#)

VNU Learning [website](#)

Free Education on the Internet [website](#)



## President's Perspective



We are focused on this year's Strategic Plan and off to a good start. With your help, I'm confident our chapter will achieve the goals we've set for 2006. During this first quarter, we will focus on:

- Attaining active involvement of at least 75% of our members
- Improving our value proposition document
- Creating a processes manual for all of our chapter's functions

Experience has shown our members' greatest reward comes from taking advantage of our many business lines. Whether it is participating at monthly programs, attending professional development sessions, marketing your services to members, attending Special Interest Groups or having your resume critiqued by our resident experts - numerous testimonials indicate there is significant return on your investment. We are currently working on a tracking system to benchmark our member's current involvement. Achieving this objective will ensure your chapter leaders know what to keep, what to change and what to move on from so you always get the most from what ASTD Nebraska has to offer.

Along with that, we are working on improving our value proposition to help get the word out. Documenting and improving our value proposition will serve three main purposes.

The first purpose is to help keep us focused on our Mission: To enhance our member's ability to train, develop and support clients and organizations.

The second purpose for improving our value proposition ties in with attaining greater member involvement.

Finally, enhancing our value proposition will increase the value you receive from your membership. We expect it will positively impact future members' decision to join, justify our investments of time and money involved in chapter events and further the understanding of ASTD Nebraska's positive impact on our community.

Your chapter leaders are accountable for running our chapter like a business and your support is needed to help us identify best practices for managing chapter business lines and functions. We will continuously be soliciting and encouraging your input and suggestions. We believe a manual of our best practices will provide a historical backdrop for our organization's evolving operations and will facilitate the future stability and growth of our chapter. Streamlined and effective business operations will be captured and preserved and should serve us well in the future if we need to benchmark against a previous success.

As always, your feedback is encouraged. Be an active member!

Yours in learning,  
Patricia Harrold  
2006 President  
402-294-3635

[president@astdnebraska.org](mailto:president@astdnebraska.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 will be surprised what you learn about them!



Board member name: Angela Galloway

Board position: President-Elect

Contact email address: [presidentelect@astdnebraska.org](mailto:presidentelect@astdnebraska.org)

Years with ASTD Nebraska:

ASTD Nebraska - five years

ASTD Lincoln - five years

Employer: OPPD

### 2006 Goal for ASTD Nebraska:

Become more business savvy. We need to show to employers that we are the leader in workplace learning and performance. That is going to require not only Board members, but all of the memberships to be knowledgeable about the value of ASTD and be able to communicate it.

### Surprising tidbit:

I was taught in a one room schoolhouse up until 7th grade and only had one other classmate. My father and all my siblings were also taught here. We lived only a 1/2 mile from school, so I am now able to use the long story for my children of...walking up hill both ways, through two feet of snow, rain or shine, to get to school...

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## Refreshing Leaders in Unforgiving Environments

Natural leaders have a developmental quest. They recognize that good isn't good enough, that yesterday's solutions aren't fixes for today's challenges, and that experience isn't a substitute for learning. The natural leader's drive exists in an environment where Boards and bosses challenge the leader to do more with less. Boards and bosses are swift to judge; environments are punishing. We romanticize leadership and ignore organizational environments. We think, "It's easy for leaders to succeed; they have it made." In harsh environments, it is difficult to refresh leadership skills.

Multiple pathways do exist for refreshing leadership skills. Experience and observations of leaders in critical environments provide seven lessons to refresh leadership. The benefits of refreshing, of refurbishing, leadership skills occur at personal, team, and organizational levels.



## ASTD Nebraska Members are Proud of Their Company!

The January issue of ASTD National's T&D magazine recently featured Crew Training International (CTI) and their medical arm, LifeWings Partners, as a human performance improvement provider. Many CTI employees are members of our chapter. Here are some highlights from the article:

*Soaring to New Safety Heights*

*Medical center changes workplace culture with innovative safety training program.*

By Paula Ketter

UNIQUE AVIATION-BASED safety training has helped a Tennessee medical facility make huge strides in patient safety and quality care.

In 2003, Vanderbilt University Medical Center's chief medical officer, Dr. John Sergent, made a bold statement about the Tennessee medical facility's future: "Our goal is to make Vanderbilt the premier institution in the country when it comes to safety."

While many of the medical center personnel admit that VUMC is not there yet, none would disagree that the training the facility undertook three years ago has helped the hospital gain respect among its peers.

"The difference between where we were three years ago and where we are today is dramatic," says Dr. Drew Gaffney, associate dean for clinical affairs. "I believe that the crew resource management or CRM training provided the foundation and created the awareness to make it happen."

When VUMC committed itself to improving patient safety and quality, Memphis-based Crew Training International's healthcare arm, LifeWings Partners, provided some solutions. Using proven safety tools and practices that are utilized throughout the U.S. military and commercial aviation, LifeWings teaches safety and risk management training services that consistently produce measurable results.

To see the rest of the article, please visit T&D Magazine online and login

<http://www.astd.org/NR/rdonlyres/E1AD75F9-245D-435D-BF72-5909E216E55A/8318/76060151.pdf>

## Advance Trainers Institute Pilot Program

February's workshop topic is **Systemic Thinking**

Systemic thinking is about seeing the big picture, the organization as a whole especially when it comes to organization change and growth. This session will discuss cutting edge theories and their application to change leadership and how the trainer as strategic partner can amplify the adaptability and capacity of the workforce.

**Date:** Thursday & Friday, February 23 and 24, 2006

**Time:** 8:00:00 AM - 5:00:00 PM

**Location:** Bellevue University  
Lozier Professional Center  
2810 N. 118th Circle  
Omaha, NE 68164

**Price:** \$250 \*\* Registration deadline is February 17, 2006

Register online through our Events Calendar <http://www.astdnebraska.org/calendar.asp> or via telephone 402-850-6710.

For more information, please contact Patricia Harrold at [patricia.harrold@offutt.af.mil](mailto:patricia.harrold@offutt.af.mil) or log onto our website, [ASTDNebraska.org](http://ASTDNebraska.org) for workshop details.

## Leaders

*(Continued from page 4)*

- 1) Planned learning is fundamental. It requires a leader to risk, to experience guilt, to have anxiety. Leadership learning is often distant from fun. Both opportunistic and planned approaches create the fabric for fundamental, intentional learning.
- 2) Learning is rooted in aspiration and cultivated in the world of work. Leadership learning requires more than skill application. Organizations sorely need vision; vision creates success. Leaders develop a portfolio approach to learning to reap the benefits of multiple learning media.
- 3) Sequencing works for management development and it is insufficient for leadership development. Individuals who are developmentally oriented abandon formulaic plans and approach learning in personal and environmental encounters.
- 4) Successful leaders have healthy egos. Developed egos often act in opposition to learning. Consequently, this reinforces that leadership at the pinnacle is the product of self-awareness and self-understanding. Leaders acknowledge that self-acceptance provides the critical path to learning.
- 5) Leadership is not self-talk or self-conversation. Developing leaders bring others into the conversation; they are inclusive. They find ways to have meals and meetings with others; they invite feedback.
- 6) Leaders rehearse. They practice; in organization settings, this means practice for meetings and for conversation. Leaders position practice in action terms.
- 7) Leaders open themselves to others in two-ways. First, they disclose appropriately; leaders let us into their lives. Secondly, leaders get to know others. They find time, beyond meeting and greeting others, to understand. With these two approaches, leaders leverage and refresh personal learning.

Take account of your strategies for refreshing leadership. Are you employing strategies for refreshing leadership skills

*Published with permission by Mike Horne, Ph.D. Mike is a results-oriented professional focused on assisting executives and organizations to build performance cultures that support desirable organizational outcomes. [www.leadershipacts.com](http://www.leadershipacts.com)*



## February 2006 SIG Meetings

### Books, Toys, and Games

Date: February 28, 2006  
Time: 3:30-5:00  
Place: The Bookworm; Countryside Village, 87th & Pacific  
Topic: *In Praise of Slowness*, by Carl Horner  
Facilitator: Theresa Gabriel, Women Summit LLC

When clocks were first invented, they held out the promise of greater efficiency, but soon telling time went hand-in-hand with telling people what to do. Gone were the days when each person lived by his or her own inner clock. But alas! All is not lost! The newest movement is to learn to be slow again. Einstein was on the bandwagon when he asked "Why work more than less?" Harvard began promoting it since 2001 with its mandatory "Slow Letter" given to each freshman.

Honoree's book is full of examples of how we can re-set our clocks, and more importantly, why it will help us increase our intelligence and productivity. Come and learn why it's better to have a tortoise mind than to be hare-brained!

Theresa Gabriel is a strong believer in taking walks and breathing fresh air. Through Women Summit LLC, she leads women's tours to the mountains, and she is healthier and happier because of it.

No reservation needed! Contact Jamie Kelly at 402.926.7155 or [jkelly@hdrinc.com](mailto:jkelly@hdrinc.com) with any questions.

**Save the date! March's Book, Toys & Games SIG will be March 28<sup>th</sup> from 3:30-5!**

### Technology

Date: February 21, 2006  
Time: 3:30-5pm  
Place: TSA, 206 S. 108th Avenue, Classroom 1  
Topic: Round table discussion – Training and Development Websites  
Facilitator: Sue Wymore, OPPD

Where do you get your information from? How do you stay informed about the latest training trends? Where can you go to get quick answers? Let's share the training and development sites that are our favorites. This discussion session will focus on sharing information and helping others help themselves. Come with ideas, and leave with even more!

No reservation needed! Contact Sue Wymore at 402.636.3842 or [swymore@oppd.com](mailto:swymore@oppd.com) with any questions.

**Save the date! March's Tech SIG will be March 21<sup>st</sup> from 3:30-5!**

## Chapter Volunteer Opportunities

### **Volunteer Position:** Focus Group Participant

Description of Job & Responsibilities:

- Attend focus group
- Participate in feedback

Time commitment: This is a **one time** volunteer opportunity.

Length of commitment 1 hour

Contact Angela Galloway, President-elect at 636-3833 or [algalloway@oppd.com](mailto:algalloway@oppd.com)

### **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@yahoo.com](mailto:mtstraining@yahoo.com)

### **Volunteer Position:** Director of Public Relations

Description of Job & Responsibilities:

- Assist in promoting ASTD Nebraska's events, programs, monthly luncheons, services
- Network and maintain connections with other local organizations and neighboring chapters
- Write newsletter articles, website announcements and press releases

Time commitment: 2-3 hours per month

Length of commitment: at least 1 year

Contact Janet Skogerboe, VP Marketing at [Janet.Skogerboe@MutualofOmaha.com](mailto:Janet.Skogerboe@MutualofOmaha.com)

### **Volunteer Position:** Director of Sales

Description of Job & Responsibilities:

- Secure sponsorship for the website promotions, newsletter advertisements
- Maintain relations with consultants and their on-line pages
- Work with other areas in pursuing revenue opportunities for ASTD Nebraska

Time commitment: 5 hours per month

Length of commitment: 1-2 years

Contact Janet Skogerboe, VP Marketing at [Janet.Skogerboe@MutualofOmaha.com](mailto:Janet.Skogerboe@MutualofOmaha.com)



## Chapter Volunteer Opportunities (continued)

### **Volunteer Position:** Career Resources Assistant

#### Description of Job & Responsibilities:

- Assist with Job Posting Service
  - Identify local employers who aren't using our service
  - Format job ads for posting and follow up on posted ads for feedback and removal dates
- Submit career resources articles to newsletter each month
  - Post current jobs on site
  - Advertisements of Career Resources Services
  - Assist with development of articles on specific content, such as resume development and interview skills
- Assist in identifying content and managing members-only document library on website (in development) for Career Resources
- Generate ideas for more Career Resources Products and Services
- More duties as identified

Training 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](mailto:DirectorCareerResources@astdnebraska.org)

### **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](mailto: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](mailto:DirectorCareerResources@astdnebraska.org)



## Job Postings

### Training Specialist

Omaha Steaks

### Manager, Training & Development

Fremont Area Medical Center

### Market/Sales Training Specialist

Blue Cross/Blue Shield of Nebraska

Contact **Valerie Noll**, Dir. of Career Resources, about the job opportunities listed above. She can be reached via email at [DirectorCareerResources@astdnebraska.org](mailto:DirectorCareerResources@astdnebraska.org).

Or log onto [ASTDNebraska.org](http://ASTDNebraska.org). (Remember to login for access to the 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 ~

Norma Holtmeyer	Angie Stave
Anne Valentine	Barb Ingram
Bev Richards	Christin Hughes
Connie Klabunde	Cori Wine
Holly Bryngelson	Jane Comer
Jeanne Baer	Joyce Brown
Kristi Rutledge	Laura Peterson
Lauralee Wade	Linda Krei
Marilyn Czerwinski	Nancy Vaughn
Rita Rocker	Roy Steiner
Rusty Nelson	Susan Spomer
Susan Wymore	Todd Skokan
Travis Lamb	Travis Stingley
Warren Gurnon	Bobi Jensen

### New Members ~

Bridgett Blount	Dawn Galvan
Janine Emmons	Ken Knutson
Leticia Barajas	Mark Purnell
Mary Cippera	Nealy Meisinger
Rhonda Gross	Sharon Hakel-Hatton

### *New Member Orientation ~ February 22, 2006*

Join us for lunch at the Bellevue Lozier Professional Center (117th & Blondo) and learn more about the benefits of your ASTD Nebraska membership!

Register online by Feb 21, 2006.

## CIT Schedule

### Feb 15-16, 2006

Adult Learning Principles & Teaching Techniques

Registration deadline: Feb 13, 2006

### Mar 22-23, 2006

Needs Assessment

Registration deadline: Mar 13, 2006

Members Cost for all sessions is \$275.00

Non Members Cost for all sessions is \$300.00

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

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](http://www.omahapubliclibrary.org)



February 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 ~ February Meeting

Join us Thursday, February 16, 2006 as we discuss Improv with Purpose: The Practical Application of Theatrical Improvisation in the Training Process

Lighten up and learn! You probably have watched, "Whose Line is it Anyway", and wondered how Drew Carey and his sidekicks Ryan Stiles, Colin Mochrie and Wayne Brady do their improvisations. The truth is, everyone improvises.

Now YOU will have the chance to Improv too! Kevin Mattran, an Organizational Trainer from Continuum EAP will take some of the basic principles of improvisation and demonstrate how they can be applied to workplace issues. Some of the workplace issues that will be addressed include: Teamwork, Brainstorming, & Management/Leadership

Members Cost: \$16  
Non Members Cost: \$32

Location: Bryan LGH East, 1600 S 48th Street, Plaza Conf Ctr, Lincoln  
Time: 11:30am-1:00pm

For more information and to register online, visit our website [www.astdlincoln.org](http://www.astdlincoln.org). To register by phone call 402-434-7557.

**Registration deadline** is February 13, 2006.

## ASTD Reminders

### The Disney Keys of Excellence ~

Save the Date! May 18 at the Embassy Suites in Lincoln, Nebraska.

Learn proven Disney success strategies that you can adapt to your organization in the **Disney Keys to Excellence**. You'll be challenged to look at your business – whether it's small, mid-sized, or large – in an entirely new light. Be prepared for a day full of insight, ideas, and inspiration!

Sponsored by ASTD Lincoln. Visit their [website](#) for more information or to [register online](#).

### Omaha Chamber of Commerce Events ~

During the month of February, the Omaha Chamber of Commerce has a variety of programs that may be of interest to ASTD members. Some of this month's topics include:

- Making Wallpaper: Why Doesn't Print Advertising Always Work?
- 24 Ways to Improve Your Advertising - Today
- Employee Counseling and Discipline: Taking Corrective Action

Check out the calendar of events on the chamber's [website](#). As an added bonus, ASTD members qualify for Chamber Member pricing!