



ASTD NEBRASKA - September Newsletter

**September
2012**

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Thank you to
our September
Sponsors!

Dear Shelly,

Fall is here although you wouldn't know it based on the temperatures as I sit here writing this today. The kids are back in school and the first football games of the season have started.



I have always enjoyed the fall. Like spring, it seemed like a time to start over, a chance to begin again and renew commitments. You will read in this newsletter about commitments to this Chapter by our members and what it has meant to them. Stefanie Shanahan had a great post recently on our LinkedIn board about why she got involved. I hope that you will read these articles and think about what you might do to get more involved.

I know you don't have much time between work, family, and other activities and interests that you have. Trust me, I know! I'm mom to five kids, work full time, have a husband on the road most of the time, and am on the board for ASTD Nebraska. Just to add to that mix, I'm starting to study for the CPLP. But there are things that you can do for the Chapter that don't take much time. How would you like to help

[New and
Renewing Members](#)

[Calendar of
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update the website? How about contact other ASTD Nebraska members as a concierge to let them know what is happening in the chapter? Going to the next ASTD Nebraska program? Sign up to assist with registration beforehand. How about developing a marketing piece? I could go on and on. But the point is, all of these activities can be completed in an hour or less and many could be done from the comfort of your home.

Please take a moment to consider what you can do. You can contact me or any Board member about how you can get involved. You will find that it is a benefit to yourself as much as it is to the chapter.

Sincerely,

Shelly Whittaker

vpcommunications@astdnebraska.org

ASTD Nebraska September Program

Submitted by: Tricia Danielson

Networking. Relationship Building. Is it really worth it?

What is the biggest challenge in your work today?

Where are your largest obstacles?

What areas do you need to grow in?

These are areas that having the right resources can greatly impact your success! Where are you going to find the resources you need? Might I suggest right in your own backyard-your **professional network**. Building a strong network and growing those professional relationships can be an amazing resource to find just about anything you may need. Whether it's a fresh new idea, someone to brainstorm a solution with, a tool or template, training resources (books, materials, etc.), or even a training professional, someone in your network can help you directly or connect you to someone who can. The stronger and larger your network, the more reach you have to find the right resources you need quickly. (Note: It's never just about the "number," but about the relationship with them; quality and quantity both matter.)

Perhaps you already have a strong network. Or, maybe you're new at figuring out this "networking" thing. Either way, your network is continually evolving and growing. How well it flourishes is dependent

on how well you nourish and feed it. A network on its own will not thrive, grow, or just automatically reap benefits upon you. The old saying is true; you will get out of it what you put into it!

Where to start? With your next introduction. After all, first impressions count! How you introduce yourself-and probably, more importantly, what you get to know about your new connection-will be the starting point in which a new relationship can be built. Understanding the challenges, obstacles, and needs of the person you are meeting allows you to identify appropriate resources (see examples above) in order to provide value and create a mutually beneficial relationship.

How to build? One interaction and one relationship at a time. As mentioned, valuable relationships take time and energy to build. You must continually look to provide value to the other person, and yet, know how to ask for the support from your network when you have a need. There are many ways to provide value to others. In order to do so, you need to keep their goals and needs in mind. You might read an interesting article, blog, or book and recommend it to your colleague. There might be a tool or template that you believe they will find helpful. Or sometimes, of most value, is the introduction to another person who can be of assistance and ultimately, everyone can continue to build their network.

What's next? Continue to nourish each relationship, as appropriate. We are all busy, but our relationships are important! Understand how to determine the appropriate level for maintaining relationships and ways to continue to evolve those relationships over time. Remember to always look for ways to provide value to others first, and then ask for specific support when you have a need yourself.

So...what are you waiting for? Meet someone new, build upon a current relationship, and nourish those you have in place. **Mutually beneficial relationships truly are worth it!**

Learn more at our monthly program and networking opportunity on Wednesday, September 12 at 5:00 p.m.!

[Register Now!](#)

**ASTD Nebraska
TRAINER'S INSTITUTE
DON'T MISS OUT!**

Submitted by: Michelle Kosmacek

ASTD's 2012 Trainer's Institute is sneaking up on us! Registration is NOW open so save your seat!

Trainer's Institute provides an opportunity for local training professionals to share their expertise with training and development rising stars.

The new Trainer's Institute curriculum is designed to benefit both new trainers and veterans looking to expand their impact. Classes include: Designing Learning, ROI, e-learning Development, Coaching, Career Planning, and so much more!

Save your seat by registering here: [Trainer's Institute Registration](#).

Classes start soon and space is limited!



Are You Involved?

Submitted by: Melissa Turner

This month I feel compelled to share my experience of getting involved with ASTD Nebraska. And when I say "involved," it's important to clarify because my date of "involvement" did not coincide with my first day of membership. When I first became a member, I wasn't really sure where I fit in. I was a new trainer and networking was a requirement in my job role. For the first few months I came to events feeling very much like the new kid in school who arrives mid semester, puts a smile on their face, but feels ridiculously awkward on the inside.

I enjoyed the content of the programs, but knew that I was missing out on a deeper level of engagement. To enhance my experience with

ASTD Nebraska, I decided to become a volunteer. This had an immediate effect on the value of my membership. Volunteering provided me with the opportunity to develop strong relationships with other members as well as the opportunity to enhance important job skills. Through volunteering, I began to feel more at home at events and gained a sense of belonging. My first volunteer experience was several years ago, and I am so thankful for the friendships, experiences, and professional connections that I've made through ASTD Nebraska.

If you're ready to enhance your membership, talk to a board member about volunteering or [visit the website](#) to learn about volunteer opportunities.



What's All the Hub-Bub?

Submitted by: Chris Hitchcock

In the next couple of months, some very exciting things are happening for ASTD Nebraska! We will be electing the 2013 Board of Directors, setting the course for our direction next year, and recognizing the local leaders in our field. Our members play a HUGE role in ensuring strong leadership, determining our strategy, and showing appreciation for our learning leaders, so we will be asking for your help.

Three additional e-mails will be coming from ASTD Nebraska in September and October. We try not to overwhelm you with communications because we know you probably get lots of e-mails every day, and we respect that your time is very precious. Please understand that these three e-mails are your chance to shape our Chapter and we need your input.

The first e-mail you receive will be the ballot to vote for the 2013

Board of Directors. Our Nomination Committee has been working to ensure strong candidates to lead our Chapter next year. A slate of officers for election will be announced at the September Professional Development and Networking Event. The e-mail with your ballot will arrive in mid-September and will require your response by the end of September. At the October Professional Development and Networking Event, your 2013 Board of Directors will be announced. Don't worry; we are not going to have conventions with long speeches. Your favorite TV show will not be interrupted with election coverage, and no one will be calling during dinner to get your vote.

The second e-mail is your opportunity to shape our Chapter for next year-the Membership Survey. In order to serve our members, it is necessary to know what our members need. The Membership Survey is the vehicle to plan our programming, create new services, and improve our existing member benefits. By taking the time to fill out the Membership Survey, you are telling the Board what you want and need as a member. With this information, we can work to increase the value of your membership. Without your input, it is simply guesswork. Again, we value your time and we are working very hard to ensure this survey is focused and as concise as possible.

As a Workplace Learning Professional and ASTD Nebraska member, you likely have a passion for Learning and Development. You also know being in our field requires dedication, hard work, and consistently updating skills and knowledge. It is likely that you know someone who has made great strides in our field in 2012 or has helped you in your professional development through outstanding leadership. You probably even know an individual or company who has used their talents in Learning and Development to make an impact that affects the greater good in the community. These professionals and companies deserve recognition for their efforts.

Your third e-mail is all about recognition and reward for moving the Workplace Learning and Development field forward. In early October, you will be asked to make your nominations for the learning leaders you know and want to recognize. Take some time to think about your nominations before you get the nomination form. To nominate a professional or company, you just need to be prepared with a name and a short description of the contribution. Awards will recognize: a Workplace Learning Leader; an individual who has made an impact on the community; and a company that champions learning. You can nominate up to three per award. Awards will be given at two events this year. At our December Professional Development and Networking Event we will recognize a company that has made contributions in our field. At the Holiday Social, we will offer the awards to a member who has been a true learning leader and a member who has made an impact on the community using their learning and development

talents.

We sincerely hope you are looking forward to your opportunities to shape your Chapter. I know we are excited to utilize your input!

Volunteers Make It All Possible

Submitted by: Krishna Clay

Our past and present members will tell you that the more involved they get with ASTD Nebraska, the more they get out of their membership. Volunteering is a great way to get more involved. If you are looking to increase your networking opportunities, meet new people, polish your skill set or develop new skills, volunteering with ASTD Nebraska is the perfect opportunity!

As a nonprofit organization, our volunteers not only make a difference, they make everything we do possible! Please consider sparing some of your time to help the organization that helps the workplace learning and performance profession. It's a worthwhile investment!

Benefits for YOU!

- Contribute to the success of your local ASTD Chapter
- Develop new skills and leadership abilities
- Expand your network of contacts
- Learn about the challenges and current issues facing the workplace performance industry
- Invest in your local community

Whether you have only a few minutes here and there or you want to try your hand on a standing committee, you will find there is a task we need assistance with that will fit into your schedule and area of interest. If you would like to learn more about the volunteer opportunities available, you can speak with your ASTD Nebraska concierge or contact Krishna Clay, VP of Membership at vpmembership@astdnebraska.org. We need you!

I Built a House With My Bare Hands

Submitted by: Chris Hitchcock

Yep...that's right...I built a house with my bare hands. OK, maybe I'm exaggerating just a little but I can say I helped build a home for a family in need. Yes, I did have others helping me and my hands were not bare-I wore gloves-but what an amazing and gratifying adventure!

On August 4, ASTD Nebraska members got together for a Habitat for Humanity event. This was the first time I had volunteered for this great cause, and it was really exciting but a little intimidating too. I would like to tell you about my experience.

My construction skills are pretty limited. Building a sandwich is about the extent of my know-how, so this was going to be interesting.

We met at the Habitat offices EARLY on a Saturday morning and had an orientation with a very enthusiastic and funny Habitat staff member named Turner. Turner explained that decent, affordable housing dramatically changes a family's life in several ways:

- The cycle of poverty is broken.
- Health, physical safety, and security improve.
- Educational and job prospects increase.
- A sense of stability and dignity grows.
- Money is freed up for other essential needs.

Then we were off to our assignment. Our members were divided up between three work sites, and my group would be doing framing of a new home. For those of you who are like me and don't know what framing means, we were charged with putting up the walls of a house. All of us who had very little experience were given hammers and two types of nails with instructions on where to pound the nails. The members of our team who had some experience got the power tools-saws, Sawzall, and the like. Your fellow member Brad Houston and your Director of Certification, Erick Dragsten, were experts with the power tools. If you need a house built, call them. Jennifer Wichern was also on my team, and she brought her own tool belt. Clearly, I was the novice! I started with the task at hand, and realized this was lots of fun.

About two hours into the project, the foreman asked me if I would like to learn to use the Sawzall...ME....offered a power tool!!! I was both honored and baffled. The foreman saw my surprise and explained that since I knew to hold a hammer at the bottom and not choke up on the handle, I must have SOME experience. I didn't argue with his logic, and I got the opportunity to learn to use this saw that allowed me to cut window openings. You are probably wondering how I knew to hold a hammer. Honestly, I was wondering that too. Then it dawned on me

that my dad taught me. (We won't discuss the fact that he taught me when I was a grounded teenager. Part of my grounding was helping him build a fence around our backyard.) By the end of the day, I had cut two window openings. They certainly weren't perfect but they brought me a real sense of accomplishment.

What a great event! I got to build my muscles with the hammering, learn something new with the Sawzall, make my dad feel like he taught me a thing or two, and I got to help build a home for a family in need. I would highly recommend this activity, and I'm so glad our president, April Kassen, arranged for it to take place this year. I hope you can join us next time we hold a community event. You won't be sorry!



Thank You to Our September Sponsors!



New and Renewing Members!

Eric Baker, Hertz Rental
Jill Banaszak, Mutual of Omaha
Brenda Banks, Cross Training Center
Stacey Buechler, First National Bank

Amanda Cameron, CSG Systems
Jackie Covey, Sirius Computer Solutions
Nancy Eagen, Union Pacific Railroad
Cheri Engle, Conductix-Wampfler
William Goodwin, Omaha Public Power District
Ken Grzywa, Bellevue University
Abbey Howard, Centris Federal Credit Union
David Kipling, Union Pacific Railroad
Paul Kramer, CSG International
Sandy McNeil, Pinnacle Bank
Matt Olsen, ADP
Brandon Raddish, Bellevue University
Colleen Ruvalcaba, Mutual of Omaha
Bradley Ryan, Strategic Health Solutions, LLC
Betsy Triebwasser, Union Pacific Railroad
Leslie Washburn, Mutual of Omaha
Kim Yesis, McGill, Gotsdiner, Workman & Lepp, PC, LLO
Allyson Yung, Farm Credit Services of America
Gregory Zamora, CSG International

Calendar of Events

[Networking and Relationship Building...For Mutual Benefit](#)

Day: **Wednesday, September 12**

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

Location: 6450 Pine Street (Scott Conference Center), Omaha, NE

[Advanced Designing Learning Certificate Program](#)

Presented by ASTD-Lincoln

Day: **Tuesday, September 18 and Wednesday, September 19**

Location: Southeast Community College Continuing Education Center
301 S. 68th St. Pl., Lincoln, NE

[Understanding How Organizational Culture and Climate Impact Training](#)

Presented by ASTD-Lincoln

Day: **Thursday, September 20**

Time: 11:15 a.m. - 1:00 p.m.

Location: Southeast Community College Continuing Education Center
301 S. 68th St. Pl., Lincoln, NE

[Re-Modeling: A Fresh Look at Change Management](#)

Presented by Omaha ODN

Day: **Wednesday, September 26**

Time: 8:30 a.m. - 4:30 p.m.

Location: 11830 Stonegate Drive (The DC Centre), Omaha, NE

[Trainer's Institute - Session 1: Designing Learning | Human](#)

Performance Improvement and Facilitating Organizational Change

Day: **Tuesday, October 2**

Time: 8:00 a.m. - 5:00 p.m.

Location: 110 N 175th (Children's Hospital), Omaha, NE

Change Anything

Presented by Central Iowa ASTD

Day: **Friday, October 5**

Time: 8:00 a.m. - 5:00 p.m.

Location: 1100 Locust Street (Nationwide), Des Moines, IA

Trainer's Institute - Session 2: Delivering Training | Coaching

Day: **Tuesday, October 9**

Time: 8:00 a.m. - 5:00 p.m.

Location: 110 N 175th (Children's Hospital), Omaha, NE

Measurement Map: Event and Workshop

Day: **Wednesday, October 10**

Time: 11:30 a.m. - 3:00 p.m.

Location: Scott Conference Center, 6450 Pine St., Omaha, NE

Trainer's Institute - Session 3: Kirkpatrick's Levels of Evaluation | ROI and Statistical Theories and Methods

Day: **Tuesday, October 16**

Time: 8:00 a.m. - 5:00 p.m.

Location: 110 N 175th (Children's Hospital), Omaha, NE

VitalSmarts' Crucial Conversations

Presented by ASTD-Lincoln

Day: **Thursday, October 18**

Time: 6:00 - 7:30 p.m.

Location: Southeast Community College Continuing Education Center
301 S. 68th St. Pl., Lincoln, NE

*Attend this event **FREE** when you register for Change Anything Training on October 19!*

VitalSmarts' Change Anything Training

Presented by ASTD-Lincoln

Day: **Friday, October 19**

Time: 8:00 a.m. - 5:00 p.m.

Location: Southeast Community College Continuing Education Center
301 S. 68th St. Pl., Lincoln, NE

Trainer's Institute - Session 4: Managing the Learning Function, Organizational Knowledge and Career Planning

Day: **Tuesday, October 23**

Time: 8:00 a.m. - 5:00 p.m.

Location: 1400 Douglas St. (Union Pacific), Omaha, NE

Trainer's Institute - Session 5: eLearning Development and



ASTD Nebraska
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contactus@astdnebraska.org

Software

Day: **Tuesday, October 30**

Time: 8:00 a.m. - 5:00 p.m.

Location: 1400 Douglas St. (Union Pacific), Omaha, NE

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