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December 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

December Newsletter

Dear Contact,

December...December...are we sure it's already December? It seems like lots of people have been asking, "Where has this year gone?" My guess is that, if we take a look back, we will see a year full of changes, opportunities, and busy agendas. Those things can make time fly.

The end of the year usually leads to reflection - a time to look back at what we accomplished and what is still on our lists. A time for building new goals for the next year and developing plans to get there. The end of the year usually means gatherings and celebrations...and this year is no different!

Join us for the **BIG 55TH ANNIVERSARY EXTRAVAGANZA!!!**

December 5 is the big date! Don't miss the red carpet! See below for more information and the link to register!

Employee Learning Week (ELW) is upon us! This is the week set aside annually to recognize organizations that are committed to learning. Don't forget to join us as we host FREE events for ELW. See below for dates, times, and descriptions of these events.

As we close out 2014 and prepare to ring in 2015, take a few minutes to just relax and enjoy the moments that seem to run by in a flash. There will likely always be big projects, memorable meetings, and new opportunities...it's the fleeting moments of random belly laughs and moments of awe that we forget to permanently place in our memories. These are the small things that become the big things; now is the time to cherish them!

Here's wishing you a joyful December!

Sincerely,

Sandi Knowski
Director of Communication

Celebrate Employee Learning Week!

Submitted by: Lesa Deeker

improve workplace learning and performance.



Annual Sponsors

(click on their icon to go to their sites)



If you wish to become an Annual Sponsor, please [contact us](#).



CELEBRATE ATD EMPLOYEE LEARNING WEEK

December 1-5, 2014

This promotional campaign is aimed at business leaders to help them, as ATD National's President says, "realize that the most important asset in a knowledge economy is talent and that a skilled workforce is the key to realizing results." You do not have to be an ATD member to participate and you are encouraged to find ways within your organization to celebrate this special time of year. [Click here](#) for more information!

This year ATD Nebraska will be hosting three FREE events for Employee Learning Week. Bring your lunch and join us to find out how to get the most out of ATD. All events will be held at the following location:

Omaha Library, Millard Branch
13214 Westwood Lane

Attend any or all of the FREE events listed below. Click on the session titles to register.

[How to Maximize Your ATD Nebraska Membership in 2015](#)

December 1, 11:30 am - 12:30 pm.

Want to learn more about ATD Nebraska? Considering joining or already a member? We offer many opportunities for you to get involved, many of which you may not yet be aware of! Come get to know us and meet fellow T&D professionals at this free event, Monday, December 1, as part of our Employee Learning Week festivities. This is open to everyone, so it will be a can't-miss event!

[You are a Training and Development Professional - So Are You Developing Yourself??](#)

December 2, 11:30 am - 12:30 pm.

Come join us for this free information session on the Certified Professional in Learning and Performance (CPLP) certification. You will hear testimonials from CPLP credential holders, learn more about what the CPLP certification is, what it takes to prepare, and how to register.

[Put Talent Development on Your Calendar for 2015!](#)

December 3, 12:00 pm - 1:00 pm.

Come join us for this free learning presentation and discussion where Liz Hall, Executive Director, Training and Development at C&A Industries, will help us wrap up a big year in Talent Development (plus ignite planning for the new year!). We'll cover some of the significant changes in training content that are making an impact, shifts in our approach to our audience, and the ever-growing environment of elearning.

ASTD Nebraska 55th Anniversary Extravaganza

ASTD Nebraska 55th Anniversary Extravaganza

We're celebrating 55 years
of training!

You Won't Want to Miss this Event!

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 Nebraska Chapter. We are excited for our new name, new look, and unlimited potential for growth!

Order of Events

- 6:00-6:30 Have your picture taken on the Red Carpet and keep your photo! Get your drinks at the cash bar and mingle.
- 6:30-7:15 Dinner including a beef tenderloin carving station - come hungry!
- 7:15-7:45 Awards, Special Guests, Prizes, THE WORKS!
- 7:45-8:30 Magic with Johnny Impossible - prepare to be amazed!
- 8:30-9:00 Wrap-up and farewell

Just be sure to let us know you are coming - register by [clicking here!](#)

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!

For more information, [please click](#) here to visit our website!

Ramp Up! Ideas to Boost Productivity in 2015

Submitted by: **Karen Wegner**

As the year comes to a close, are you taking stock of last year? Or possibly looking ahead for ways to become more engaged or motivated at work? According to a HPPY blog by Paula Alexandra Claypon, there are lots of ways to get started. Here are just a few of their suggestions to get you started!

More at: <http://www.gethppy.com/employee-engagement/15-employee-engagement-activities-can-start-now/>

1. Ask a question

Ask a question and find out how people are feeling about it. It could be anything - planning work, identifying issues, coming up with ways to improve things, to seasonal activities.

2. Create a knowledge sharing system

A knowledge sharing system helps you avoid losing important information when people leave, but it's also very engaging for newcomers, or really anyone. "You can have a mentorship program, pairing experienced employees with newly hired ones. Create a learning program template that they should follow, giving them enough space to test their own learning methods. Give them a timeframe, a set of objectives and let the relationship unfold on its own."

3. Encourage knowledge sharing in a creative way

"Create an open sharing space, once every 2 months or so, where every team can present updates on their projects and key learning points. Teams will evolve much more rapidly, using the knowledge shared and the different experiences on every project."

4. Let them create their own onboarding experience

"Create a self-guided onboarding experience. People are much more likely to remember and assimilate information that they get on their own. Set the ground rules; give them basic instructions, a list of objectives and a timeframe. For example, a 60-day plan with some basic milestones. Let them swim on their own. Oftentimes, onboarding processes fail to provide actual value and initiate a dialogue. Let new employees create their own onboarding experience and figure out their work preferences."

5. TEDx [InsertCompanyNameHere]. Sounds good right?

"Have your own company TEDx-like Talks where you get to share ideas, boost creativity and encourage innovation. Make your workplace less about work and more about the people there - their ideas, experiences and aspirations. Give them a chance to be the source of their own inspiration, boosting morale and creativity for everyone in the company."

The Bottom line

You have to identify what your company needs and develop the right strategy.

Source: Article Written by [Paula Alexandra Clapon](#)

Paula Clapon is the Marketing Officer for Hppy Apps. Building content and trying to take over the world, one lead at a time, Paula lives online. She's learning the ropes of digital marketing and content creation.

What Got Us Here Won't Get Us There - A Conversation With Trish Uhl

Submitted by: Amber Hutchinson

Below is the beginning of an article by Richard Sites, Vice President of Client Services and co-author of Leaving ADDIE for SAM. The introduction is posted below. To read the article in it's entirety, [click here](#).

I'd like to take this opportunity to introduce you to a colleague of mine, Trish Uhl.

As CEO of [Owl's Ledge](#), a learning and performance and project management consulting firm, Trish travels the world speaking, coaching, and consulting with people and organizations about "professionalizing the learning profession" through the adoption of professional standards and skills-based assessment. Trish and I met last year when we each presented at the [ASTD-Memphis](#) Employee Learning Week conference.

From dishing on training design and development, to pontificating on performance, we've kept the conversation going from Memphis to Malaysia, from [ASTD](#) to [Training Magazine](#) (and other training-related events in between), and we've decided that the dialogue would be richer, and even more lively, by adding other voices - like yours!

That being said, I've captured our conversation in a series of blog posts, starting with the one today. Join us!

We would be delighted if YOU - our learning-pro peers - dialogued with us on the state of the training industry and the learning profession; specifically, on what has changed and is changing for those of us who design learning (and, subsequently, for our peers who deliver training). Share your thoughts in the comments below!

A big "THANK YOU" to ASTD Nebraska's Julie Durmaskin Professional Education Scholarship

Submitted by: Christine Hitchcock

Like many learning and development professionals, I have a hard time taking time to "sharpen the saw." I get wrapped up in providing learning

opportunities for others. I have an amazing boss who supports me whenever possible with time away from work to carry out my ASTD Nebraska board responsibilities, so I'm lucky to have those experiences to keep my skills sharp. It's very rare, however, for there to be money in the budget for Professional Development this late in the year. When an opportunity to attend an ASTD webinar given by George Brandt of Prime Genesis presented itself in November, I knew I needed to attend but would likely have to fund it on my own. Just like the corporate budget, my personal budget was not going to be able to absorb a \$249 expenditure this time of year.

Enter the Julie Durmaskin Professional Education Scholarship! To memorialize a member of the ASTD Nebraska board, the chapter maintains a scholarship fund, in Julie Durmaskin's honor, to help learning professionals continue to educate and develop their skills. I applied for and was granted the scholarship needed to attend this event. Thank you so much ASTD Nebraska for making it possible!

Members are eligible to apply once per year for up to \$400 toward an educational professional development opportunity. Scholarships have been granted for college courses, National ASTD courses, certificate programs, certifications, and conferences! So next time you are wishing you could attend something that will help you grow your skills, stop wishing and get your application submitted! Follow the "Members Only" link on the left side of the ASTD Nebraska website homepage. One of the options is for the "Scholarship Application." Just answer a few quick questions, and you are well on your way to your next development opportunity!

New and Renewing Members

Kim Brammer, Boys Town

Kate Bratetic, PayPal

Teresa Brown, CSG International

Liz Brumels, Markel FirstComp

Chris Buschelman, PayPal

Amanda Cameron, CSG International

Alan Castro, PayPal

Jessica Couser, PayPal

Ann-Marie Cunnane, CSG International

Kayte Dickson, PayPal

John Evans, PayPal

Teresa Gan Wolfe

Daniel Hall, PayPal

Justin Hamilton, PayPal

Amanda Harrington, Foundation Supportworks

Lisa Hayes, Union Pacific Railroad

Cheryl Holloway, CSG International

Amy Holmes, CSG International

Rachael Jaffe, CSG International

Brenda Jennings, Motivate 2 Communicate, LLC

Cherish Johnette, YMCA of Greater Omaha

Christopher Kort, CSG International

Paul Kramer, CSG International

Cindy Kreager, CSG International

Michael Kwiatowski, PayPal

Christine Lynch, CSG International

Terry Marchand, PayPal
Denise Marshall, CSG International
Mike McIllece, Metropolitan Utilities District
Tim Munderloh, PayPal
Rebecca Schneider, PRC
Lindsey Wedel, Core Bank

Calendar of Events



[Employee Learning Week](#) **December 1 - 5, 2014**

[How to Maximize Your ASTD Nebraska Membership in 2015](#)

Day: Monday, December 1

Time: 11:30 a.m. - 12:30 p.m.

Location: Millard Branch, Omaha Library: 13214 Westwood Lane

[You're a Training and Development Professional - So Are You Developing Yourself?](#)

Day: Tuesday, December 2

Time: 11:30 a.m. - 12:30 p.m.

Location: Millard Branch, Omaha Library: 13214 Westwood Lane

[Put Talent Development on Your Calendar for 2015!](#)

Day: Wednesday, December 3

Time: 12:00 p.m. - 1:00 p.m.

Location: Millard Branch, Omaha Library: 13214 Westwood Lane

[ASTD Nebraska 55th Anniversary Extravaganza!](#)

Day: Friday, December 5

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

Location: UNO Thompson Center



ASTD Nebraska
P.O. Box 85793
Lincoln, Nebraska 68501

(402) 850-6710
contactus@astdnebraska.org

contactus@astdnebraska.org

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