

October Luncheon

Program Topic: Talking to the Big Dogs

You find out you have to talk to an executive about training but you know the conversation will move to performance expectations, strategic planning objectives, and staffing issues. Your first reaction is, What would I ever talk about? What do I need to know? And, will I look professional and speak confidently?

To answer these questions and more, a panel of executives who have a training and human resources background will address a handful of key questions to help trainers prepare for and understand how to interact with senior leaders. This moderated session will engage executives and the audience in understanding what information executives desire and provide key insights to partner more effectively with executives.

Panel Discussion Participants:

- Liz Mazzotta, Mutual of Omaha, Vice President, Corporate Development & Diversity
- Celann LaGreca, Blue Cross & Blue Shield, Senior Vice President, Corporate Strategy and Organization Development
- Lucy Dinwiddie, ConAgra Foods, Vice President, Organization Development

Sample Questions to enhance your interaction with senior leaders:

- What are key points you would suggest training people remember when meeting with a senior leader and/or conducting a senior-level presentation?
- What people traits in a trainer get your attention so you want to talk to the person about his or her ideas?

Join us in this rare adventure into the mind of executives.

Date: October 4, 2006

Time: 11:00AM-12:00PM

Location: Westside Community Center - 3534 S. 108th (108th & Grover)

Luncheon cost: Member \$15 / Non member \$20 (No shows will be billed.)

Registration deadline: September 29, 2006

Register online: www.astdnebraska.org (Members please remember to log in before registering!)

Register by email: contactus@astdnebraska.org or by phone: 850-6710

The winner of our September program give away was Valerie Noll. She won a copy of Patrick Lencioni's book *Silos, Politics and Turf Wars: A Leadership Fable About Destroying the Barriers That Turn Colleagues Into Competitors*.

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westielvr1@cox.net Crew Training International

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algalloway@oppd.com OPPD

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tricia.danielsen@cox.net Mutual Of Omaha

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doug@lamarsoft.com LaMarSOFT

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eambrose@omnihotels.com Omni Hotels Reservations Center

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Linda.Beiriger@tconl.com Planned Parenthood of Omaha/CB

VP Marketing..... Janet Skogerboe 351-8341
Janet.Skogerboe@MutualofOmaha.com Mutual of Omaha

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dave@sandler.com Sandler Sales Institute

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marilyn@clarkconnectiongroup.com Clark Connection Group

Dir. of Marketing Kristi Rutledge 963-4965
Kristi.rutledge@sitel.com SITEL Corporation

Dir. of Public Relations
.....

VP Membership..... Diane Skrobo 636-2321
deskrobo@oppd.com OPPD

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smahrenholz@omahastate.com Omaha State Bank

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lmcDonald@carlson.com Carlson Hospitality

VP Programming..... Wendy Schultz 595-5883
Wendy.Schultz@conagrafoods.com ConAgra Foods

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aileen.sigler@mutualofomaha.com Mutual of Omaha

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mtstraining@cox.net MTS Training

Dir. of Special Interest Groups Jamie Kelly 926-7155
jkelly@hdrinc.com HDR Inc

VP Professional Development..... Heather Davis 431-7710
heather_davis@csgsystems.com CSG Systems

Dir of Professional Dev (Advanced Trainers Institute, CIT & Trainers Institute) Tamara Dowling 636-3447
tdowling@oppd.com OPPD

Dir of Career Resources..... Valerie Noll 232-8205
valerie.noll@offutt.af.mil Crew Training International

Dir of Mentor Program..... Bobi Jensen 758-6544
bjensen@centrisfcu.org Centris Federal Credit Union

NAC Lisa Hayes 544-9042
LRHayes@up.com Union Pacific Railroad

Did You Know?

As a trainer, you have access to many valuable, training, leadership, management and e-learning resources.

The websites listed below are available to trainers and offer advice on training, leadership and more!

Business Balls [website](#)

Workforce Management [website](#)

e-how, a Guide to Doing Just About Everything? [website](#)



President's Perspective



Hello fellow members! 2006 has certainly passed quickly and I'd like to take this opportunity to keep you informed of the great progress made towards our strategic plan.

As part of our efforts to "Maximize membership growth, retention and involvement" a task force for our Member Connection and Retention Initiative has been formed. This task force has been very busy developing ideas and soliciting feedback. Some of the initiatives they are investigating are:

- Creating a New Member and Renewing Member Outreach Survey. This survey requests feedback regarding the value of ASTD Nebraska membership and solicits input for new programs and services.
- Developing a Membership Recognition program for members when they reach certain membership milestones.
- Designing an ASTD Nebraska Involvement Punch Card where members earn special rewards for attending ASTD Nebraska events.
- Building a Member Referral Program where members could earn referral points for each member they refer who becomes an ASTD Nebraska Member. The Referral Points accrue and can be turned in for discounts and rewards.
 - If you would like to be part of this task force, or would like to provide feedback on any of these ideas, please contact Amy Jorgensen at amy.jorgensen@offutt.af.mil or 402-232-8263

Our second goal, developing our Chapter's Value Proposition is continuing to bear fruit to increase community awareness and member capitalization of our Chapter's services. Recent successes include:

- Increasing awareness of our chapter through personalized Board member presentations to organizations such as HDR and University of Nebraska at Omaha on the value and benefits of ASTD Nebraska.
- The Marketing Team's efforts in developing an ASTD Nebraska "Sales" packet and formal public relations process are making great strides.
 - For more information or to get involved please contact Janet Skogerboe, Janet.Skoogerboe@mutualofomaha.com or 402- 351-8341.
- We've also created and piloted a CPLP certification study group and yahoo group for members interested in pursuing this nationally recognized credential.
 - For more information please contact Valerie Noll, CPLP at Valerie.noll@offutt.af.mil or 402-232-8205.
- We've also launched a program to highlight and promote National Employee Learning Week. This year in December, we will be recognizing organizations who demonstrate a commitment to employee learning throughout their organizations.
 - If you would like to nominate your organization, please contact me at president@astdnebraska.org or 402-232-8265.

Our third goal, Business Process Improvement is well underway to ensure sustained growth, innovation, synchronicity and service. Our Board WIKI is being used to capture documentation, processes and procedures as well as enhance collaboration. As a result of this success, we are seeking a member to be our WIKI editor

- Please contact Wendy Schultz at wendy.schultz@conagrafoods.com or 402- 595-5883

As always, your feedback is encouraged. Be an active member!

Yours in learning,
 Patricia Harrold, CPLP
 2006 President
 402-232-8265
president@astdnebraska.org

Board Member Bio

Ever wondered what your ASTD Nebraska board members look like? Where they work? What are their chapter goals? How about something that would make you say "I did not know that about them."

Throughout 2006 ASTD Nebraska newsletter will introduce you to your board members. You'll be surprised what you learn about them!



Board member name: Jennifer Kay

Board position: Treasurer

Contact email address: treasurer@astdnebraska.org

Employer: N/A

Years with ASTD Nebraska: 6 years

2006 Goal for ASTD Nebraska: I would like to see ASTD Nebraska continue to maintain their 'Flagship' status as leaders in the world of ASTD. ASTD Nebraska's discoveries, such as the WIKI, are only the beginning to what this talented group can do...and I hope the future will bring these new and fresh ideas into fruition.

Surprising tidbit: I am a semi-professional singer, which means people sometimes go so far as to ask me to sing at their weddings, parties, and social events.

ASTD Nebraska CPLP Connection: Your Virtual CPLP Group

You are invited to join the CPLP Support Group online!

The only requirement is that you are an ASTD Nebraska chapter member in good standing (or, if you don't live in the Omaha area, a member of your own local chapter.)

If you are preparing to earn your CPLP, this is a great place to ask questions, gain information, share resources, and help one another.

If you have already earned the credential, congratulations! I urge you to join the group, not only to share your expertise, but also to gain assistance in working towards recertification.

To subscribe, send an email to CPLP_ASTDNebraska-subscribe@yahoogroups.com

The group's home page is http://finance.groups.yahoo.com/group/CPLP_ASTDNebraska/

The CPLP Support Group will begin meeting again in January. Meantime, if you have questions about the CPLP, or need help preparing for the exam, please contact Valerie Noll, CPLP at DirectorCareerResources@astdnebraska.org, and remember to check out the CPLP Connection Group at http://finance.groups.yahoo.com/group/CPLP_ASTDNebraska/.



Certification Conversation

It is time to make sure your employer sets aside the money necessary for you to earn your CPLP in next year's budget. Some employers are not willing to pay the costs of professional development; however, it is in your employer's best interest to pay for the certification. In order to help you show the return on investment (ROI) your company will gain from your certification, here are a few facts about the CPLP you should share with them:

- 1) In attaining your certification, you will be confirming that you have that broad level of expertise. ASTD Certified Professional in Learning and Performance™ (CPLP) is a credentialing program that serves to designate the workplace learning and performance industry as an actual profession – recognized by governing agencies like the U.S. Department of Labor. The CPLP program requires workplace learning and performance professionals to display at least a standard level of competence in all nine areas of expertise outlined in the ASTD Competency Model.
- 2) Certification has found its way into almost every industry for a reason: It helps advance the profession. Professional certification can be found in almost every industry in the United States today. Law, construction, auto repair, nursing, accountancy, information technology training, social work, engineering and software development are some of the professions that have voluntary or mandatory certification.
- 3) Certified professionals distinguish themselves publicly as individuals who attain a qualifying level of competency from those that have not. The CPLP designation following your name demonstrates to your employer and coworkers that you possess a solid foundation of experience and education in workplace learning and performance that can have a positive impact on bottom-line results.
- 4) Certification provides an impetus for continued professional development. CPLPs must accumulate 60 recertification points during each three-year period in order to maintain their CPLP designation. Points are earned through continuing education, speaking and instructing, on-the-job experience, research and publishing, leadership and recognition, and professional membership. Maintaining your certification is practically a guarantee to your employer that you will continue to grow in your profession.
- 5) Certification helps employers evaluate potential new hires, analyze job performance, evaluate employees, select contractors, market services, and motivate employees to enhance their skills and knowledge. With your certification, you will be able to assist your employer with all those things and more.

I hope you will talk to your employer about the benefits of the CPLP program. You may not convince your supervisor right away, so remember, "No" just means you haven't gotten your message across yet.

To learn more about the CPLP, drop in on ASTD Nebraska's CPLP Study Group. We meet at 4:30pm on Wednesdays at Moxie Java on 72nd and Q St in Ralston. And, of course, don't hesitate to call or email me with any questions or concerns about the CPLP and the certification process.

Valerie Noll, CPLP
Director of Career Resources
402-312-1118
Valerie.noll@offutt.af.mil

Career Resources Update

The Career Resources Team is *red hot* this year! They have reviewed 9 resumes since January, and for each one, they have provided outstanding feedback. The team has posted 42 job advertisements so far this year – 68% more than by this time last year. These people put in a lot of work behind the scenes and are not recognized for it all that often. So, please, raise your hats to the Career Resources Team!

- Sue Iiams
- Mary Cippera
- Alysia Clary
- Kelli Dedlow
- Cathy Grage
- Stephanie Grooters
- Cheryl Hamilton
- Andy Raffel
- Cat Rawlings
- Valerie Reed
- Michelle Sandbothe

Have you heard any rumors lately about our Interview Service? We've been pretty quiet about it, but we have it scheduled to fully deploy in January. That means we are ready to hear from you now:

- If you want to help interview, please contact Valerie Noll, CPLP at DirectorCareerResources@astdnebraska.org.
- Do you need help with your interview skills? Contact Valerie Noll, CPLP, at DirectorCareerReources@astdnebraska.org, and we'll set up a plan for you.

The CPLP Support Group will begin meeting again in January. Meantime, if you have questions about the CPLP, or need help preparing for the exam, please contact Valerie Noll, CPLP at DirectorCareerResources@astdnebraska.org, and remember to check out the CPLP Connection Group at http://finance.groups.yahoo.com/group/CPLP_ASTDNebraska/.

Employee Learning Week is December 4-8.

How do you celebrate learning? That's the question we are asking. We want to hear from you! We want to know your successes, your achievements, your ways of celebrating learning.

Each and every one of us knows the true value of learning; otherwise we wouldn't be in this profession. Let's take this time to share with each other. If you have a learning story that you would like tell, send it to us. If you or your team has achieved a great milestone, let everyone know.

If you have a wonderful way of recognizing or celebrating learning, teach us your way too.

Special recognition will be given to individuals and organizations that are "Champions of Learning" as part of ASTD National's Employee Learning Week celebrations.

Submit your stories by November 10th, to either Janet Skogerboe, ASTD NE VP of Marketing at janet.skogerboe@mutualofomaha.com or to Patricia Harrold, ASTD NE President at Patricia.Harrold.ctr@offutt.af.mil.

We want to give special recognition to you!





October 2006 SIG Meetings

Technology SIG

Date: October 17, 2006
Time: 3:30-5pm
Place: Home Instead Senior Care
13330 California Street (132nd & Dodge area), Suite 200

Topic: e-learning vendor demonstration

Vendor demonstrations of their e-learning products will be the focus of this meeting. This will provide members the opportunity to see what is available and to get a quick taste of the product. Vendor contact information will be provided at the meeting.

Contact Sue Wymore at 402.636.3842 swymore@oppd.com, with any questions.

This will be the last Tech SIG for 2006. Please join us again in 2007!

Books, Toys and Games SIG

Date: October 24, 2006
Time: 3:30-5pm
Place: The Bookworm, Countryside Village

Topic: *Finding Our Way: Leadership for an Uncertain Time*, by Margaret Wheatley

Facilitator: Karen Morey

Though management expert Margaret Wheatley works with an unusually broad variety of clients from Fortune 100 CEOs to ministers, she points out that they all struggle to maintain integrity, humanity, and effectiveness in a relentlessly fast-paced, technology-driven world.

Credited with establishing a fundamentally new approach to leadership based on living systems theory, or as she puts it - "how Life organizes" - Wheatley shares essays about her real-world experiences helping clients introduce more authentic, life-affirming practices into their organizations. Essays cover a wide scope of topics including leadership strategies, raising children in turbulent times, and the role of communities in the life of organizations.

Finding Our Way is filled with a wealth of practical advice on applying ideas and has particular relevance for managers, administrators, and leaders who are trying to run their organizations in more progressive, egalitarian, and effective ways. Please join us for a thought-provoking discussion of this material, led by Karen Morey.

Contact Jamie Kelly at 926.7155 or jamie.kelly@hdrinc.com with any questions.

This will be the last Books, Toys & Games SIG for 2006. Join us again in 2007!

Chapter Volunteer Opportunities

Volunteer Position: Interview Team Member

Description of Job & Responsibilities:

This opportunity is for a team launching this fall. We are seeking people with experience conducting interviews to help us get started.

- Conduct mock interviews and give feedback to help our members polish their interview skills
- Generate ideas for more Career Resources Products and Services
- Occasional special projects such as write a newsletter article or create an interview aid handout

Time commitment: 1-2 hours training
Monthly time: 1-4 hours monthly
Length of commitment: 1 year

Contact Valerie Noll, Director of Career Resources at 232-8205, 312-1118 or DirectorCareerResources@astdnebraska.org

Volunteer Position: Programming Committee Member

Description of Job & Responsibilities:

- Assist in choosing topics for monthly meetings
- Secure speakers/presenters for those meetings
- Assist in planning and executing meetings

Time commitment: 2 hours
Monthly time: Meets the 3rd Thursday of the month at 4pm
Length of commitment 1 year

Contact Michael Mitiiler, Dir. of Programming at 614-6029 or mtstraining@cox.net

Volunteer Position: National Membership Task Force

Description of Job & Responsibilities

We are looking for NON-BOARD MEMBERS to:

- Assist in development of ideas to gain National ASTD members as local chapter members
- Participate in the establishment of an action plan to gain said members
- Follow through with the implementation of the action plan
- Measure the results of the implemented plan and evaluate the success

Time commitment: 2 hours training
Monthly time: 5-6 hours monthly
Length of commitment: 9 months

Contact Shawn Mahrenholz, Dir. of Member Involvement at 898-3341 or smahrenholz@omahastate.com



Chapter Volunteer Opportunities

Volunteer Position: Membership Connection & Retention

Description of Job & Responsibilities:

We are looking for members who are willing to share their insight and experience to create a strategic membership connection and retention strategy. Multiple short and long-term volunteer opportunities exist under this task force.

- Develop strategies and processes to facilitate ASTD Nebraska's connection with new and tenured members
- Identify techniques to assist ASTD Nebraska in creating robust and supportive relationships with chapter members
- Review and analyze survey information regarding membership outreach initiatives
- Lead and/or participate in membership outreach initiatives

Time commitment: 0 hours training
Monthly time: 2-4 hours monthly
Length of commitment open

Contact Patricia Harrold, ASTD Nebraska President at 232-8265 or President@astdnebraska.org

Volunteer Position: Trainer's Institute Assistant

Description of Job & Responsibilities:

- Solicit and coordinate volunteers
- Make graduation lunch arrangements
- Assist with marketing Trainer's Institute, as needed
- Assist with participant contacts, as needed

Time commitment: 30 minutes
Monthly time: 5 hours per month
Length of commitment August 1 - November 17

Contact Tamara Dowling, Director of Professional Development at 636-3447, 312-1118 or tdowling@oppd.com



As a national leader in corporate learning, Bellevue University is breaking new ground in bringing new ways of looking at learning to the area's leading corporations.

We can help you take a fresh look at corporate learning, too.

**Call Ed Shada at 1-800-617-6631
or click on www.corporatelearning.com**

Job Postings/Career Resources Assistance

We post new positions on the website frequently. The following items are just a few of the latest opportunities!

To see all of the postings and to find out more about these positions, login to www.astdnebraska.org, go to the Career Center, and click **Job Postings** in the left navigation bar.

- eLearning Specialist, Home Instead Senior Care
- Training Specialist, Black & Vetch Corporation
- IS Division Effectiveness Coordinator, Methodist Health System
- Training Course Developer, CSG Systems, Inc.
- Training and Development Specialist for e-Learning, Pearson Educational Measurement (Iowa City)
- Operational Training Coordinator, Professional Veterinary Products

To find out more about our Job Posting service, please contact **Valerie Noll** at DirectorCareerResources@astdnebraska.org.

CIT Schedule

October 18-19, 2006

Needs Assessment-Foundation for Successful Training Programs

Registration deadline: October 13, 2006

Members Cost = \$275.00/Non Members Cost = \$300.00

November 8-9, 2006

Curriculum Design and Development

Registration deadline: November 3, 2006

Members Cost = \$275.00/Non Members Cost = \$300.00

All classes are held 8:00am-5:00pm at the Bellevue University Lozier Building located at 117th & Blondo.

ATI Schedule

October 13, 2006

HPI-The Trainer as a Performance Consultant

Registration deadline: October 6, 2006

Members Cost = \$350.00/Non Members Cost = \$375.00

November 16-17, 2006

Systemic Thinking

Registration deadline: November 10, 2006

Members Cost = \$350.00/Non Members Cost = \$375.00

ATI classes are held 8:00am-4:30 pm at the Omaha Home for Boys' Wurdeman Learning Center, located at 4343 N. 52nd St.

New/Renewing Members

ASTD Nebraska extends a warm welcome to new members and says thanks to those renewing their membership.

Renewing Members

Jennifer Bartling
Toni Canarsky
Tana Clemens
Mary Heavican
Katherine Kelly
Susan Richardson
Andrea Schade
Joanne Slader

New members

Tia Berend
Jo Byriel
Harold Eucker
Amber Geiger
Naviere Jenkins
James Jones
Melissa Mangels
Jan Petersen
Linda Reeder
Shawna Thompson
Angelina Walls

Just a reminder ~ ASTD and the Omaha Public Library have partnered up to increase the number of adult education books and other related topics to add to their supply.

Visit the library website and go to the library to check out your books today!

www.omahapubliclibrary.org



October 2006

Thank you to everyone who makes our Chapter Newsletter possible. Without you, this publication would not exist.

Your thoughts and opinions are very valuable in continuing to make it a huge success.

I welcome all members input and article submissions.

Please feel free to contact me, Elizabeth Ambrose at 402-952-6531 or via email at eambrose@omnihotels.com, with your contributions and suggestions for future newsletter editions.



ASTD Lincoln ~ October Meeting

Join us on Tuesday October 17 , 2006. Our monthly meeting will consist of an all day workshop.

The morning session, *Don't Fall Into the Generation Gap!* will be presented by ASTD Nebraska President, Patricia Harrold. Patricia will provide a clear framework for understanding generational diversity and how to avoid "falling into the gap."

Mary Hoppe, a certified professional in learning and performance (CPLP) and performance improvement consultant with BryanLGH Medical Center, will present *Beyond the Band-Aid: Building Real Results as a Performance Consultant*. This interactive session will provide new performance improvement models for the manager and trainer.

Cost is \$75 for the full day (2 sessions and lunch) or \$45 per session

Location: Bryan LGH, 5035 Everret Street, room 204 (East side of Bryan LGH campus).

Time: 8:00am-3:30pm

For more information and to register online, visit our website www.astdlincoln.org or register by phone at 402-434-7557

Registration deadline is October 12, 2006.

ASTD Reminders

Extra! Extra!



- o Have you done something wonderful in promoting ASTD Nebraska?
- o Do you know someone that may too shy to nominate themselves, but is well deserving of recognition?
- o Have you developed an exceptional training program?
- o Do you know of a training program that was developed and it positively impacted your corporation?

If you answered "Yes" to any of these questions, turn in a nomination form by October 6; available at www.astdnebraska.org

"Appreciation can make a day, even change a life. Your willingness to put it into words is all that is necessary."

~ Margaret Cousins