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ASTD NEBRASKA CHAPTER
chapter
Anniversary



**November
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 performance.

November Newsletter

Dear Contact,

Halloween is over and the little ghouls and goblins (or was it Elsa's and Ninja Turtles) are all hidden away for another day. No doubt there are Turkey and Pine Tree decorations covering the shelves of every department store and dreams of late night shopping trips dancing in some people's minds. Ah November, where we are reminded to be thankful, to eat turkey, and to gather together to share good tidings and happy memories!

This is also an exciting month for ASTD Nebraska! Our November Professional Development Workshop is an all-day event that's packed with information on Triggering Your Transformation. Invaluable information for today's world! Keep reading to find out who our Member Spotlight is, the amazing benefits to our members, and an after-hours networking event! Get some great tips on planning for ASTD's Employee Learning Week (held the first week of December) to help ensure your success in planning your organization's events.

Don't forget to register for the **BIG 55TH ANNIVERSARY EXTRAVAGANZA!** This is one event you will not want to miss! Details and registration link are below.

Make it a great month!

Sincerely,

Sandi Knowski
Director of Communication

Trigger Your Transformation November's Professional Development Workshop

This program is perfect as a professional development capstone for closing out 2014 and starting fresh in 2015!

VUCA (volatile, uncertain, complex, ambiguous) is the "new normal." Chaotic times dictate new approaches and redefine the role of L&D



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professionals within the enterprise. Specifically, L&D professionals need to be quicker to meet organizational needs through AGILE learning interventions. In this hands-on lab, Uhl and Sites - L&D professional development and eLearning design gurus - combine their expertise to set you on the path to success in making these shifts. They'll provide you with the methods and tools you need for framing out your career next steps and immediately digging into your own professional development.

You'll get clarity on direction - where your gaps are and what you need to focus on next - through use of AGILE approaches.

Start the day by crafting (or improving) your own Individual Development Plan (IDP) based on a global framework and standards. Then finish your day focused on enrichment activities based on applying SAM (Successive Approximation Model), a design paradigm that solidifies the involvement of SMEs to drive quality and speed of learning implementation to your practice.

You will:

- Develop (or improve) your own IDP as a foundation for this - and future - personal enrichment programs.
- Participate in an action learning project where you experience using a Savvy Start to gather initial requirements and SAM to complete learning program development.

BYOD - Laptop required.

[Click here](#) for event details and registration information.

ASTD's Employee Learning Week COMING SOON!

Submitted by: Jonathan Titus

Once again, it's time for Employee Learning Week (ELW), and we would like your support. The first week in December is when companies and organizations nationwide conduct learning sessions to enrich their employees and, in turn, their organizations. Organizations are encouraged to recognize ELW by rededicating themselves to employee learning. This can come in the form of workshops, seminars, lunch 'n learns, eLearning modules, or even simpler options such as providing a link to a great article to read.

ELW is also an awareness campaign highlighting the important connection between learning and achieving organizational results. To this end, a recommendation for approaching the week is to focus on the particular skills that are relevant to making you and your coworkers successful. We challenge you to view this week through the lens of performance and skill development, or skill enhancement.

At ASTD Nebraska, we are very proud of the spotlight that ELW brings to our Chapter and our profession at this time each year. Last year, 51 organizations and ASTD chapters recognized ELW through events, meetings, and communication with members. ASTD Nebraska was one of nine ASTD chapters recognized during ELW by proclamation of the

Governor of our state.

It's not too late to organize an event or two at your workplace. If you'd like a sounding board or otherwise need some assistance, please reach out to us at vpeducation@astdnebraska.org. If you are a Power Member, you also have access to the wonderful resources at www.astd.org/About/ASTD-Employee-Learning-Week. In fact, much of this newsletter article came from the "Media Tips and Talking Points" that are provided in the ELW materials on the site. We challenge you to report on any and all activities at your workplace by January 5, 2015 so that you too can be featured as an official ASTD "Champion of Learning" (simply email elw@astd.org to participate).

Don't forget to join us for our free learning sessions during the first week in December (12/1 - 12/5), and be sure to bring your friends and coworkers who are not yet members. More details and the RSVP form are available at our website, www.astdnebraska.org in the Events section.

ASTD Nebraska Member Spotlight

Submitted by: Benjamin Tiefenthaler



Courtney Klatt, NMC Inc., Talent Development Specialist

Tell us about your career and your expertise.

I've been in the training and development field for the past 7 years. Most of my time has been spent in the manufacturing industry. I have several years of experience in instructional design, along with several years of training. Over the past few years I've also spent a great deal of time coaching leaders. I particularly

enjoy coaching and training on Emotional Intelligence.

What do you get through your participation with ASTD Nebraska?

I've been a part of ASTD for 6 years. I think it's a great way to network and continue building your personal knowledge within the industry. The more we can share with and learn from one another, the more we can give back to our communities!

Would you like to share anything about your family?

I'm originally from Wisconsin, which is where my family is located. I'm the middle child of three girls. I recently moved to Nebraska in August, to be closer to my boyfriend and his family.

What do you do in your "free time?"

In my free time, I am very involved in the sport of Crossfit. I use it as my regular source of exercise, but also like to participate in Crossfit competitions.

Assess Your Current Skills for FREE

Submitted by: **Ericka Juno**

Did you know that ATD National has a [Career Navigator](#) to assess your current skills against the [ATD Competency Model](#)? This assessment is **FREE** for ATD National members. Once you complete the assessment, the Career Navigator will automatically create a personalized learning plan for you. Whether you want to improve your skill set for your current job or position yourself for your next job, this tool is a great place to start.

However, beware; this is not a Facebook quiz about what '80s sitcom best reflects your personality. This is a serious look at your skill sets in your chosen profession!

This assessment will take you some time and effort to complete. When I took the assessment, I had to read the behavioral examples (see below) for almost every competency task and then give serious thought to how to rate myself at those tasks. Sure, I think I am perfect, but if I wanted honest feedback and help, I had to provide an honest evaluation.

All of this effort is OK because the results are worth it! For each area, the Career Navigator will tell you where you have proficiencies and gaps. The assessment will also provide a personalized learning plan to help you close the gaps. The learning plan provides ATD resources (i.e., books to read and workshops to take), but don't forget to look at the [ATD Nebraska programs](#) for opportunities to close those gaps too.

Figure 1: Behavioral examples

These are the links in the article.

<http://www.astd.org/Communities-of-Practice/Career-Development/Career-Navigator>

<http://www.astd.org/Certification/Competency-Model>

<http://www.astdnebraska.org/page-1519366>

Membership Has Its Privileges!

Submitted by: **Lesa Deeker**

Are you aware of the many benefits you get from membership in ATD Nebraska?

When you become a member of ATD Nebraska you gain access to resources and support for your professional and career development in the talent development field.

Let us remind you of some of the many advantages of membership in ATD Nebraska:

- **Professional Development events** - ATD Nebraska's Programming team works to bring you monthly programs, workshops, seminars, and events to sharpen your skills and become informed about current trends and issues.

- **Personal/Professional connections** - When you participate in the professional development events, you participate with other local talent development professionals and can learn from and share with them to increase your network.
- **Mentoring**- Mentoring offers benefits to experienced and novice talent development professionals. Whether you are seeking to share your expertise and experience or learn from someone with more expertise and experience, mentoring provides the opportunity to learn and grow your skills. For more specific information on mentoring, send an email to directormentoring@astdnebraska.org.
- **CPLP Certification Preparation** - ATD Nebraska offers help to get you certified by the ATD Certification Institute as a Certified Professional in Learning and Performance (CPLP). CPLP gives you the capability, credibility, and confidence to be a high-performing contributor in your organization. To learn more about the CPLP and how you can become one of the best, send an email to directorcertification@astdnebraska.org.
- **Resume Critique Services** - Members can get a free, personalized resume critique based upon the latest trends in hiring in the talent development field. For insight and edits that will allow you to polish your resume and increase your ability to compete with other candidates in the job market, send your resume review request to directorcareerresources@astdnebraska.org.
- **Mock Interview Services** - Has it been awhile since you interviewed for a job? A free mock interview with an ATD Nebraska Interview Team member will help you prepare and strategize for future job interviews. You get the opportunity to prepare and conduct the Mock Interview just as if you were in a real interview situation. You then get constructive feedback to help you better articulate your skills and experience during your next interview. Send your request to directorcareerresources@astdnebraska.org.

These are only a few of the many benefits for ATD Nebraska members. To join ATD Nebraska, or to explore these and all the ATD Nebraska member benefits, visit the ATD Nebraska website at [astdnebraska.org](http://www.astdnebraska.org) or visit the membership benefits page at http://www.astdnebraska.org/membership_benefits.

**You Are Turning 55 This Year??!!
You Don't Look a Day Over
FABULOUS!**

Submitted by: Chrisine Hitchcock

ASTD Nebraska will be celebrating its 55th Anniversary on December 5, 2014! Join us at the UNO Thompson Center from 6:00-9:00 p.m. for a night of magic, pictures on the red carpet, food, awards, and pure unadulterated celebration! Bring your spouse, bring your friends, and

bring any fun people you might meet on the street. While we celebrate our heritage, we will also be looking ahead to our future as the Association of Talent Development (ATD) Nebraska Chapter. We are excited for our new name, new look, and unlimited potential for growth!

Just be sure to let us know you are coming by registering on our website. [Click here to register!](#) Members attend for free and guests for just \$10 when registering in advance. Admission on the day of the event is \$20 for both members and non-members. Get registered early and get ready to party!

New and Renewing Members

Erin Amdor, Omaha Home for Boys
Sally Buck, Farm Credit Services
Stephen Campbell, TD Ameritrade
Heather Davis, Union Pacific Railroad
Allison Douglas, COX
Mari Kreft, West Central Cooperative
Macey Morgan, C&A Industries, Inc.
Bradley Ryan, Strategic Health Solutions, LLC
Stacey Warner, Region 6 Behavioral Healthcare
Karen Wegner, MCC
Doug Young, Retired

Calendar of Events



Trigger Your Transformation:

Create an Individual Development Plan and Determine Your Focus Through AGILE Approaches

Presenters: Trish Uhl, Owl's Ledge
Richard Sites, Allen Interactions

[Trigger Your Transformation: Create an Individual Development Plan and Determine your Focus Through AGILE Approaches](#)

Day: Tuesday, November 11
Time: 8:00 a.m. - 4:30 p.m.

Location: Scott Conference Center, 6450 Pine Street, Omaha, NE 68106

Mentoring Coffee After Hours

Day: Tuesday, November 18

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

Location: Aroma Bliss Coffee Shop Benson Location 6051 Maple St.
Omaha, NE 68104; P: 402.916.4190

Networking and Relationship Building...for a Mutual Benefit

Presented by ASTD-Lincoln

Day: Thursday, November 20

Time: 5:00 p.m. - 7:00 p.m.

Location: Hyatt Place Lincoln, 600 Q Street, Lincoln, NE 68508

Employee Learning Week

December 1 - 5, 2014

ASTD Nebraska 55th Anniversary Extravaganza!

Day: Friday, December 5

Time: 6:00 - 9:00 p.m.

Location: UNO Thompson Center



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