



ASTD NEBRASKA - May Newsletter

May 2012

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Dear Shelly,

It's May, it's May, the lovely month of May!

Yes, I know that sounds corny, although appropriate for the time frame. Not to mention, I have been in a Broadway musical mood lately. I recently took my son to see one of my all-time favorite musicals..."Fiddler On the Roof." It was a thrill to see his reaction to the theme of the show and to experience the excitement of a live performance versus the techno feel of a movie theater or flat screen TV form of entertainment.



In the theme of "Fiddler," we can all take away something here that applies to the world of the Learning Professional. Tradition...Do we find ourselves always preparing curriculum in the same way due to comfort? Or maybe fear stops us, because we don't want to change the environment for our

participants. Maybe budget cuts have stifled us so that we can't step out of the box and invest in technology to enhance what we do. Whatever the cause, I am going to challenge myself to be more creative in my planning and development...and not to mention change up my styles of facilitation.

Traditions are important, and we need to hold on to some of our tradition for consistency sake. Sometimes creativity is in order. For example, I recently read an article where IBM was forced to adjust the ADDIE Model to better fit their needs for global eLearning and blended environments. The traditional model just wasn't enough for their instructional design needs. So with some creativity and blended with tradition, they now have their own IBM-branded instructional design method.

So, although we feel the comfort in our training traditions, what's so wrong with bending the rules...just a little? Even Tevye made a couple of exceptions! Here's to a month of making new traditions in your learning communities!

Sincerely,
Jill Idelman
directorcommunications@astdnebraska.org

May Program:

[New and
Renewing Members](#)

[Calendar of
Events](#)

Leadership Communication Essentials Event and Workshop

Submitted by: Jill Banaszak

May's program offers an added workshop to the regular programming event! We are honored to have guest speaker Doug Seaberg as he presents "Leadership Communication Essentials."

Doug Seaberg serves as Vice President of Sales for Kansas and Missouri at Dardis Communications. He brings with him 20+ years of management, sales, and marketing experience with a proven track record of business development and presentation expertise.



Adult learning professionals and anyone in the world of business communications will find value in this program with the option for an additional afternoon workshop. "Leadership Communication Essentials" is a highly interactive and fast-paced group experience that will introduce participants to the key concepts of delivering effective, clear, and compelling messages. The session builds on one's own strengths in presentation and dialogue skills while targeting areas for improvement. Participants will learn how to engage the audience through specific physical delivery skills and techniques. The program and workshop will provide a basis for participants to more clearly understand "how" a message is delivered impacts the listener's ability to understand and take action on the message.

Join us on Wednesday, May 9, 2012, from 11:30am to 1:00pm for the regular program. We invite you to stay and participate in the extended workshop from 1:00pm to 3:00pm at Scott Conference Center, 6450 Pine Street, Omaha, Nebraska. Cost for the lunch program/workshop is as follows:

MEMBERS:

Program Only:

\$20 by Thursday, May 3

\$25 by Tuesday, May 8

\$35 day of program, Wednesday, May 9

Program and Workshop:

\$60 by Thursday, May 3

\$65 by Tuesday, May 8
\$75 day of program, Wednesday, May 9
Workshop only: \$40

NON-MEMBERS:

\$35 Program only
\$85 Program and Workshop
\$50 Workshop only

[Register Now!](#)

PLEASE VOTE!

Submitted by: Christine Hitchcock



Membership has its privileges AND responsibilities...WE DESPERATELY NEED YOUR HELP!

The ASTD Nebraska Board is proposing changes to the Bylaws, as announced in the February 2012 newsletter.

According to our bylaws, a majority vote of the membership is needed to accept changes to the bylaws. We currently have just 36% of our membership vote. Your vote is important!

Please respond to the e-mail regarding the bylaw changes and cast your vote today.

The changes are outlined here: <http://www.astdnebraska.org/bylaws>

Please review the changes and cast your vote ASAP.

The link in the reminder e-mail is uniquely tied to this ballot and your email address.

If you do not have the link or email, please contact Glenda

Hinz: contactus@astdnebraska.org

2012 Trainer's Institute... Needs You!

Submitted by: Michelle Kosmacek

ASTD's 2012 Trainer's Institute needs presenters, and you'd be a perfect fit! The Trainer's Institute provides trainers new to the industry and veteran trainers an opportunity to learn from their peers and fine tune their skills.

This year's topics include:

- Designing Learning
- Human Performance Improvement and Facilitating Organizational Change
- Delivering Training
- Coaching
- Kirkpatrick's Levels of Evaluation
- ROI and Statistical Theories and Methods
- Managing the Learning Function
- Managing Organizational Knowledge and Career Planning
- Creating E-Learning Classes
- Utilizing E-Learning Software

If you're interested in presenting one or more of the above topics, contact Michelle Kosmacek at directoreducation@astdnebraska.org for information on dates and salary!



**It's Time to Crack Open the Books!
CPLP STUDY GROUP INFO
2012 - 2013**

Submitted by: Erick Dragsten

The Certified Professional in Learning and Performance (CPLP) credential is a nationally recognized certification developed by National ASTD and the ASTD Certification Institute. It is a great opportunity for experienced workplace learning professionals to prove their value to employers, build confidence, and receive recognition for their knowledge and expertise in the field.



The certificate is broad-based and addresses nine areas of expertise:

- Designing Learning
- Improving Human Performance
- Delivering Training
- Measuring and Evaluating
- Facilitating Organizational Change
- Managing the Learning Function
- Coaching
- Managing Organizational Knowledge
- Career Planning and Talent Management

To earn the CPLP, you must pass a 150-item knowledge exam covering the nine areas of expertise and successfully complete a work product assessment. The work product assessment requires a sample of recent project work in one of the following areas: Designing Learning, Delivering Training, Improving Human Performance, Measuring and Evaluating, or Managing the Learning Function.

We are in the process of scheduling our next study group and would love to have any ASTD Nebraska members interested in pursuing the CPLP participate. The study group will prepare participants for the September 15 - October 6 knowledge exam testing window and February 22, 2013, work product submission deadline.

If you are interested in pursuing your CPLP and would like to be part of this study group, please contact Erick Dragsten, Director of Certification (directorofcertification@astdnebraska.org). Also, please see the Career Resources section of the ASTD Nebraska website for more information about the CPLP.

**ASTD Nebraska Past Presidents:
Where Are They Now?
Featuring Terry Lee**

Submitted by: Jill Idelman

Terry Lee was 2011 ASTD Nebraska Chapter President. Read on to find out everything you wanted to know about Terry!



1. For those of us who don't know you very well, tell us a little about yourself.

I was born and raised here in Omaha. A product of Central High class of 1987-GO EAGLES! I received my bachelor's degree from UNO in 1993 and am currently working on a master of managerial communications at Bellevue University. My wife and I have been married for 18 years, and we have two children (Derek 16, Jessica 12). I work for Woodmen of The World Insurance as a Senior Performance Development Consultant. I work to help employees and teams discover their possibilities, see their progress, and work towards their potential. My time is filled with hanging out with the family, learning, and working out at the gym.

2. Tell us your history with ASTD. When did you join and what positions other than President did you hold?

I owe my continued connection to ASTD to Angela Galloway. When I first joined the chapter 5 years ago, Angela was my mentor. She was delightful to be around and highly knowledgeable about the L&D profession. My experience with Angela motivated me to pay it forward by becoming more involved with the chapter. I was a volunteer on the Programming Committee. I later became Director of Programming, then President Elect in 2010 and President in 2011.

3. What was your most memorable experience as President of ASTD Nebraska?

My most memorable experience as chapter President was our summer retreat in 2011. We had a cooking team-building activity at Hy-Vee in Council Bluffs. It was great fun and a great experience watching the team grow.

4. I have heard from several National members that our local ASTD Chapter is one of the highly recognized chapters in the nation. Why is that?

The chapter has had committed Board members throughout its history.

They have been committed to growing the chapter and providing value to all members. This has always been the focus. I have always been told to leave something better than when you found it. I think that has been the motto of most that have served on this Board because every year it gets better and better. We have also had past presidents who have went to serve in roles at the National ASTD level. They have been able to bring what they learned at the National level to the chapter. Because of hard work of the chapter leaders, the chapter has been a role model for many other chapters across the country.

5. If there was one person you could meet, who would that person be? And why?

I would like to meet the Apostle Paul. Here is a man who was called and served his mission to the fullest and without hesitation. I want to be like that or at least always striving for that.

6. As an ASTD Past President, what are your plans to provide leadership to ASTD Nebraska?

As immediate Past President, my role is to serve as a coach to current Board members and help them in developing in areas where they would like to be stronger. Every quarter we hold a Past President meeting to keep Past Presidents engaged in the chapter and to support the chapter any way they can. I look to stay involved and lend a hand wherever one is needed.

7. What professional tip do you have to offer new adult learning professionals in their careers?

I would have to say don't get so caught up in delivering or designing learning that you forget about developing yourself. There are learning opportunities all around us, even in the learning sessions we facilitate. Be sure to look for them. Also, don't be afraid to try new things; keep it fresh.

8. I've heard through the grapevine that basketball is a popular sport in your family. With that said, give us your predictions on who you think will win the 2012 NBA National Championship?

I would love to see the Miami Heat fulfill their "prophecy" of winning several NBA titles, but I don't see an easy road for them. My prediction is Oklahoma City beats the Miami Heat in the NBA finals in 7 games. Sorry, LeBron...maybe next year :-)

Why Volunteering Feels So Good!

Submitted by: Ralph G. Wojcinski, Director of Membership

You hold a door open for a handicapped person. You help clean up your neighborhood after a storm. You join an organization that provides a service to your community. Why do you do it? What is it that makes you feel so good when you volunteer to improve the lives of other people? From the smallest of good deeds to the grandest of intentions, volunteerism is one of the easiest things you can do to improve your disposition.

There are many personal testimonials about the benefits of volunteering. Emotional and physical health can dramatically improve. Volunteerism benefits others and can help your self-esteem. By observing the positive impacts of your efforts on others, you affirm your personal values. A person who volunteers time, money, and/or effort puts others before self. Volunteering affirms the personal values that we hold as virtues. Volunteering gives us a sense of personal development and keeps us connected to our communities (work, professional associations, faith groups, etc.). Don't forget the opportunity for socialization!



As a technical instructor in the Air Force, I had the opportunity to train our country's military professionals, as well as our allies from around the world. One of the best feelings was to see the instant when someone suddenly understood what I was teaching-to see the light bulb illuminate above their heads! This led to my volunteering to help students after duty hours. On another occasion, I joined Santa Claus and handed out toys to less fortunate children. Those faces-how happy a simple gift could make a child!

Over the years, I've volunteered donations to charities, volunteered work, and volunteered knowledge. More recently, I applied for the volunteer position of Director of Membership for our local ASTD Chapter in June 2011. Our President-Elect (then the Vice President of Membership), Christine Hitchcock, gave me an opportunity to try to increase membership and retain members. I'm happy to say that, with the partnership of all of our Board members, our Chapter is growing stronger and larger. I think I can speak for all of our Board members when I say that being part of ASTD Nebraska is a very valuable personal and professional experience.

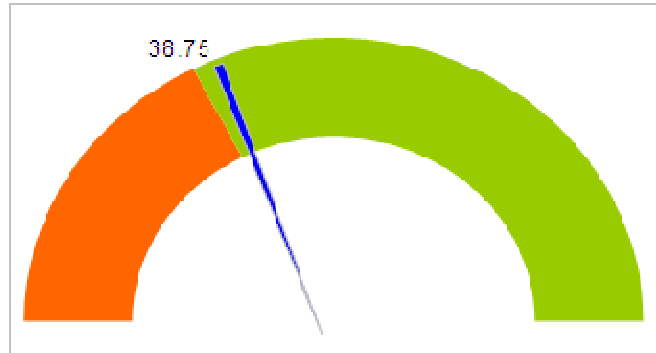
Please help us spread the word about the benefits of membership!

Numbers At-A-Glance:

Our Chapter has 289 members this month; 112 of us are also ASTD

National members, equating to **38.75%** dual membership, well exceeding the 35% required by the National organization for local Chapters in 2012! Our overall membership increased by 14 members, 12 of whom are also ASTD National members! Our next milestone: 40% for 2013. To all who are promoting the "Power of 2," keep up the outstanding work!

April 2012 Joint (Local and National) Membership (Percent)



Did you Know?

If you are interested in becoming a speaker at one of our upcoming monthly programs and are selected, you will receive compensation of \$100 for the one-hour program or a one-year ASTD Nebraska membership and \$50!

Thanks to all of you who looked into the benefits of National membership and took the step to add to your professional network! Each one of our Chapter's Board members are also National members. Please contact any of us if you have any questions about National membership.

If you have any questions or comments about local or National membership, contact Ralph Wojcinski, Director of Membership, at 402-250-6764 or directormembership@astdnebraska.org

May New Member Spotlight

Submitted by: Jennifer Labrie



Tamara Dowling

We are excited to welcome Tamara back to ASTD Nebraska. She previously served as the Director of Education. She is currently working for Lincoln Financial Group as a Sales Productivity and Training Consultant, providing education, training, and support to their sales reps. She is only 2 months in! Previously, she worked for Methodist Health System for 5 years and OPPD for 9 years. She has a master's degree in Adult Learning, Performance, and Development from Drake University and a bachelor's degree in Secondary Education from UNL. She is looking forward to meeting and networking with other ASTD Nebraska members (including reconnecting with people from her previous tenure). She wants to learn what new and exciting trends are happening right now in learning and performance. Her biggest goal is to earn her CPLP within the next year. She has two boys, Thomas (age 11) and Kevin (age 10). She also has three cats. During her free time she enjoys attending Kevin's baseball games and Thomas' acting classes, reading, and spending time with family and friends.

Kevin Cloward



Kevin heard about ASTD from Trish Harrold who worked with him at Offutt AFB through her company Crew Training International (CTI). Kevin served as the Commander overseeing the training and courseware development contract CTI won. Kevin spent 22 years on active duty in the US Air Force, primarily as an aircrew member and rising to instructor and evaluator. From there he also served as chief of training several times and finally as commander of a detachment overseeing CTI's contract. Over the years, he discovered that he enjoyed teaching and imparting knowledge and experience onto the next generation. He is currently searching for jobs in the corporate training arena. He hopes to get experience and exposure from ASTD and possible connections for future jobs and networking so he can bounce techniques and situations off similar professionals. He has twin sons who attend UNO-one lives with him and the other with his mother. During his free time he likes to play soccer and golf, plus play games and read...after that there is only time for household chores and work.

Please help me in welcoming Tamara and Kevin to ASTD Nebraska!

"Parting Prizes"

Aren't Just for Game Shows!

Submitted by: Stefanie Shanahan



It may not be Bob Barker presenting some of the truly fabulous prizes we offer at our monthly programming meetings, but take a look at how attending a program one month can impact your ongoing career and development.

One of our leading sponsors, Dardis Communications; has on more than one occasion, provided a certificate for attending a full training session offered by them in the local area.

Here's what Linda Wild, PhD at Bellevue University had to say about one of her employees' attendance at the session:

"I want to thank ASTD Nebraska ... My employee attended the presentations workshop presented by Dardis Communications, and was delighted with what she learned and enjoyed meeting the other participants. I believe she will implement all that she learned into her role and responsibilities here at Bellevue University. The training was a great opportunity for her, and I know she found the information helpful."

I personally can attest to the value of this door prize. Last year I won this certificate and had the opportunity to attend the session myself. I left feeling like a stronger presenter, was able to keenly focus on behaviors that related directly to my appearance as a confident and professional speaker in the classroom, in presentations and even in team meetings. I know the skills taught and then exercised were beneficial, because when my performance review came up my manager specifically noted my improvement in these areas following my attendance of this session.

In some cases, like the one above, our sponsors offer some really great opportunities to our members. Other times our speakers provide some special offerings such as videos used in training, one-on-one consultations, or books published around topics of interest. I have found that the prize is not always the item itself. Before this year, I was a mildly active participant in the ASTD Nebraska chapter. I found value in the programs and periodically attended as they related to my job needs. It wasn't until more recently that I looked at serving on the Board as the fabulous prize. This opportunity has pushed me to continue growing my speaking abilities with unfamiliar audiences. It has further developed my leadership and introduced me to a wide range of

resources I did not realize existed before.

So when you think about attending the next meeting, think about some of the fabulous prizes that await you. Reach out to those who were able to work one on one with vendors. Jot down the resources being distributed as one you may want to add to your own library. Tell any Board member you would like to become more involved.

The possibilities are endless.

Adobe Captivate 5/5.5: Did You Know?

Submitted by: Melissa Turner

Did you know that you can export/import object styles from one Captivate project to another? Well, you can! If you want to reuse object styles from an existing project, it's a simple matter of exporting the object styles in a Captivate styles file (file extension .cps) and importing them into another project.

Here's how:

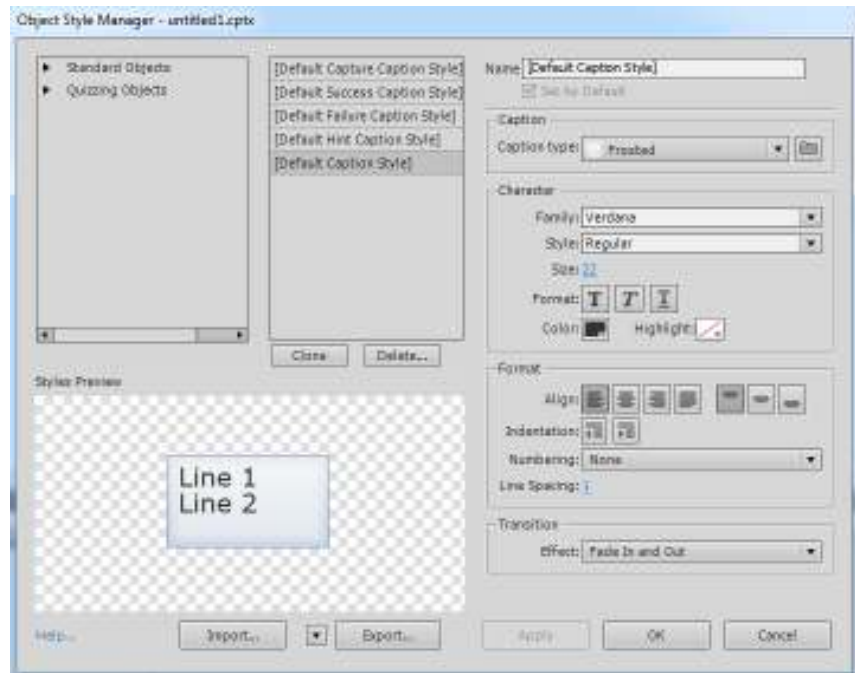
EXPORT OBJECT STYLES:

- 1) Open the Object Style Manager (Edit > Preferences).
- 2) Click the downward arrow to the left of the "Export..." button and choose an option from the list. You may choose to export a single style, all styles for a selected object (captions, highlight boxes, etc), or all object styles in the project.
- 3) Click "Export..."
- 4) Type a name and save location for the export file. (The file extension for the Captivate styles file is .cps.)

IMPORT OBJECT STYLES:

- 1) Open the Object Style Manager (Edit > Preferences).
- 2) Click "Import..."
- 3) Navigate to the folder that contains the style file (.cps) and click "Open."

This is an easy way to pull styles in from other projects without having to rebuild the styles from scratch.



Important Announcement: Coaching Conference Update!

Submitted by: Christine Hitchcock

REMINDER: WIN a Seat (Valued at OVER \$1,000) at the National Coaching Certificate Program!

We have not had very many volunteers, so I am sure the members who have volunteered will be thrilled to have better chances at the prize!!!

Give them some competition today!



UPDATE: You can win a seat to **ANY** ASTD National Certificate Program.

This is not limited to the Lincoln Coaching Certificate Program!

You have seen the ads and information for the Coaching Certificate Program being held in Lincoln on June 26-27, and you have to admit it looks interesting and like a great development opportunity. To attend as a National ASTD Member, you can expect to pay \$1,095. If you are not a National ASTD Member, the price increases to \$1,395. (Your ASTD Nebraska membership does not entitle you to "member pricing.")

What if you could attend for FREE?

To earn your chance or chances, all you have to do is volunteer 1 hour of your time to help your ASTD Nebraska Chapter. For EACH hour you volunteer, your name is entered in the drawing for the Coaching Certificate Program. There is no cap on the number of hours you can volunteer. The opportunities are varied so you will find something that is of interest to you.

Just follow one of these links to start increasing your chances to win.

Volunteer: one-time task with a short time commitment

- [Write an article for the newsletter](#)
- [Be a greeter at a monthly Professional Development and Networking Event](#)
- [Help with registration at a monthly Professional Development and Networking Event](#)
- [Introduce the speaker at a monthly Professional Development and Networking Event](#)
- [Design a marketing piece](#)
- [Make CPLP flashcards for members to use as a self-study tool](#)



Ad Hoc Volunteer: one-time task with a longer time commitment

- [Review a resume and provide feedback](#)
- [Help with a mock interview](#)
- [Be a speaker at a monthly Professional Development and Networking Event](#)
- [Host a Book Club](#)

Recurring opportunities and committee work

- [Join the Membership Drive Task-Force](#)
- [Become an ASTD Nebraska Concierge](#)
- [Join the Website Team](#)
- [Join the Marketing Team](#)
- [Coordinate a SIG \(Special Interest Group\)](#)
- [Become an ASTD Nebraska Mentor](#)

Remember: You can't WIN if you don't VOLUNTEER!

GOOD LUCK!

**SAVE THE DATE:
ASTD Nebraska July Social -
It's not just BASEBALL!**

Submitted by: Jill Banaszak



In addition to the great professional development programs we hold each month, the two annual socials are a valuable resource in making the most of your chapter membership. But how do you use a social event to your advantage? NETWORK!

Our July 13 social at Werner Ballpark is not just a chance to watch great Storm Chaser baseball or eat great food, but a chance to talk and get to know other chapter members outside of our normal program structure.

I don't know about you, but I am often racing out of meetings to get back to my desk and the work I've missed that last hour. But this event at Werner is a great way to get to know someone new.

Just like it takes practice and good strategy to win at baseball, you need to prepare for how you are going to use this networking time.

Here are five simple tips:

1. **Have a game plan** - Decide how many people you want to meet. It's not always a quantity vs. quality game. Do you want to introduce yourself to as many people as possible? Or just select a few people to invest more time in? Plan on bringing your business cards.

