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**August
2014**

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Omaha's local chapter of the American Society for Training and Development.

ASTD Nebraska is an organization dedicated to providing professional development for its members to improve workplace learning and

Dear Contact,

I don't know about you, but sometimes it can be easy to forget what day-to-day life is like for my learners. We have completely different jobs (I'm developing learning, they take phone calls). It's one thing to teach something...another to do it on a regular basis. Nevertheless, there are always times of unexpected call volume when I have to take phone calls. How terrifying it is! That first call is particularly nerve wracking.

Yet, every time I help out, I always come away with a new insight about my learners or their job. Sometimes it's how to make the job easier; sometimes it's how to make learning better. Regardless of how scary it is, it is always a worthwhile experience. I walk away understanding my learners better and that is always worthwhile.

Sincerely,

Jennifer Labrie
Director of Marketing

Can You Pass the Test?

Submitted by: Karen Wegner

The way we obtain and use printed materials has changed radically with the ever-expanding availability of digital content. It's everywhere, and we sometimes think that because we can access or download it easily, it can be used without permission.

True or false:

1. Copyright law doesn't apply to online documents, photographs, e-books, blogs, articles, reports, email, music, etc.
2. If I can access the content, it is okay to modify and/or use all or some of it.
3. Online content isn't protected unless it includes a copyright notice.
4. I need permission before I post copyright-protected content to a web site.
5. I need permission before I forward an email or an email attachment.
6. I need permission before I include someone else's web page link on my web page.

performance.



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Answers: (1. F; 2. F; 3. F; 4. T; 5. T; 6. T*)

Copyright law protects almost all content on the Web or in any other digital or electronic form. So permission is most likely required to use it. There are some exceptions, such as Fair Use by non-profit organizations of small amounts of content for non-commercial uses, items that are in the public domain, and content that is licensed for various kinds of open use, such as Creative Commons licenses.

*It may be okay to include a link to just the home page without permission.

There are lots of resources that offer more information. For example, some of this information came from the Campus Guide to Copyright Compliance. (I did get permission to include their url [here!](#)) So, when in doubt, it's probably best to do a little research, and don't assume it's open content before you use it!

Links

Creative Commons: <http://creativecommons.org/about>

Fair Use: <http://www.copyright.gov/fls/fl102.html>

US Copyright Law: <http://www.copyright.gov/laws/>

New Name, New Addresses!

Submitted by: Kim Whiteside

In the very near future, the addresses of the ASTD Nebraska social media platforms will be changing to reflect the new name change of our organization. Stay tuned as announcements about the switch will be made via each platform. A recap regarding the transition will appear in next month's newsletter.

Might as Well Face It: I'm a Millennial!

Submitted by: Jennifer Wichern

If you're like me, you read the title to this article with the Robert Palmer hit of the 1980s "Addicted to Love" playing in the background. Now, I'm a lover of all music - every age, genre, taste, etc. - but I was born in the 80s, and Robert Palmer will always have a place in my heart. It wasn't until I was older that I found out he actually had a storied music career, playing with the likes of Jimmy Hendrix, who is also a phenomenal musician.

I digress. I was reading an article on generational differences in the workplace and how to manage them effectively, when I had an epiphany: I'm a Millennial!

"Wait, what?!?! When did this happen? Millennials are much younger than me. They have different work ethics than I do. I can't be a Millennial!" This all ran through my head as, I'm sure, the horror of it registered on my face.

Everything I had read previous to this particular article made Millennials seem like spoiled brats who crave constant attention in the workplace and will leave if they don't get it. However, this particular article made me continue reading. Not because it was restating what I thought I already knew about Millennials, but because as I read, I realized I exhibit a lot of these characteristics, most of which I would consider to be positive additions to any work environment.

Here is what I discovered about Millennials and myself:

1. We work well in teams with diverse make-up.
2. Millennials are always looking for a challenge and use our "can-do" attitude to get the job done.
3. Leadership and structure is a must, but Millennials need to feel their ideas are respected and valued.
4. We need to see where our career is going and put together a plan to get there.
5. Millennials are the most connected generation in history via email, instant and text messaging, the Internet, Social Media, etc.
6. Our network is vast, and we will use it to help us get to where we want to be.

The last two points are why I will be attending the August program, "Motivating the Hyper-Connected Generation." I want to learn new ideas and techniques that I can bring back to my organization to help them better understand the Millennial Generation and what it is going to take to keep us engaged and productive. Hopefully, I can help change the mentality surrounding Millennials. It's a challenge that I am willing to undertake to help my organization succeed with our ever-changing workforce.

So, I have faced it. I'm a Millennial!

A Change to ASTD Nebraska Bylaws

Submitted by: Shelly Whittaker

As part of our transition from ASTD Nebraska to ATD Nebraska, a change is necessary to our bylaws that govern the chapter. A key change, of course, is the name change from the Nebraska Chapter of American Society for Training and Development to the Nebraska Chapter of the Association for Talent Development.

Another key change is to our mission. To align better with the broader scope of what we do, the mission is also changing. The current mission states:

The mission of the Nebraska Chapter of ASTD is to enhance members' abilities, to train, develop and support clients and organizations and our local and global communities. The Nebraska Chapter's vision is to be the preferred leader in workplace learning and performance.

The Executive Council is proposing that the mission change to the following:

The mission of the Nebraska Chapter of ATD is to enhance members' abilities, to develop talent, and support clients and organizations in our local and global communities. The Nebraska Chapter's vision is to be the preferred leader in workplace learning and performance.

As required by our bylaws, the proposed changes are being published and distributed to the membership. A vote on the proposed bylaws will occur at least 30 days after this publication. All of the proposed bylaw changes can be viewed on the website or by clicking [here](#) for the changes and [here](#) for the final copy with the changes incorporated.

Trainer's Institute: Foundations

Submitted by: Jon Titus

The premier learning events offered by ASTD Nebraska, known as Trainer's Institute, are an opportunity for you to increase your workplace effectiveness. Professionals from Iowa and Nebraska have been taking advantage of this nationally recognized program since 1983.

This year, we devoted the second week of July to a new version of Trainer's Institute (or TI, as we affectionately refer to it). We've split TI into two programs to better serve our growing population of members: the one in July for professionals who are new to the role of trainer, and one for more experienced workplace learning and performance professionals that will be held each of the four Tuesdays in October.

I'd like to take this opportunity to thank all who were involved in TI: Foundations this July. Our participants (five of whom we offer a warm welcome as new members!), our facilitators, and our volunteers. Ameritas Life Insurance Company, Booz Allen Hamilton, Pharmaceutical Technologies Incorporated, USCIS - Department of Homeland Security, and Valmont Industries Incorporated, all sent learners to build and practice new skills.

Karen Kangas Dwyer, Arthur "Bobby" Brumfield, Mike McIllece, Ralph Lassiter, April Kassen McKenna, and I had the pleasure of working with our participants on such topics as Adult Learning Theory, Instructional Design, Learning Objectives, Training Delivery, Effective Communication, eLearning, Coaching, and Evaluation. We are also very thankful for our members who volunteered their time to support the program: Heather Davis, Kim Whiteside, Ralph Wojcinski, and Shelly Whittaker.

For more information on the upcoming TI offerings in October, please email VPEducation@ASTDNebraska.org.

Refer a Member - Get a Prize

Submitted by: Kathy Swensen

Attention Current Members: As part of an ASTD Nebraska Membership Drive "Invite Five," the ASTD Nebraska Membership team has been tracking new members this year who have joined because of an

invitation from a current member. Those current members referring new members will have their name entered into a drawing to be held at ASTD Nebraska's August 13 program. Two names will be picked to receive a free local membership! In the event your company already pays this membership, you will receive a \$50 gift certificate to Barnes and Noble.

Can't attend the next meeting? No worries, as you do not need to be present at the program drawing to win. Keep up the great work referring new members. Our chapter is a fantastic group, and we owe it all to our members!

Request for Feedback and Suggestions for Newsletter Content

ASTD Nebraska is always looking for ideas for articles or other content. If you are currently receiving the newsletter, we would like to know what you think. How are we doing so far? Do you find the information useful? Do you have any suggestions for future editions of the newsletter?



If you have articles or ideas and would like to submit them for consideration, please send them and/or your feedback to DirectorCommunications@ASTDNebraska.org.

New and Renewing Members

Ryan Barry, First National Bank
Julie Dygert, Bellevue University
Marisa Gift, Lutz
Candace Hanway, Valmont Industries
Sandra Knowski, Mutual of Omaha
Debbie Kucera, Valmont Industries
Ruth Negus, OPPD
Teella Poppe
Brittini Redding, Boys Town
Ryan Royse, C&A Industries

Calendar of Events



[Motivating the Hyper-Connected Generation: Multi-Generational Workforce and Technology Issues](#)

Day: Wednesday, August 13

Time: 11:30 a.m. - 1:00 p.m.

Location: Scott Conference Center, 6450 Pine Street, Omaha, Nebraska

ASTD-Nebraska Board Meeting

Day: Friday, August 15, 2014

Time: 7:30 a.m. - 9:00 a.m.

Location: Security National Bank; 1120 S. 101st Street, Omaha, Nebraska

[ASTD-Lincoln Presents: GROWing through Coaching](#)

Day: Thursday, August 21, 2014

Time: 7:00 a.m. - 9:30 a.m.

Location: Room 302, Southeast Community College Continuing Education Center, 301 S. 68th St. Place, Lincoln, NE 68510

[ASTD Certificate Program: ASTD E-Learning Instructional Design Certificate](#)

Day: Monday, August 25 - Tuesday, August 26, 2014

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

Location: Room 302, Southeast Community College Continuing Education Center, 301 S. 68th St. Place, Lincoln, NE 68510

[Creating E-Learning that Makes a Difference](#)

Day: Wednesday, August 27

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

Location: Scott Conference Center, 6450 Pine Street, Omaha, Nebraska

[ASTD-Lincoln and Southeast Community College Present: Midwest Video Summit for Learning with Top-Selling Author and International Presenter Jonathan Halls](#)

Day: Tuesday, September 9 - Thursday, September 11, 2014

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

Location: Room 303, Southeast Community College Continuing Education Center, 301 S. 68th St. Place, Lincoln, NE 68510

[Creating a Culture of Coaching Within Your Organization](#)

Day: Wednesday, September 10, 2014

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

Location: Scott Conference Center, 6450 Pine Street, Omaha, Nebraska

[ASTD-Lincoln Presents: Truly Transformative Learning](#)

Day: Friday, September 12, 2014

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

Location: Southeast Community College Continuing Education Center, 301 S. 68th St. Place, Lincoln, NE 68510



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