



Volume 27, Issue 4

April 1, 2006

April Luncheon Kicks Off New Quarterly Topic

Quarterly Theme: Talent Managements
 Program Topic: Personal Goal Setting
 Presenter: Karen Morey / 5 Principles of Personal Transformation

In a fun, proven, interactive session, Karen Morey introduces the principles on which the Best Year Yet process is based. Best Year Yet is a transformational, goal-oriented program based on ten simple questions which lead individuals and teams to straightforward, life-changing practical steps for achieving the results they have always wanted.

In this presentation, Karen gives participants the opportunity to apply the principles to their own personal and professional lives while gaining an overview of how the Best Year Yet system works.

Karen Morey, a partner in Results Coaching, is a certified program leader with Best Year Yet, a worldwide organization that works with executives and their teams to close the gap between their strategic plan and the results they are actually achieving. Her recent clients include Bank of the West, HKS Systems, Girl Scouts – Great Plains Council, and Pinnacle Bank.

Since 1998, Karen has operated an independent corporate training business as The Morey Group; four years ago she joined the Best Year Yet organization and now focuses all her efforts on helping clients to reach the targets they have defined. Prior to 1998, Karen managed both sales and operations divisions for Commercial Federal Bank in Nebraska and Colorado.

A former Spanish teacher, Karen is an avid traveler and an active advocate for girls and young women. She is past president of the Girl Scouts Great Plains Council, past president of Omaha Network, and a long-time member of ASTD Nebraska. For fun and relaxation, she quilts and organizes reunions for her extensive family.

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
 1:00 - 1:00 PM - Program

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

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

Registration deadline: March 31, 2006

The winner of our March program give away was Kevin Richardson. He won a copy of the book Copy of the book "Change Monster" by Jeanie Daniel Duck.

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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



Efforts towards active membership involvement, membership value and streamlined processes are continuing to produce positive outcomes!

Our continued dedication to increasing member involvement have resulted in the:

- Finalization of data points to track membership involvement
- Pursuit of a strategic partnership with the Non-profit Association of the Midlands.
 - * Their mission "To maximize the capacity of members, individual and collective, to deliver programs and services efficiently and effectively to meet organizational and community needs" is very much in alignment with our chapter's mission and so look forward to hearing about opportunities for you to get involved in the community!

Our focus on our value proposition drove the following initiatives:

- Creating Student Special Interest Group in partnership with the University of Nebraska, Omaha
- Expanding our list of talented speakers for presentations at monthly programs and Special Interest Groups
- Adding free T&D on-line training donated by our new Director of Sales – Dave Arch

Our efforts towards improving chapter processes include:

- Initiating the development of a webpage to address Frequently Asked Question about ASTD Nebraska membership & business lines– feel free to send questions to me!
- Development of an email template to streamline ASTD communications to membership

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

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

president@astdnebraska.org

Talent Management - Find It Within!

In our quest to help individuals capitalize on their unique skills and talents we discovered that we received the best responses from prospective employers when we could demonstrate how our clients embraced or developed new technologies, adapted to rapidly changing business models, and sought continual expansion and development of their skills. Some of our most successful clients had one thing in common no matter the industry or job function – they took responsibility for their own talent management.

Reading any HR or business publication in the last few years has told you that the aging workforce will leave many organizations without their critical talent and that there is often an inadequate supply of younger talent. A premium is being placed on candidates who can ensure their performance will remain high-performing and well-suited to the strategic needs of the business.

At the same time not all companies are catching on. Our experience suggests that too many firms rely on recruiting new talent rather than systematic development of internal expertise. This generally leaves them unprepared to respond quickly to business

(See Talent 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: Diane Skrobo

Board position: VP Membership

Contact email address: vpmembership@astdnebraska.org

Years with ASTD Nebraska: 3 years

Employer: OPPD

2006 Goal for ASTD Nebraska: I would like to see ASTD Nebraska become an even more widely used resource for our members in their personal and professional development, whether it's through networking or information they gain at one of our many learning opportunities.

Surprising tidbit: Greyhounds, greyhounds, greyhounds! My husband and I have adopted five retired racing greyhounds who range in age from 7 - 12. They keep us busy, but what fun.

Leadership Complacency

Leadership complacency serves none well. The great challenge in leadership complacency is that it is an accelerating problem. If complacency is not addressed, the leader — and his or her organization — risks greater complacency. Approaches to ending complacency begin with rut busting. If we can break up our unhelpful routines, we stimulate new ways and approaches for solving problems. This opens the door to creating new experiences.

Complacency, when not addressed in leaders, creates ill effects in teams. Often, members of teams with complacent leaders complain of dissatisfaction. Too often, the complacent leader says, "Just give me some time." While we don't want our experiences to happen in sound bits and bytes, time demands speedy solutions. To bust complacency, some organizations create job rotations and stretch assignments. In all case, organization committed to diminishing complacency foster open-information environments.

To plan for the expression of creation — a key aid in diminishing and ending complacency — organizations can experiment with several approaches. First, organizations can concentrate on creating short-term assignments or groupings. Organizations can also foster think-tank environments or assist the complacent executive to grow by presenting him or her with comparative data. There is never an excuse for not leveling or being honest with the complacent leader.

You can influence these circumstances by fostering outside-in perspectives. Allow for some ad-hoc approaches to creating change. On the issue of complacency reduction, guidance will always win when compared to controlling others by steering them in a certain direction. Additionally, fun can be a major asset in helping others to move towards new levels of action.

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

April's workshop topic is **Advanced Writing for Trainers**

The first half of the workshop will build or reinforce effective writing techniques that can be applied to any business-writing situation, whether writing an e-mail, crafting a proposal to request additional resources, creating a training presentation, or preparing a disciplinary document. Participants will be introduced to techniques to help plan, draft, and edit any written communication to ensure it is clear, concise, visually appealing, and expresses the appropriate tone.

The second half of the workshop will focus on using some of those same techniques to create materials unique to the training environment – needs assessments, performance objectives, survey and test questions, and evaluation questions. Participants will walk away from the training feeling confident in their ability to write clear, unambiguous text and questions that elicit the intended responses. The workshop will conclude with suggestions on providing feedback on other peoples' writing; an essential skill for anyone in management.

Date: Thursday and Friday, April 27 & 28 20, 2006

Time: 8:00 AM - 5:00 PM

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

Price: \$250 ** Registration deadline is April 21, 2006

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

For more information, please contact Tamara Dowling - tdowling@oppd.com or log onto our website, www.astdnebraska.org for workshop details.

Talent

(Continued from page 3)

opportunities and constantly struggling to have the right people in the right jobs at the right time in order to deliver improved business results.

This is where the training and development function comes in! Training professionals can educate their organizations and show them the way to internally-developed performance by:

- Aligning training development strategies with the business and human resource strategies of their organization
- Developing and implementing forward-looking talent development programs in objectively identified, prioritized, and culturally relevant skill sets
- Executing these talent development programs consistently to ensure the greatest return-on-investment and sustainability

It has been my experience and the experience of many of my clients that our local chapter of ASTD provides training professionals the skills, knowledge, and networks they need to be successful in addressing the need for Talent Management in today's business environment.

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April 2006 SIG Meetings

Books, Toys, and Games

Date: April 25, 2006
Time: 3:30-5pm
Place: The Bookworm, Countryside Village

We currently have not had anyone volunteer to present a book or game for April!

Please contact Jamie Kelly at 402.926.7155 or jkelly@hdrinc.com and volunteer to informally present a book, toy or game for our group. Once a facilitator and topic has been identified, an email will be sent notifying our chapter members of the details. We would appreciate your support!

Save the date! May's Books, Toys & Games SIG will be May 23rd from 3:30-5!

Technology

Date: April 18, 2006
Time: 3:30-5pm
Place: ESU 3 building (6960 S 110th St)

Topic: Non-Techie Tools for Training
Facilitator: Sherry Sivey, Nebraska Business Development Center

Using technology for training does not have to be difficult. Come discover how Sherry incorporated digital technologies into professional development training. Sherry will do a brief demonstration of some simple tools that anyone can use.

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

Save the date! May's Tech SIG will be May 16th from 3:30-5!

Advertise Your Services

Networking – Web advertising – Consultants – Speakers – Trainers – ASTD Nebraska – Creditability – Trusted

What ties all these words together into a great opportunity? The consultant link on www.astdnebraska.org.

If you own or manage a training consultant business, why not place your company's information on our website. Maybe you freelance as a motivational speaker and don't have a lot of resources dedicated to developing a website, why not use ASTD Nebraska's consultant page to list your specialty.

As a member of ASTD Nebraska, for around 20 cents a day, you can have your information listed on our website for a whole year. Visit our website and click on the *Need a Trainer/Consultant* link for an application.

Questions? Contact Janet Skogerboe, VP of Marketing, at 402-351-8341 or janet.skogerboe@mutualofomaha.com



Certified Professional in Learning and Performance (CPLP)™

After a successful pilot, National ASTD is launching the 2006 CPLP Operational Program! Acquiring the national certification requires a two part assessment process. Candidates must pass both assessments to become CPLP certified. Successful candidates are awarded the CPLP credential from the ASTD Certification Institute.

- Part I is a knowledge based exam covering nine Areas of Expertise:
 1. Delivering Training
 2. Designing Learning
 3. Measuring and Evaluating
 4. Improving Human Performance
 5. Managing the Learning Function
 6. Facilitating Organizational Change
 7. Coaching
 8. Managing Organizational Knowledge
 9. Career Planning and Talent Management
- Part II is a work product submission demonstrating your performance in one of the first three Areas of Expertise.
- Candidates must have at least 3 years of related work experience (most successful candidates have 5 years or more)

The testing fee for ASTD National Members is \$750 and \$950 for non-members. 2006 CPLP fees include:

- Candidate Bulletin – CPLP program policies & procedures, test/study outline
- Sample test (10 items)
- CPLP knowledge exam (test seats available in most major US and Canadian cities – locations TBA in May 2006)
- Work product scoring (for candidates who pass the knowledge exam)
- CPLP certificate (must pass knowledge exam and work product)

2006 CPLP fees do not include: study materials beyond the test outline, study group support or travel expenses to and from the testing center

2006 CPLP Testing Schedule

Cohort	Registration Begins	Knowledge Exam Window (Part I)	Work Product Window (Part II)	CPLP Awarded
July 2006 #0106	May 2006	July 2006	Aug-Oct 2006	Dec 2006
Nov 2006 #0206	Aug 2006	Nov 2006	Dec 06-Feb 07	Apr 2007

Please contact certification@astd.org if you are interested in being placed on their priority list. Provide your name, mailing address, and an accurate email address. They will contact you when registration opens for the July testing window.

ASTD Nebraska participants of the pilot would be happy to answer your questions! If you have questions about the CPLP, please feel free to contact us at contactus@astd.org



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: 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



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 Mitiier, 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.Skoerboe@MutualofOmaha.com

Job Postings

HDR, Inc

Training Consultant

Union Pacific

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

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 ~

Jennifer Metzler	Helmi Polkowski
Chad Ebel	Jeanette Nixon
Laura Roccaforte	Carrie Bates
Jennifer Spiess	David Dechant
Julie Jaspersen	Heidi Krizek
Rhonda Polking	Kim Watkins
Renee Siebenaler	Lorrie Taylor
Jody Ford, Ph.D.	Richard Hatton
Tasha Barton	Dawn Inzauro
Crystal Olson	Andrea Gordman
Melissa Winter	Debra Baird
Paulina Wilbur	Duane Salonen
Damon Ellington	Stephanie Wiese

Renewing Members ~

Terry Ralph	Kathleen Ocasio
Steve Farner	Sherry Phillips
Keith Howard	Catherine Rawlings
Delores Morud	Paul Knutson
Jeff Dahms	

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

Apr 12-13, 2006

Curriculum Design & Development

Registration deadline: Apr 10, 2006

May 12-13, 2006

Advance Presentation Skills

Registration deadline:

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.



**The
Disney
Institute
is coming
to Lincoln in
May of 2006!**

**For more info visit:
www.astdlincoln.org**




April 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 ~ April Meeting

ASTD Lincoln's April meeting will be held on **Thursday, April 20, 2006.**

The topic is **"Self Leadership: Stop Waiting for Someone Else to Lead You!"** presented by **Laurie Sampson**, Education & Professional Development Director at Duncan Aviation.

Whether we're in positions of authority or lower on the organizational chart, we can't begin to lead others until we've learned to lead ourselves. Influencing ourselves combines self-awareness with having goals and vision. It's also the ability to identify and accept improvement opportunities to help us achieve the goals and vision. If you've never taken a serious look inward, or it's been awhile, Laurie will help us take some time to get acquainted with the person in the mirror

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

Location: Southeast Community College Continuing Education Center, 301 S. 68th St. Pl., Lincoln; 11:30am-1:00pm.
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 Friday, April 14, 2006.

Mark your calendar

Are you a New Member or thinking of joining?

Learn more about what your ASTD Nebraska membership can do for you.

Attend the next Member Orientation Session!

Member Orientation Session
Tuesday, May 16
11:30-12:30

Bellevue University
Lozier Professional Center
2810 North 118th Circle
Omaha, NE 68154



* Sign up on-line at astdnebraska.org

www.astdnebraska.org

Contribution • Recognition • Achievement • Belonging • Development