

January Luncheon Discusses Change Management

As the new year approaches, organizations are setting new goals and strategizing on how to meet those goals and initiatives going forward.

For us, this means new training programs to develop and deliver to employees who may not know or understand why the change is necessary. More often than not, even if we aren't actually delivering a change management session, we are on the front lines of having to help the employees understand why this change is imperative for the company's success.

Join us at our January session, where Mary Wholey, Director, Organizational Development for ConAgra Foods will present a program on dealing with change management and offer some valuable tools to help you get through the process.

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 (members must login to receive member rate).
 Register by phone at 402-850-6710.
 Registration deadline is January 6, 2006.

Everyone Wins When They Attend Monthly Meetings

Not only do you win by participating in the rich topics being presented at our monthly meetings, but in 2006, Programming will be giving away door prizes at every meeting in conjunction with the topic being presented.

We rolled out this concept with our December Open House where we had several of our booth sponsors donate prizes. Prize winners are listed below.

- | | |
|-----------------|--|
| Judy Anderson | Kansas City Weekend stay at the Hyatt |
| Connie Klabunde | \$25 Mall Gift Certificate |
| Amy Ruebsam | 30 minute massage |
| Doug LaMar | Christmas centerpiece |
| Julie Menghini | DISC Assessment |
| Linda McManigal | DISC Assessment |
| Joanne Slader | Book - Crucial Information |
| Sarah Schulz | Book Set- The Analyst |
| Calli Smith | Book - Career Moves |
| Cheryl Clausen | Managing Web Based Training |
| Ayanna Boykins | Book - Improving Learning Transfer |
| Kristi Rutledge | Personality and Career Strengths Analysis Report |

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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



Christmas and New Years are around the corner. Everyone's busy scrambling to finish their holiday planning and shopping and your ASTD Board of Directors has also stayed busy. November's Open House was a tremendous success! Attendance and enthusiasm were high as visitors toured informative booths on all the business lines and services available to ASTD Nebraska and had the opportunity to visit with talented training and development consultants, representatives from academic institutions and other professional organizations! I would like to thank all those who contributed to our door prizes – we had some fantastic gifts.

The Board met for our December Retreat at the Chalco Hills Recreation Center and established an impressive strategic plan. We established three broad goals and numerous measurable objectives that we will work towards in 2006.

- Our first goal centers on Membership: Maximize membership growth, retention and involvement. We developed numerous strategies to grow our membership base, increase retention and encourage involvement.
- Our second goal centers on our Chapter's Value Proposition to ensure our membership and the community-at-large is fully aware of and capitalizes on what our Chapter has to offer.
- Our third goal centers on Business Process Improvement to ensure sustained growth, innovation, synchronicity and service.

In the coming months, we will be sending out an online survey to measure your satisfaction and solicit your feedback about current business lines, programming, and current and future needs. We will conduct another drawing for those who participate – one free registration for an Advanced Trainers Institute session of your choice!

Yours in learning,
Patricia Harrold
2006 President

Expanding Success in Succession Management

What information is essential to succession planning? Does your organization measure education, skill, tenure, and job experience? What other factors are important to succession?

In most organizations, the path to increasing job responsibility and management is technical success. Organizations promote people because they are successful technicians. This is unfortunate because this entrenched promotion pattern underlies leadership failure. Decades of research confirm little correlation between technical success and leadership success. When engineers and technicians design succession management, the results often overlook characteristics and qualities for leadership success.

Robust succession systems will present slates and pools of candidates for development and decision-making. However,

(See Success on page 5)

Tips for Creating Great Teams

1. TEAMS ARE MORE EFFECTIVE WHEN EVERYONE UNDERSTANDS THE PLAN.

Almost without fail, teams step on the maze without having a shared plan. They tell me they did this because "time is money," but employees who don't understand the organization's strategies and lack confidence in decision-making are much more costly. How well informed is your group?

2. PEOPLE NEED SUPPORT AND TRUST TO TAKE REASONABLE RISKS.

When someone triggers an alarm, most team members look disappointed, and some even walk away. How eager will someone be to try again after experiencing that reaction? If you desire employees to be creative and take reasonable risks, reward their positive behavior **NO MATTER WHAT THE RESULTS**, and reassure the person that he or she is still a valued member of the team. If you don't reassure the person, their willingness to take risks will certainly diminish.

3. VIEW "FAILURES" AS VALUABLE LESSONS FOR EVERYONE.

Stepping on unsafe squares and triggering the alarm is a necessity in order to discover the safe path to success. When failure is feared, it is avoided at all costs and kept secret when it occurs – only serving to harm the organization. A reporter once questioned Thomas Edison, "Mr. Edison, I heard you failed nearly a thousand times before inventing a light bulb that worked." Edison replied, "I did not fail 1000 times. I learned 999 ways a light bulb will not work!" How does your organization view "failure"?

(See Teams on page 6)

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: Patricia Harrold

Board position: President - 2006

Contact email address: president@astdnebraska.org

Years with ASTD Nebraska: 6 years

Employer: Crew Training International

2006 Goal for ASTD Nebraska: I would like to see our chapter grow in membership, involvement and community esteem via the collective efforts of our Board of Directors, Committees and

Volunteers as we fulfill the goals and objectives of our Strategic Plan

Surprising tidbit: My career in training and development began by teaching and tutoring peers in Middle Eastern language and culture while in the Air Force.

Advance Trainers Institute Pilot Program

As change continues at a breathtaking pace in organizations and with competitors copying process and technology advances at lightening speed, the competitive edge will most surely go to those who invest in the inventories that are the most difficult for the competition to copy - their human inventories.

January's workshop topic is "Strategic Planning"

Strategic Planning - January 29 & 27, 2006

During this two-day workshop, participants will explore the trends that affect organizations the most and the implications on the workforce of these trends. Participants will discover how to build strategic plans for the training and development department that support the mission, vision, values and strategic plans for the organization

Date: Thursday & Friday, January 26 and 27, 2006
Time: 8:00:00 AM - 5:00:00 PM

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

Price: \$350 ** Registration deadline is January 20, 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 or log onto our website, ASTDNebraska.org for workshop details.

Success

(Continued from page 3)

decision-makers need to exercise caution that data does not overwhelm or inhibit decision-making. If information excess or need precludes decision-making, it can contribute to cookie-cutter leadership development. Best practice succession plans include employee self-assessment and development of individual value propositions.

Organizational leadership is a wondrous and challenging experience; selecting candidates should not be a burdensome process. Success in succession management requires an informed approach to leadership development. Effective approaches to succession will reduce costs associated with leadership failure. Inform these approaches by establishing focus on leadership outcomes and results that fit with the experience and horizons of the organization. Gains in employee satisfaction may occur with articulated succession management practices.

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.leadershippacts.com

January 2006 SIG Meetings

Books, Toys, and Games

Date: January 24, 2006
Time: 3:30-5:00
Place: The Bookworm; Countryside Village, 87th & Pacific
Topic: An Activity Exchange
Facilitator: Jamie Kennedy

Are you ever asked for icebreaker ideas, teambuilding games, or fun activities? Are you running out of ideas or tired of leading the same old activities? You're in luck - we're doing an activity exchange!

Join us in January and come prepared to facilitate one icebreaker or quick game others could use. Bring any materials necessary for your activity and a brief write-up (if needed) to handout to others for their reference. By the end of this energizing SIG, you should walk away with several new activities to use! If you don't have something to share, COME ANYWAY. You'll get some great idea and will be able to share with us in the future. Let's get up, get moving, and learn by doing in January!

Questions?? Contact Jamie Kelly at jk3429174@cox.net

Technology

Date: Tuesday, January 17, 2006
Time: 3:30-5:00
Place: OPPD, 444 S. 16th Street Mall, conference room 3 Atrium West Contact Sue Wymore at swymore@oppd.com if you need directions.
Topic: SnagIt - A picture paints a thousand words.

Facilitator: Marilou Mally, OPPD

A picture is worth a thousand words. SnagIt helps you take advantage of this age-old wisdom by changing the way you communicate with your co-workers, friends and family. Marilou Mally of OPPD will share how the company uses this simple yet complex tool in day to day communication.

We invite any ASTD member interested in this topic to join us. For more information on the Technology SIG contact Sue Wymore at 636-3842 or swymore@oppd.com

Teams

(Continued from page 4)

4. CELEBRATE ALL SUCCESSES.

When someone finally crosses my maze, the team typically gives a thunderous applause. But where was the applause for the person who made it only to the first row, the person who made it only to second row, and so on? We must reward all successes, for they make it possible for someone to make it all the way across. Who gets the recognition in your organization and how could it be improved?

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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

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

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: 1-2 years

Contact Janet Skogerboe, VP Marketing at jlsnp@hotmail.com

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

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

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

Job Postings

Training Specialist

Omaha Steaks

Manager, Training & Development

Fremont Area Medical Center

Training Supervisor

Omni Hotels Reservation Center

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

Or log onto ASTDNebraska.org. (Remember to login for access to the job listings page)

ASTD Reminders

Special Interest Group (SIG) Leaders Needed ~

ASTD Nebraska is currently looking for SIG Leaders for the Customer Care and Human Performance Improvement SIGs.

For complete details, contact Director of SIGS, [Jamie Kelly](#) or log onto ASTDNebraska.org and check out the Volunteer Opportunities page. Be sure to login to the website for access to this page.

2006 Monthly Meeting Schedule ~

If you're a planner, mark your calendar for the following 2006 monthly meeting luncheon dates. Be sure to keep reading the newsletter for details of each month's meeting!

- January 11, 2006
- July 12, 2006
- February 1, 2006
- August 2, 2006
- March 1, 2006
- September 13, 2006
- April 5, 2006
- October 4, 2006
- May 3, 2006
- November 2006 -TBA
- June 7, 2006
- December 6, 2006

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](#).

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!

New Members ~

April Carney
Douglas Atherholt

Renewing Members ~

Angela Skrivan
Cheryl Hamilton
Chris Pellman
Doug Young
Karen Amstuz
Katie Fehrman
Lisa Cameron
Mark Hunter
Penny Gildea
Sharon Hansen
Todd Sites
Valerie Noll

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



January 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 ~ January Luncheon/ Workshop

Join us Thursday, January 19, 2006 as Doug McCallum shares practical tips to help trainers become EXTRAordinary.

Stay for the workshop following the luncheon as he shares the knowledge and skills required to be a participant centered trainer. You'll be encouraged to move away from traditional training methods and implement ideas and learn ideas and techniques that will enhance learner engagement, retention of skills and knowledge and more!

Members Cost (Luncheon only): \$16

Non Members Cost (Luncheon only): \$32

Members Cost (Workshop only): \$40

Non Members Cost (Workshop only): \$50

Members Cost: (Luncheon & Workshop): \$49

Non Members Cost (Luncheon & Workshop): \$59

Location: Country Inn & Suites, 5353 North 9th Street, Lincoln

Time: 11:30am-1:00pm

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

Registration deadline is January 13, 2006.



ASTD Nebraska's 50th Anniversary Special

Celebrate 50 years of "Leading the way in Workplace Learning and Performance" by inviting a colleague to join ASTD Nebraska at a **50% savings** when you renew your Classic Membership in the month of December 2005 or January 2006.

This is your personal opportunity to help lead the way in training and development by sharing ASTD Nebraska's resources with a fellow professional at a remarkable savings in celebration of our anniversary.

Here's how it works:

- ☆ When you purchase a new Classic ASTD Nebraska membership *or* renew an existing Classic membership in December 2005 or January 2006, you may recommend a colleague to purchase a new Classic membership for 50% off the normal price.
- ☆ If your membership renews in June, simply pay your annual membership fee in December or January to extend your membership from June 2006 to June 2007 and your colleague can take advantage of the Anniversary Special.
- ☆ Simply e-mail contactus@astdnebraska.org or call 850-6710 in order to take advantage of this special offer.

Contribution • Recognition • Achievement • Belonging • Development

*Not valid in combination with any other offer. Memberships are non-transferable.