



**ASTD** NEBRASKA CHAPTER  
chapter  
Anniversary



**June  
2014**

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**Dear Glenda,**

How much change have you experienced in the last year?

Perhaps you've had to learn a complicated new software system. You may have taken on new team members or a new role. Maybe you have gone through a merger or an acquisition.

Change is routine in today's workplace; and no matter what you do, you probably can't - or shouldn't - try to stop it.

If you can embrace and cope with change, you'll be valued highly in your organization. You'll be seen as a flexible and adaptable team player, and this reputation can open up many opportunities. If, however, you consistently resist change, you'll be seen as "part of the problem" and you'll get left behind.

As we reach the halfway mark in 2014, ASTD Nebraska will be slowly changing the format and look of both the newsletter and website. This month's chapter newsletter will provide you with a glimpse of some of the new and exciting changes.

Sincerely,

Alex Latty-Bata  
Director of Communications

**Welcome to the Association for  
Talent Development (ATD)**

**Submitted by: Shelly Whittaker**

## 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.



## Annual Sponsors

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## Welcome to the Association for Talent Development!

Our chapter is excited to announce that on May 6, during a special live announcement at the ASTD 2014 International Conference & Exposition in Washington, DC, President and CEO Tony Bingham and the Board of Directors announced that ASTD is changing its name to the **Association for Talent Development (ATD)**.

Mr. Bingham talked about how training and development has grown over the 70 years that the association has been serving the field. What has not changed in that time is the purpose - developing people, their knowledge, skills, and abilities.

ASTD is changing to the Association for Talent Development to demonstrate how the impact, breadth, and influence of our profession stretches beyond training.

We will be transitioning over the next year with the intent to complete the transition by the end of 2014. Many of the new features of ATD have already been created by the national team, including the new logo.

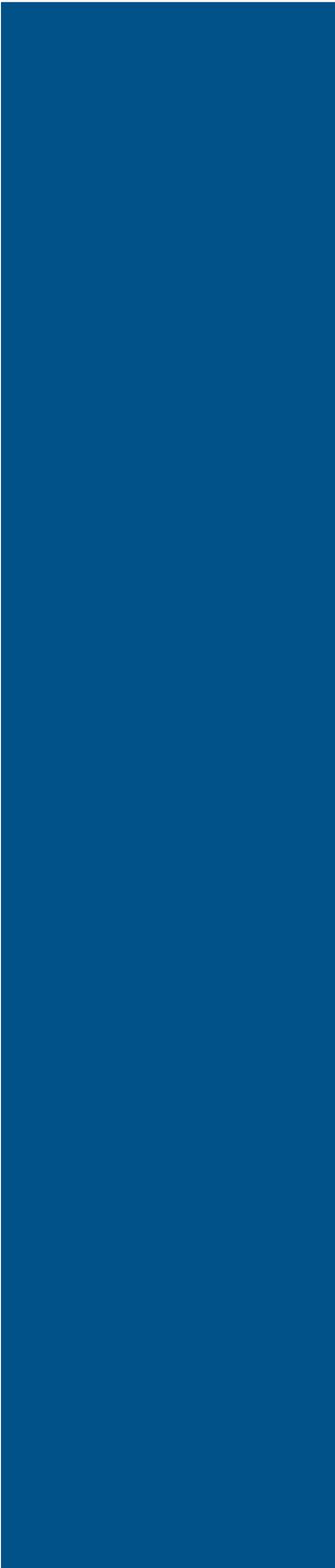
While the name may be changing, the chapter's Board of Directors want to assure members that the valued local programming, networking, and services available through the chapter will not change, nor will the chapter's mission and vision. Like the National ATD, training and development will remain at the core of the chapter and the level of service and commitment to members is stronger than ever.

We will continue to keep members informed of upcoming changes and look forward to others joining this journey. Together, we are creating a world that works better!

For more information and to review ATD's new name and announcement materials, please visit [www.astdnews.org](http://www.astdnews.org). For questions, please contact any ASTD Nebraska board member.

## The Rewards of a Mentoring Relationship

Submitted by: Pati Carr



# MENTOR

Throughout my career, I have been in a position to be a coach and a mentor for a several people. When I began taking on this kind of role, I approached it as if it were a one-on-one training session. This was true despite all the information telling me that training is not exactly the same as coaching and mentoring. It was not until I took on a Management position and then returned to a Talent Development position that I realized what it truly means to coach and mentor someone.

Coaching is very similar to training because both involve guiding the individual to the right answer by asking questions and helping him/her find the answers. Mentoring is more of a relationship where there is less "training" and more "providing feedback" through honest and open communication regarding what may truly be holding someone back from being successful. Mentoring can include filling in skill gaps, learning new information, or helping someone become self-aware in an effort to change what is needed for success.

Recently I began a mentoring relationship with someone I had previously managed. During the time I managed her, we had open discussions about her progress in learning the position and the unfortunate times in which she made a mistake or overstepped her authority. I always treated those discussions as a chance to help her learn her role and to manage her performance. Now that I am not managing but mentoring her instead, I see how beneficial the mentor relationship can be for an individual. What started out as what I thought of as "training" became honest discussions about who she is from the inside. She is very detail oriented. She is a perfectionist and fearful of criticism. She also gets defensive when she is challenged or mistakes are pointed out to her. As her mentor, when she brings me challenges, we talk less about the right or wrong way to do things and discuss how she is reacting to the situation, i.e., her first instincts, alternative reactions that could be more professional. and next steps. I have learned so much from working with her, and she has grown tremendously from the open and frank feedback I have provided.

A mentoring relationship is truly a rewarding experience for both the mentor and the mentee. I encourage everyone to consider developing a mentoring relationship whether it is through ASTD Nebraska's Mentoring Program or another avenue. Mentoring is absolutely worth the time and effort.

# Taking The Plunge: My CPLP Journey

Submitted by: Michelle Anthony



In 2012, I had been out of college for a few years and wanted to continue my education. I was hesitant to go back to school full time to pursue a degree about which I was not passionate and spending tens of thousands of dollars on something that would not have a direct benefit to me. I heard about a certification program through ASTD called the Certified Professional in Learning and Performance (CPLP).

The CPLP certification is a credential for Workplace Learning Professionals offered by ASTD National. The credential is broad-based and addresses training professionals' knowledge and performance achievements in the Areas of Expertise (AOE) as defined by the competency model. To obtain the certification, individuals must pass a 150-question application-based test on the AOE and submit a work product in one of four defined AOE's. I started by talking with my employer, and they agreed to pay for the certification. I then contacted the Director of Certification through ASTD Nebraska and signed up for a FREE study group.

The beginning of the journey was easier than I imagined. My colleague Erick and I met for an hour each week for nine weeks to work through each of the different competencies. Between weekly study sessions, I would take practice CPLP tests. I also created study outlines and flashcards and asked my co-workers to quiz me. I was spending about five hours a week preparing for the test. After a few additional intense independent study weeks, I took the test and was ecstatic when it was over, and I was immediately notified that I passed.

Once the test was completed, it was time for me to start developing my work product. The work product piece of my journey was the longest and the most challenging. There are very specific guidelines to follow, and I chose Delivering Training as my topic. This part of the certification process required a submission of a real-life project in one of four AOE's. There were a handful of narrative questions that I had to answer

regarding my work product including describing my project and how it was carried out, a project description, contributing factors, and key action performance goals. Within the work product, I also had to provide evidence that validated my key action performance goals. After writing, re-writing, and writing again, I shared my project with whomever was willing to review it for me. My boss, a co-worker, and three members of the ASTD Nebraska Board took their time to review and give me feedback on my project. Needless to say, there was more writing and re-writing.

The deadline was soon approaching. After spending about 90 hours on my project I was ready for this piece of the journey to be complete. I anxiously awaited my score. Then, the email arrived to inform me that my work product had passed; I was now officially CPLP certified. Obtaining the CPLP certification is a huge commitment but a very worthwhile one.

To learn more about the CPLP certification process or to attend an orientation session about earning a CPLP certification to be held on July 8, email [directorcertification@astdnebraska.org](mailto:directorcertification@astdnebraska.org).

## The Good We Do

**Submitted by: Kim Whiteside**

June is National Professional Wellness Month. It is a time to reflect on what we do and how what we do impacts others in a way that is helpful and healthful. If, after reflection, we decide that we would like to change the results of our efforts going forward, we can make plans to do so.

Have you ever asked yourself what your training legacy will be? If not, I challenge you to try it this June. I once heard training defined as "change." (I rather like that definition.) If that is true, then what enduring and healthy change are you helping to create? Is it what you want it to be? Are you celebrating if it is? Are you altering it if it is not?



In the training and development industry, we have the privilege of improving peoples' work-lives and exposing people to learning events they might not otherwise have. We can be catalysts for change, understanding, and the acquisition of new information in a way that enriches peoples' lives. During the month of June, consider all the special gifts you are using to make a difference in the way people think and work.

As your Director of Social Media, I encourage you to use the ASTD social media platforms (Linkedin, Facebook, Twitter, Google+, and Pinterest) to discover what others are doing to improve lives and to celebrate what you have done to leave a lasting experience of helpful and healthful change on your job for yourself or in the industry.

## Trainer's Institute: Foundations

Submitted by: Jon Titus



Do you want to learn more about classroom facilitation or eLearning technology? Do you want to keep the attention of your trainees or need a few good tips on managing the problem behaviors of your participants? Look no further than **Trainer's Institute: Foundations**.

Sign up today for ASTD Nebraska's premier summer learning event. Through TI: Foundations, participants will become ASTD Nebraska certified trainers. In the scheduled workshops over the course of four beautiful afternoons at Nebraska Methodist College, individuals will boost their skills on the most important learning and performance competencies, including the following:

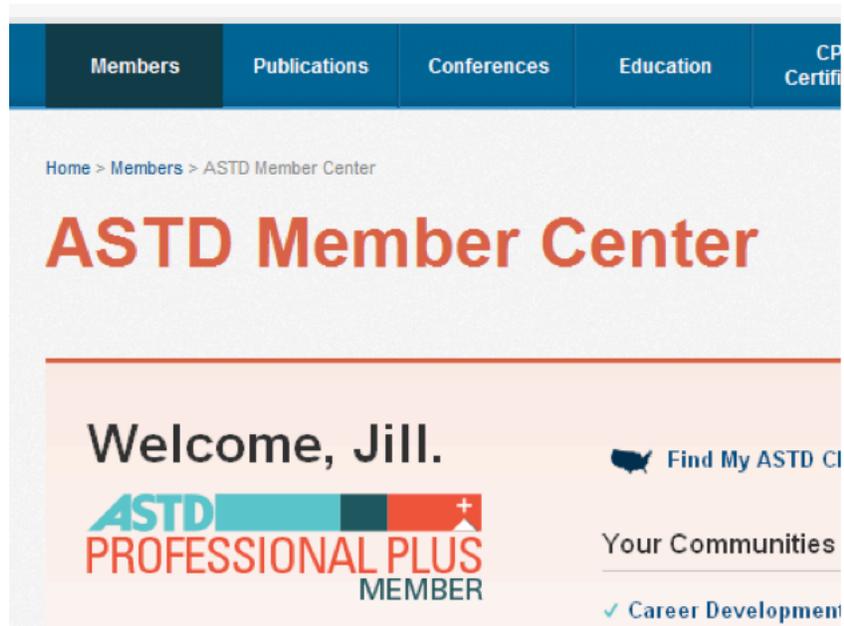
- Communication in Training & Development
- Coaching
- Evaluation
- Instructional Design
- ADDIE
- Adult Learning Principles
- Training Needs Assessment
- Delivering Training
- Learning Technology and eLearning

If you want to increase the success of your next training initiative and enhance your skills as a workplace learning and performance professional, join us July 8 - 11!

[REGISTER TODAY](#)

## Hidden Benefits of Your National ASTD Membership

Submitted by: Jill Banaszak



One would think as a seasoned board member I would have all the numerous benefits of being a local chapter and National ASTD member ingrained. During the International Conference and Expo in Washington, DC, I was reminded about two benefits that I had let slip out of my mind.

Did you know that based on your National membership level you get free eBooks? Professional level members get one free eBook per year, and Professional Plus members get two free eBooks. The timing of this reminder was perfect because I had my eye on a few books at the bookstore at the conference, and they were all in the list of free eBooks I could choose from as part of my membership! Not only did it save me money I would have spent purchasing them at the bookstore, it also saved the extra \$100 I would have had to spend for my luggage being overweight on the flight home. Examples of the eBooks I was able to obtain include *Leaving ADDIE for SAM*, *The Self-Aware Leader*, *90 Days 90 Ways: Cutting Through the Noise*, and 11 other pages of books from which to choose!

Another great benefit of a National membership that I had totally forgotten about is the Career Navigator. The Career Navigator lets the user explore various roles, the skills necessary to function effectively in each role, and the resources that are available to help build those necessary skills. The user enters his/her current skill set and career goals, and the Navigator provides a detailed report showing ratings compared to the target proficiencies needed in that position. Additionally, the Career Navigator provides training activities to help close any proficiency gaps.

Check out the Career Center under Members on the [www.ASTD.org](http://www.ASTD.org) site for more information and to redeem member benefits. The free eBooks

and the Career Navigator are only two of MANY benefits a National ASTD membership provides.

## The Name Game

**Submitted by: Ralph Wojcinski**

When ASTD National recently announced the name change to ATD (Association for Talent Development), many members - both local and national - had some burning questions, such as:

- Why now?
- Why was the word "American" omitted from the new name?
- What happened to the word "Training?"

I questioned the change, too. Everyone is resistant to change, to some degree. The tagline at [www.astd.org](http://www.astd.org) is: "ASTD is changing to meet the growing needs of a dynamic, global profession."

The key component of the change to "ATD" is the word "talent." Through efforts to impact learning and provide training (which is evolving into many variations such as 3D interactivity and gaming, etc.), the organization is affecting the talent of individuals and effectively improving organizational performance.

By removing the reference to "American," ATD is moving toward an international, collaborative effort which opens the organization up to many global opportunities.

Just for fun, review the name changes below, and think about the impact of the changes.

New Name	Old Name	Why the Change?
Chicago	Chicago Transit Authority	Chicago is a BAND, not a bus and train service!
Rhode Island	State of Rhode Island and Providence Plantations	Easier to remember, but it's not really an island.
Apple	Apple Computer	Evolution: Apple products have become more numerous and diverse over time.
Snoop Dogg/Snoop Lion	Calvin Broadus	Have you ever heard of a rapper named Calvin?
Xerox	The Haloid Company	They developed a photocopying machine based on a technique known as xerography, the basis for Xeroxing. The process became wildly popular.

In most cases, changing the names of people and organizations make sense. Sometimes it is more profitable to have a catchier, memorable name; and in other cases, it happens out of necessity, such as the name "Nissan."

In the 1970s and mid-1980s, the "Nissan" car brand was "Datsun" in the United States to avoid American hostility toward the "Nissan" brand, which was used by the company when it was a major Japanese military manufacturer during World War II. As risk of this resentment faded, the company's desire for a singular global brand took over, and the "Datsun" title was phased out.

The company relaunched "Datsun" in 2013 as the brand for low-cost vehicles manufactured for emerging markets, due to brand recognition.

I invite you to not only accept but embrace our organization's name change. Besides, the new ATD logo will look better on T-shirts!

## Request for Feedback and Suggestions for Newsletter Content

ASTD Nebraska is always looking for ideas for articles or other content. If you are 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

**Marge Bach**, Lincoln Financial Group  
**Jeanne Baer**, Jeanne Baer Presentations  
**David Bohlken**, Gordmans  
**Jill Borgelt**, Farm Credit Services of America  
**Carol Brush**, Farm Credit Services of America  
**Lynette Campbell**, Farm Credit Services of America  
**Karen Dwyer**, UNO School of Communication  
**Sarah Hampton**, Valmont Industries  
**Amber Hutchinson**, Mutual of Omaha  
**Andrew Kerschinske**, Farm Credit Services of America  
**Abbie King**, Mutual of Omaha  
**Julie McKinney**, Mutual of Omaha  
**Mike Oney**, Physicians Mutual  
**Sabrina Printz**, Gordmans  
**Scott Schreiter**, Gordmans  
**Beth Swinney**, Gordmans  
**Beth Voss**, Farm Credit Services of America  
**Carli Whitfield-Stoller**, Gordmans

# Calendar of Events



## [ASTD Nebraska Program: The Parallels of Teaching Adults and Children: How Much Have You Been Over-Emphasizing Adult Learning Principles?](#)

**Day: Wednesday, June 11, 2014**

Time: 5:00 p.m. - 6:30 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

## [ASTD Nebraska Trainer's Institute: Foundations 2014](#)

**July 8 - 11, 2014**

Time: 12:00 p.m. - 4:00 p.m.

Location: Nebraska Methodist College, 720 N 87th Street , Omaha, Nebraska 68114

## [ASTD Nebraska July Summer Social](#)

**Day: Saturday, July 12, 2014**

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

Location: Sempeck's Bowl, 20902 Cumberland Drive, Elkhorn, Nebraska



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