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## ASTD NEBRASKA - March Newsletter

### March 2013

#### What's In This Issue?

March Programming Event

CPLP Study Group

ASTD Member Testimonial

2012 Leadership Awards

New Member Spotlight!

Mentoring Opportunities

Thank You to our March

**Dear Contact,**

Success...we all have our own definitions. Our measures of success are also personally defined depending on the task at hand. I have lots of activities that I have found to be successful in my own right. But I also have activities that I have not necessarily deemed as failure, but I still have not crossed that finish line to call a true success. The good news is...we can clear the slate at any given moment and reset those measurements for "success."

Recently I started a book club type event at work called **Power Hour**. The first book we have read is *Monday Morning Choices...12 Powerful Ways to Go From Everyday to Extraordinary*. The book's author is David Cottrell. The essence of this book is to engage individuals to join together and tackle 12 choices in achieving success-preferably starting on a Monday morning!

At the end of those 12 weeks-if you follow the plan individually or with your cohorts-you should find success in the activity, deed, or whatever task you put your mind out to do. Of these 12 powerful ways to success, two really jumped out and bit me on the nose! The two that stood out to me were: *The Commitment Choice* and *The Do Something Choice*.

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New and Renewing  
Members

Calendar of Events

Too often, I have made a strong commitment to complete a task. Most often, it's those fitness and diet related commitments that I struggle with in my life the most. I learned that all these attempts I have



been REALLY interested in losing weight and getting ship-shape. The piece that was missing was the passion to be committed. Interested, yes...but committed...not so much. In that same vein, there are so many things in life I want to do. I can't even bore you here with my list. But what I learned from *Monday Morning Choices* is that I am living and vacationing on "Someday Isle." I need to put my talents to action. All my good intentions do not count. Success is making the choice to do something.

Take some time to think about your choices. Are your talents being used to their fullest? Are you saying, "Someday, I am going to get more involved with ASTD by joining a committee?" Or would you be able to say, "I am committing to attend 4 programming events this year"...with passion, not just interest? My goal is to get off "Someday Isle" and use my passion for learning to turn my intentions into commitments.

I wish us ALL the best in our endeavors as we make new Monday Morning choices!

Sincerely,

**Jill Idelman**  
**Director of Communications**

**ASTD NEBRASKA MARCH  
PROGRAMMING EVENT**  
***The Power of Appreciative Inquiry:  
A Practical Guide to Positive Change***  
**book by authors:**  
**Diana Whitney &  
Amanda Trosten-Bloom**

**Submitted by:** Jennifer Wichern

**Review by:** Carol Horner



The Appreciative Inquiry (AI) theory and process has been an area of interest and study of mine since I first heard of it in the early '90s. Originated by David Cooperrider in 1985, it has grown into a very innovative and powerful approach to change.

AI is basically the polar opposite of how we have typically looked at change and problem-solving. Instead of focusing on what's wrong that needs to change, it focuses on what's right that needs to be grown. Of course, it's not quite that simple or easy for that matter.

To learn more about AI, join us Wednesday, March 13 from 7:30 a.m. to 11:00 a.m. for networking, breakfast, presentation, and workshop! The program and workshop will be facilitated by local business owner, Carol Horner. Horner is President of Synchronicity, Inc. Synchronicity helps organizations that want their employees, teams, and leaders to "be in synch"...and make impact. The event will take place at Scott Conference Center, 6450 Pine Street, Omaha, Nebraska 68106.

Registration pricing is as follows:

Member: Program and Workshop (Early Registration) - \$60

Member: Program Only (Early Registration) - \$20

Member: Workshop Only - \$40

Non-Member: Program and Workshop - \$85

Member and Non-member Day of event registration: Program Only - \$35

Member Day of event registration: Program and Workshop - \$75

Member and Non-member Day of event registration: Workshop Only - \$50

During the program and workshop, Horner will take a deep dive into this methodology.

The foundation of AI is based on certain beliefs about human nature and how humans organize. These beliefs include: all individuals have unique contributions, organizations are human social systems and unlimited in capacity, words create worlds/reality, what you focus on grows, and the images we hold about the future serves as the guide for our actions.

AI has a 4-D Cycle. The D's are Discovery ("Appreciate what is"), Dream ("Imagine what might be"), Design ("Determine what should be"), and Destiny ("Create what will be"). The main methodology for implementation (and truly where the power arises) is that of asking affirmative/appreciative questions to find the positive core of the organization and the possibilities for the future. This is done through appreciative interviews and lots of them. This all sounds very "touchy-

some hard statistics of a company that within 6 months of engaging in AI saw a 400% increase in profitability and a 95% employee satisfaction rate.

While AI is a process that has application in all aspects of human organization, Diana Whitney and Amanda Trosten-Bloom-both colleagues of Cooperrider and experts in their own right on AI-have written this book focusing on corporate change. The book is amazingly written with both a step-by-step guide to the practice of AI and at the same time a call for innovation, creativity, and flexibility in thinking and using AI. They also run parallel to the step-by-step process a very thorough case study of their work with Hunter Douglas. This book is full of examples of each of the steps. I found that incredibly valuable in growing my understanding of AI.

Cooperrider writes in his forward that this is a book that you smile all the way through. When I first read that I thought, "That's kind of mushy." When I completed the book, I realized he was absolutely correct; I smiled the whole way through. There are not too many books you can say that about.

Join us on Wednesday, March 13...you will leave smiling too!

[Register here](#)

## Interested in Pursuing Your CPLP in 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 to provide a way for experienced professionals in the workplace learning field to prove their value to employers and to build confidence and industry recognition of 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 and essay responses that pertain to one of the following areas: Designing Learning, Delivering Training, Improving Human Performance, Measuring and Evaluating, and Managing the Learning Function.

We are in the process of organizing a study group for several ASTD Nebraska members who have expressed an interest in CPLP and would love to have you join us. The study group would prepare participants for the May 18 - June 8 knowledge exam testing window and August 23 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](mailto:directorofcertification@astdnebraska.org)). Also, please see the [Career Resources](#) section of the [ASTD Nebraska](#) website for more information about the CPLP.

## How You Can Benefit From Professional Affiliations

**Submitted by:** Ralph Wojcinski

Do you receive endless amounts of mail asking you to join organizations, clubs, or groups? I have been bombarded over the years with too many offers that tout the benefit of joining the wildest of organizations! It became so overwhelming that now I might give a cursory glance to an envelope, and then promptly deposit it into the "circular file."



Some of the best organizations are learned about by word of mouth, or through presentations at conferences or conventions. ASTD Nebraska falls into this category. The majority of our Chapter's members are in the training, education, development, or learning professions. Some members possess other expertise and enjoy the professionalism of our group, including the networking possibilities. It's been said that trainers and educators like to talk. Word gets around, and our Chapter benefits greatly as a result!

ASTD Nebraska topped over 300 active members, and if you include memberships that are in the process of renewal, at times, the total exceeds 340 members-that's a lot of networking potential!

I encourage all of our members to renew their membership for many reasons. By remaining an active member, you automatically have a resume builder-you can include your ASTD Nebraska membership in the "Professional and Personal Affiliations" section of your resume.

search; a potential employer can see your dedication to develop professionally.

By being involved with professional organizations, you stay abreast of current industry trends. This might give you a leg up on your competition! You have a great opportunity to expand your skillsets through your affiliation with ASTD Nebraska-such as leadership, management, problem solving, and more.

Additionally, if you are interested in an open Board position with our Chapter, don't delay! There are additional benefits to being on the Board: You'll have the opportunity to assemble volunteer teams, and you can gain experience coaching and mentoring, hiring the right people, managing a budget, provide briefings, and more as you become more involved! The skills you will gain or enhance through your affiliation with ASTD Nebraska are invaluable!

Tell a friend or coworker about our Chapter and the benefits of membership! If you would like more information, please contact me at [vpmembership@astdnebraska.org](mailto:vpmembership@astdnebraska.org).

## Joining the Winning Team

**Submitted by:** Beth Sanborn

I love this time of year...March Madness! I'm glued to the television waiting to see if a hero emerges at the buzzer or if an underdog can take down a dynasty or if a no name college can become a Cinderella story. I am announcing publicly that this year will be no different as I will be rooting for the team with biggest heart and the best background story. No, not because I myself have made it to "the show," "the dance," or even state, but because I know what it is to be part of a great team with heart. So here's to my rookie year with ASTD Nebraska.



To my surprise, eight months ago I was let go from my job. Crushed, confused and reeling, I turned to all my friends for help. Mac, a former coworker, reached out to his friend who-unbeknownst to me-was a member of ASTD Nebraska and now someone I consider my good friend and "Fairy Godmother." She called me immediately and we clicked. What happened next was incredible. She sent out a "Bat signal" letting everyone in the organization (ASTD Nebraska) know who I was and that I was looking for a training job. Within the week I had an interview, an ASTD Nebraska membership (at an unemployed person's rate), my resume critiqued by six different ASTD Nebraska professionals, and was signed up to attend a workshop with a warm meal. I had to say, it was hard to remain in the self-pity mode with strangers stepping up for me.

As the months passed, I met more helpful people, became involved, attended workshops, and even met with an incredible woman who



Nebraska had really rallied around me and become astonishing as far as networking, my job search, and support. My Fairy Godmother kept a close eye on me, meeting with me every other week, as if she was my team "trainer." The more I attended events, the more I wanted to give back to the ASTD Nebraska team. I

eventually applied and got the Board position of Web Director and learned even more about the benefits of ASTD Nebraska (besides the ones I had already taken advantage of). This was my opportunity to use and share some of my talents and meet more great people.

So here I am-only seven short months after becoming a member of the ASTD Nebraska team-and thanks to all the benefits and hard work, I just accepted a full-time job, which feels like a slam-dunk. Looking to the future, I will be extending a hand, an invite, or recommendation to join ASTD Nebraska to anyone who will listen. It's been a great supportive team to me, and I hope to someday return the favor because you never know when and what you will need until it happens to you.

Thank you to everyone on the ASTD Nebraska team and what you all have done for me to help me make my first year a winning year, especially you, "Fairy Godmother" (and Mac).

## **2012 ASTD Nebraska Leadership Awards Ceremony**

**Submitted by:** Beth Sanborn

In October, members were asked to nominate candidates for three awards: Active Leadership, Community Impact, and Leading Organization in Workplace Learning. In November, members placed their votes for their favorite nominees in each of the categories. Every year the President chooses a member to receive the coveted President's Award. Meet our award winners for 2012:

**Active Leadership Award**

This award recognizes a chapter member who provided vision, guidance, and support during the current year on an ASTD Nebraska board, committee, special interest group (SIG), or other capacity in a leadership role.

***Chris Hitchcock, West Corporation:***

As President Elect in 2012, Chris has redefined the role. She mentored many members of the board and provided leadership to the team as it moved forward. She led the revision of the bylaws and stayed on top of many details involved in running the chapter. She redesigned the nomination process for the board for next year and implemented a much more efficient and effective process. I have no doubt that the chapter is in good hands for 2013!



**Community Impact Award**

This award recognizes an ASTD Nebraska member for an outstanding contribution in the areas of training and development or learning and performance. Nomination can be made by business leaders in the Omaha area or ASTD Nebraska members.



***Jill Banaszak, Mutual of Omaha:***

At Mutual of Omaha, Jill acts on every valuable opportunity to increase awareness, improve access to information, and transfer knowledge within her work group, Production & Operations Management. Often, she proactively initiates the program, project, or workshop and has a hand in its

planning, design, and facilitation. Jill's work group has been instrumental in helping to modernize the learning processes in Customer Service. Juggling the duties of change management, knowledge management, and project management can prove difficult

the strategic focus and scrutiny of the corporate objective-Continuous Process Improvement-and the fact that the company is over 100 years old, and you could have quite a mess on your hands. Jill, however, tackles these challenges with grace and perseverance. I would like you to join me in recognizing Jill Banaszak for her significant impact to the Operations of Mutual of Omaha Insurance Company. The organization has benefited tremendously from the business results she has helped deliver. Among these are improved retention and aptitude of associates, direct cost savings, and increased responsiveness to internal customers as well as end consumers.

### **Leading Organization in Workplace Learning Award**

This award recognizes an Omaha company or organization that is dedicated to providing topnotch and effective learning strategies for their employees.



#### ***C&A Industries/Aureus Medical:***

Liz Hall, Brannen Betz, and Craig Wolf have started a Leadership Pathways class for individuals in the company who want to move into a management position. These individuals are team leads who currently lead a team and run their own desks. The premise of this class is to identify areas of coaching and provide immediate feedback to employees to help them reach their full potential. The class is filled with examples of how to give both positive and negative feedback so employees can grow within their positions and be successful. The class empowers individuals and gives them the tools to effectively engage in conversation with not only those they are leading but also their peers and managers. Brannen and Liz meet with two separate classes each week for 1.5 hours. The time they are devoting to each participant is reflective of their dedication to the employees of C&A and helping them to be more effective leaders.

### **President's Award**

This award is presented to an individual who has had a significant impact on training and development and the Chapter. This award is based solely on the discretion of the current Chapter President.



#### ***Terry Nigh, Children's Hospital & Medical Center:***

Terry has over 40 years of Training & Development and Leadership experience. Terry is a proud supporter of ASTD Nebraska. He advocates for his team's active involvement in the chapter and proudly shares this message with the Children's executive team. Over the past 5 years, Terry has provided the chapter with a venue to host a variety

Trainers Institute, new member orientation, and strategic planning meetings. Terry even incorporates ASTD Nebraska on his own individual development plan. In addition to his support of the chapter operations, he has unknowingly served as a key resource to the 2012 Chapter President as a mentor, leadership coach, and an unbiased sounding board. The guidance and knowledge learned from Terry have also been shared with others in the chapter.



Congratulations to all of our 2012 winners! Your leadership and commitment to our profession is admirable!

## New Member Spotlight: Analisa McMillan



**Submitted by:** Jonathan Titus

### **Tell me about your career and areas of expertise.**

I work at UNMC in the College of Public Health. I work with faculty members who are currently converting their course to online asynchronous versions. My favorite thing is helping them think outside the quiz for assessments. I love

authentic real-world learning activities/ assessments that allow the students to not only acquire knowledge but to apply it to real life. I also work with the Great Plains Public Health Training Center on developing online learning modules for the public health workforce. I manage the Public Health Training Center's Moodle LMS and assist on the college's Blackboard LMS. I have an early childhood training business that I launched over 2 years ago. I design trainings that I also present in a classroom setting or online to childcare providers for in-service hours. I love taking my 20 years of ECE knowledge and designing fun and interactive trainings. I like to think that I go above and beyond the normal training topics to engage the seasoned caregivers. I have an AA in Early Childhood Education, a BS in Adult Education, and will be completing my MS.Ed in Instructional Technology in December 2013.

### **What are you hoping to get out of your ASTD Nebraska membership?**

I am hoping that I will meet new and interesting people who share the same passion for learning that I have. I would love to pick everyone's brains and find out the best kept secrets so I can improve on my experiences in this field.

My husband Joe and I have been married for 22 years and have 3 beautiful daughters. Airika is 21 and married. Her husband is proudly serving in the US Army. Victoria is 19 and is busy contemplating what she wants to be when she grows up. My youngest daughter Heather is 17. She will be graduating from high school in May. She is looking forward to going to college and becoming a Special Education teacher.



**What do you do for fun in your "free time?"**

When I get free time I love to read, go for walks, practice yoga, and spend "fun" time with my family. I figure the nest will soon be empty, and I will have more free time to discover new things that make me happy.

## ASTD Nebraska Mentoring Opportunities

**Submitted by:** David Byers

Mentoring can be a wonderful experience for both mentor and mentee as they share experiences and knowledge resulting in personal and professional growth for both parties!



Your ASTD Nebraska chapter has a mentoring program and is looking for both mentors and mentees.

If you've participated in our mentoring program before or you are currently involved in a mentoring relationship through your ASTD Nebraska chapter, we'd like to hear from you to get your feedback and to make sure our lists are up to date.

If you are looking to be a new mentor or a new mentee, please contact Director of Mentoring David Byers to get started.

You can email David right here:

[directormentoring@astdnebraska.org](mailto:directormentoring@astdnebraska.org)

For more information on our mentoring program, please see our section on the ASTD Nebraska website:

<http://www.astdnebraska.org/mentoring>

## Thank You To Our March 2013 Sponsor!



**SYNCHRONICITY, Inc.**  
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*"helping organizations be in synch"™*

## New and Renewing Members

**Jill Borgelt**, Farm Credit Services of America  
**Carol Brush**, Farm Credit Services of America  
**Geralyn Bryant**, HDR Inc.  
**Destini Burns**, University of Nebraska-Omaha Student  
**Lynette Campbell**, Farm Credit Services of America  
**Denise Catanzarite**, Alorica Inc.  
**Christine Egerton**, AAA The Auto Club Group  
**Debbie Friedman**, HDR Inc.  
**Cheryl Goodman**, Metropolitan Community College  
**Fredd Gorham**, HDR Inc.  
**Jim Griffith**, Mutual of Omaha  
**Christine Hitchcock**, TeleVox Software  
**Joslynn Hon-Gonnerman**, HDR Inc.  
**Mark Hunsicker**, HDR Inc.  
**Tarrah Jindra**, Mutual of Omaha  
**Andrew Kerschinske**, Farm Credit Services of America  
**Cheri Konfrst**, Mutual of Omaha  
**Ralph Lassiter Sr.**, TouchStone Strategic Consultants  
**Jennifer Olsen**, Crew Training International  
**Denise Reed**, HDR Inc.  
**Shannon Robertson**, TEAM Software  
**Mary Seger Barker**, Methodist Women's Hospital  
**Gregory Sharp**, Union Pacific  
**Jan Silvain**, Mutual of Omaha  
**Monique Snyder**, Lincoln Financial Group  
**David Steffek**, AAA The Auto Club Group  
**Beth Voss**, Farm Credit Services of America  
**Nicole Winkler**, HDR Inc.  
**Rick Zaporowski**, NMC Inc.

## Calendar of Events

[ASTD-Lincoln: Video Production Boot Camp](#)

From Tuesday, March 5, 2013

Time: 8:00 a.m. - 5:00 p.m.  
Location: Southeast Community College Continuing Education Center,  
301 S. 68th St. Place, Lincoln, NE

**[ASTD-Lincoln: Video Production Boot Camp](#)**

Day: **Wednesday, March 6, 2013**

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

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

**[ASTD-Lincoln: Learning Event and Workshop - 12 Critical Survival Skills for Trainers](#)**

Day: **Thursday, March 7, 2013**

Time: 11:15 a.m. - 3:30 p.m.

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

**[ASTD Nebraska March Professional Development Event & Workshop: Appreciative Inquiry](#)**

Day: **Wednesday, March 13, 2013**

Time: 7:30 - 11:00 a.m.

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



**ASTD Nebraska**  
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