



Volume 27, Issue 3

March 1, 2006

March Luncheon Lecture on Coaching Change

Our quarterly theme, *Facilitating Organizational Change*, continues on Wednesday, March 1, 2006 with the following luncheon lecture/workshop:

Topic: Coaching for Change
 Presenter: Duane Salonen

Duane Salonen is president and franchise owner of Dale Carnegie Training in Nebraska and South Dakota. He offers 27 years of experience in Dale Carnegie and has coached thousands of professionals at every level.

Coaching for Change is a program that will take you through 11 common pitfalls in managing people and change, talk about 5 corporate alignment challenges, discuss the delegation and accountability process and introduce you to writing a plan to make change happen at the jobsite.

Stay for the workshop following the luncheon! This session will investigate ideas for the coaching and development of key people during times of change. By focusing on duplicating ourselves as leaders and managers, we can begin to see how we can get more done, faster, with less. Leave this interactive session with a plan for distributing the results expected in your department while developing future leaders of change.

Register online - ASTD Nebraska members must sign in to receive the member rate. If you prefer, you may also register by calling ASTD Nebraska at 402-850-6710 or by emailing contactus@astdnebraska.org

11:00 - 11:30 AM - Registration/Networking
 11:30 - 11:45 AM - Buffet Lunch
 12:00 - 1:00 PM - Program
 1:30 - 3:30 PM - Workshop

Location: Westside Community Center - 3534 S. 108th (108th & Grover)

Luncheon cost: Member \$15 / Non member \$20
 Workshop cost: Member \$60 / Non member \$75 No shows will be billed.

Registration deadline: February 24, 2006

The winner of our February program give away was Carol Thornell. She won a copy of the book AI Handbook by David Cooperrider, Diana Whitney, Jacqueline Stavros.

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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!

Presenter University [website](#)

Business Balls [website](#)

Thiagi Group - Free Resources page [website](#)



President's Perspective



Your chapter leaders have already begun executing portions of our Strategic Plan. Simply stated, our vision is focused on Active Involvement, our Value Proposition and our Processes Manual. In this month's President's Perspective, I'd like to share with you some recent success stories.

Our efforts towards increasing member involvement have resulted in the:

- Development of a new process to follow-up with lapsed members to reengage and encourage renewal
- Placement of five of our members into opportunities customized to their desires and skills, welcome Dawn, Angela, Roxana, Valerie and Scot!
- Creation of an ASTD Events at a Glance calendar to help our members better forecast and attend our events – coming soon!

Our focus on our value proposition drove the following success stories:

- Created two Directors of Sales positions to promote ASTD to the Omaha Metro Area Business community, congratulations to Dave and Marilyn
- Executive team meetings with the Human Resource Association of the Midlands and the local chapter of the National Speakers Association to create strategic partnerships and mutually expand the services and resources we provide our members

Our desire to improve chapter processes includes these recent achievements:

- Creation of Website Issues Ticket System for tracking needed changes/enhancements to the site
- Development and implementation of a chapter leader's WIKI to coordinate our work efforts and capture and refine best practices

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

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

president@astdnebraska.org

Project Management: How to be Successful with Change

Change happens! We have all heard it. Nothing remains the same. And in the world, that appears to be so true. Change management is a key skill or role that project managers must master in order to be successful. After all, project management is change management. All managers deal with change and the resistance to change. To some of your people, change is bad. However, not all change is bad. Some changes are good. Shall we explore some tools, techniques, and more when dealing with change that will make you more successful?

1. **What.** Clearly understand the scope of the change. Nothing is more harmful than not having a handle on the "what" part of the change. Make sure you understand the "what" of the change.
2. **Why.** This may be the most important part! You must know why the change is happening or proposed. Your people will want to know. Get the facts about the "why".

(See Project on page 5)

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: Tricia Danielsen

Board position: Past President

Contact email address: pastpresident@astdnebraska.org

Years with ASTD Nebraska: 18 years

Employer: Mutual of Omaha

2006 Goal for ASTD Nebraska: I would like to see ASTD Nebraska continue to be the resource for training, developing and mentoring our future great community leaders.

Surprising tidbit: I Have become known as the "Networking Queen" by taking advantage of every single second available at the ASTD Leaders' Conference, including those that span the early hours of the morning. J By the time the conference is over, I know leaders from every chapter in attendance! (Anyone that's been around me much knows that I'm definitely a late-night person!)

Resilient Organizations and Society

A resilient organization produces great environmental value. The value can be assessed in terms of organizational boundaries, environmental interaction, and process management. Resilient organizations contribute to social well-being because they create and engender respect - in the largest sense of the word. In return, the organizational opens possibilities for long-term growth and talent retention. Resilient organizations complement social environments.

Unlike many other organizations, resilient organizations are responsive. Resiliency suggests that an organization embeds understanding of what it means to operate at the prime-of-life. At prime, organizations abandon take-it or leave-it approaches. Resilient organizations seek solutions with stakeholders that value the long-term interests of all parties. Resilient organizations receive community appreciation that translates to organizational and social well-being.

Work in a resilient organization drives membership and commitment. The organization no longer remains a just a place to collect a paycheck but engages others in larger social endeavors. There are multiple examples of organizations that translate respect and responsiveness into firm well-being. Given the opportunity to work for a mission-critical organization or one that simply drives profits, people choose mission. Sagacious leaders know that mission and profit can be complementary concepts.

In a world that challenges us with many new demands, the need for resiliency is high. Leaders who understand the concept of resiliency will enjoy career success. Resiliency focus is often at the individual level of leaders. We can challenge ourselves by developing resilient organizations. These organizations will create future value by appreciating the current environment and focusing on desirable and sustainable futures.

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



Advance Trainers Institute Pilot Program

March's workshop topic is **HPI - The Trainer as a Performance Consultant**

This session on HPI focuses on the trainers roles as a performance consultant. This workshop will focus on the differences between training skills and consulting skills. The role of every good trainer should be to analyze the needs before presenting the training. Performance consulting is a logical first step to needs analysis.

Date: Monday, March 20, 2006 **Time:** 8:00 AM - 5:00 PM

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

Price: \$200 ** Registration deadline is March 15, 2006

Register online through our Events Calendar 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, www.astdnebraska.org for workshop details.

Project

3. **Who.** Identify the people issues involved with the change. Who will implement the change? Who will be negatively impacted by the change? Who will benefit from the change? Who will accept the change? Who will resist the change and why? Who will be your allies in implementing the change? Have you involved the people impacted? Who has the most to gain and the most to lose?
4. **When.** When will the change occur? If the change takes place later, will it be more acceptable? If the change occurs sooner, will it be less acceptable? What is the impact of the schedule on you, your project team, and the organization? Is there flexibility in the schedule?
5. **Where.** Where will the change occur? Will it impact several locations or offices? Are there challenges associated with the location issues? Do these location issues impact the schedule?
6. **How.** How will the change be implemented? Does the change involve the entire organization and outsiders? Could you look at historical data or visit with long-time employees about past changes that are similar to see how they implemented similar ones? Are there alternative implementation strategies that decrease the impact of the change? Have you involved the people in planning the how portion of the change?
7. **WIIFM.** Remember that we all view change from our own perspective. It is a fact of life. So the folks on your team will ask you questions about how the change will impact their world. Be ready with honest and thoughtful answers. Ask questions of them and see what they think. Do not tune them out. Listen.

Most people fear change because in the past change meant loss to them. Maybe they lost a job, lost power, lost money, or lost a sense of belonging to the team. However, change takes place for a reason and it is our job to understand that reason and determine all we can about the change. There are two sides to every change. We need to maximize the positive and minimize the negative.

Published with permission by Dr. Daniel R. Price, PMP. Dr. Price is the facilitator of Advanced Trainers Institute's Winning at Project Management For Trainers. His company offers training, development, coaching, and consulting assistance in management issues with a specific focus on innovative systematic solutions and workshops/seminars in project management. www.winning-ways.com

March 2006 SIG Meetings

Books, Toys, and Games

Date: March 28, 2006
Time: 3:30-5pm
Place: The Bookworm, Countryside Village

Topic: Your Best Year Yet! Ten questions for making the next twelve months your most successful ever by Jinny Ditzler
Facilitator: Karen Morey, Results Coaching

This is an interactive "workshop-in-a-book" that offers a transformational, goal-oriented program based on ten simple questions. These straightforward, life-changing practical steps have helped thousands of individuals make each year their "best year yet."

Karen Morey, who is a certified program leader for Best Year Yet for corporate teams, will discuss the transformation principles described in this book and how they apply to individuals on a personal level. She will walk us through some of the exercises in the process and help us each begin creating our own best year yet!

No reservation needed! Contact Jamie Kelly at 402.926.7155 or jkelly@hdrinc.com with any questions.

Save the date! April's Book, Toys & Games SIG will be April 25th from 3:30-5!

Technology

Date: March 21, 2006
Time: 3:30-5pm
Place: First National Bank tower – 16th & Dodge, 7th floor (parking available in the Doubletree parking garage)
Topic: Re-writing Training
Facilitator: Dar Piatt, First National Bank

Re-writing training needs to be done, but what do we do? Where do we start? It may sound old, outdated, and even "corny" but ISD (instructional systems design) to the rescue!

Working through the ISD model produces results. Come share in a case study about how to help SMEs become star course developers!

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

Save the date! April's Tech SIG will be April 18th from 3:30-5!



Chapter Volunteer Opportunities

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

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

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@cox.net

Volunteer Position: Director of Public Relations

Description of Job & Responsibilities:

- Assist in promoting ASTD Nebraska's events, programs, monthly luncheons, services, etc.
- 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

Volunteer Position: Awards Committee Member

Description of Job & Responsibilities:

- Review awards nominations, participate in selection of recipients and plan annual awards celebration
- Market awards opportunities

Time commitment: 2-4 hours per month

Length of commitment: 10 months

Contact Aileen Sigler, Director of Awards at 351-6419 or Aileen.Sigler@Mutual of Omaha.com



Job Postings

Omaha Home for Boys

Training Institute Admin Assistant
Training Specialist

Telecom Training

Contract Instructional Designers
Contract Trainers

CorporationCon Agra Foods

Training Specialists

Distribution Mgmt Systems

Training Specialist/Developer

Union Pacific

Director- Training Development, Systems and Administration
Senior Manager- Training Delivery:
Program Manager (Leadership Development)
Training Developer

Robert Half International

Training Manager

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)

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 ~

Cheryl Goodman
Sharyn Crawford-Jones

Renewing Members ~

Angellina Ribordy
Doug Hayko
Laura Handrick
Mary Wholey
Michael Mitilier
Nancy Vaughn
Roxana Morrow
Angie Stave
Linda Beiriger
Michael May
Rick Zaporowski

CIT Schedule

Mar 22-23, 2006

Needs Assessment

Registration deadline: Mar 13, 2006

Apr 12-13, 2006

Curriculum Design & Development

Registration deadline: Apr 10, 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



March 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 ~ March Meeting

ASTD Lincoln and Lincoln HRMA have joined together and will present the March luncheon topic on **March 22, 2006**: *"Change Management, Succeeding in Spite of the Facts"*

Join speaker Cy Wakeman as she talks about how organizations faced with change, thrive as they break through learned helplessness, rallying teams to respond to the challenge, while maintaining 100% accountability.

Key competencies introduced in this presentation include responding to change, handling conflict and building commitment in teams.

Members Cost: \$20
Non Members Cost: \$32

Location: Holiday Inn, Downtown, 141 N 9th Street, Lincoln
Time: 11:00am-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 March 16, 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 March, 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:

- Mastering the Art of Persuasion
- Command Performance - Communicating with Power

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