



NEBRASKA CHAPTER Association for Talent Development



March 2016

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Omaha's local chapter of the Association for Talent Development.

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

March Newsletter

Greetings!

Is it Spring yet?! I happen to be one of those crazy people who love the snow...but even I am over it. We are getting glimpses of warm weather; we have even gotten a day where we had higher temps here in Nebraska than Florida had! We opened the windows, and some of us got bitten by the Spring cleaning bug.

Isn't that one of the best parts of Spring? Opening the windows - literally and figuratively - dusting off the cobwebs, and bringing in something new and fresh.

Bring in some new ideas on old things - read up on how cherished words like "vintage" impact us. Read up on reminders to Level Set so you don't Regret. Take a look at some changes coming to the CPLP program and see why you may want to change your lunch routine...yes, you read that right - why you may want to make changes to what you do for lunch.

Just a few more cold days here and there remind us why we love Spring, and we will be blessed with longer days and new budding beginnings.

Sincerely,

Sandi Knowski
Director of Communications

Level Set - or Regret

Written by: Jill Banaszak - Past President

Not to infringe on Oprah (or Mutual of Omaha's) saying, but I had an "aha moment" this past week at work. We have been working on a partnership with a vendor over the past few months to have them create some specialized gamification-based training programs for us regarding a product line. Our discussions have gone into great depth of what is the root cause/need, how our company operates, and what is it that we are trying to accomplish with this program. After pulling the trigger on the contract, I was excited for the new, fresh way we would be providing training to our employees - so fun and engaging that they would BEG us for more training.



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Part of the vendor design process, after our initial meetings with their design team, was the sign-off on this 20+ page scoping document; a Design Scoping Document (DSD). This document laid out everything from the intended audience of the training, to the components of the training (how many eLearning modules, job aids, and in-classroom training sessions we would get), as well as the high-level learning that would be encompassed in each module.

It was easy to get caught up in the bells and whistles of the design and interactions in those 20 pages. But taking a closer look at the pages that described the scope of each module, I began to see my dreams of a cool new way to do training start to dissipate. While we approved of the concept and design and we could see they had captured a lot of the nuances of our associate base, customers, and the way our company operates from a training perspective - overall, however, the flow of the modules and in-classroom sessions were falling too heavily on things we already had a strong program for and not on the things we were searching out for their assistance. It doesn't matter how engaging the interactions are; if the content is not on target for the need, the whole game is lost (no pun intended).

Long story short - we provided a lot of feedback on the document and what we thought was the right scope for each training session, met to discuss these comments, and gave everyone an opportunity to ask questions. This opportunity using this DSD to really ensure everyone was on the same page, unfortunately, was my eye opener.

How often do we just jump into starting the PowerPoint or material after getting an assignment? How many times do we put blood, sweat, and tears into a project to either have things change mid-way or end up with a project that missed the mark? It's one of our ATD Core Competencies. It's the first step in ADDIE. I've heard it pushed in L&D professional development classes my entire career. However, it wasn't until we had great skin (and money) in the game that I finally saw the HUGE benefit this offers.

A Vintage Idea

Written by: Kristi Rutledge - Secretary

I don't know why I find the word vintage so compelling. But I do. It beckons me to a blissful place splashed in sepia where women wear cowboy boots with floaty skirts and whimsically embroidered denim jackets. And they look stunning. They drive 1950 Chevy pickups - and I don't even like Chevys. And they always have a dog by their side. Not a frou-frou dog tucked in a bag wearing a silk scarf and sunglasses, but a real dog - a Lab or Setter or loyal Spaniel. They buy their fruit at outdoor markets, tuck freshly baked bread in leather backpacks, and pick wild flowers that they casually drop into amber Mason jars - and they look perfect. I could go on, but you get the picture.

That word holds some mystical power over me. I like the way it sounds. It's a standalone word, yet it mixes nicely with almost anything. And that's where that scampy little word gets me in trouble. When I see the word paired with something like, say a vintage jacket or vintage finds or vintage appeal, I am helpless. I am transported to that blissful place, and

I reach into my imaginary beaded leather satchel and pull out my not-so-imaginary VISA. OK, that's where this fantasy gets wonky. I don't think the women in my blissful place have VISAs or buy things online. They stop by picturesque secondhand shops in small towns and pick up plaid shirts and tattered linen tablecloths that aproned shop owners wrap in rumpled brown paper and tie with twine. They then gather, tuck, and pleat their finds into one-of-a-kind creations that hip boutiques are always trying to replicate. Even so, my VISA becomes a little magic carpet that takes me on imaginary rides to Blissville.

I may be paranoid, but I think some of my favorite purveyors of needful goods are trying to exploit my vulnerability. I recently received a seemingly innocent survey from a favorite merchant asking me about my favorite WORDS. Not what I needed. Not what I liked to purchase. Not how I liked to shop. They wanted to know my favorite WORDS - the keys to my magic carpet VISA. I left the ominous postcard on the kitchen counter for days considering what I should do. In the end I destroyed the postcard; burnt it in the fireplace and buried the ashes in the yard. There's a barren spot in the yard now where nothing will grow. My husband blames our dog, Henri. Only I know the truth. Sorry, Henri.

I don't know if others suffer from this bewildering malady or if it has been officially discovered. If it hasn't, I would like to name it Vintagio. That sounds exotic. If it has been discovered, I'm not sure I want the cure. I think I'll just limit my exposure to the wily word by not opening the multitude of Pandora's boxes that arrive in the mail every day. I'll save the dusky pleasure for those times when Godiva and Bordeaux isn't enough.

I apologize for dragging you down my own personal rabbit hole. But here's the big idea - words are powerful. When you take the time to create a splendidly engaging workshop, don't diminish its power by giving it a mundane title. Wrap your workshop in a title that compels people to open it. OK - I know this isn't a new idea, but it's vintage!

Change Ahead

Written by: Liz Brumels - Director of Certification

Have you considered pursuing your Certified Professional in Learning and Performance (CPLP) but were hesitant due to the work product portion of the certification? Did you know that the work product is being replaced by the Skills Application Exam (SAE)?

The SAE is an online case study exam where candidates will apply their skills and knowledge to real-world scenarios. It is designed to allow candidates to critically review and analyze information to make a decision regarding the case study. Each candidate will select an Area of Expertise (AOE) to apply on their SAE. The AOE's available for selection are:

- Instructional Design
- Training Delivery
- Managing Learning Programs

This change to the CPLP certification was made in order to support the global reach of ATD and the CPLP.

If you would like more information, please email [Liz Brumels, Director of Certification](#).

Is There Peanut Butter in Your Keyboard?

Submitted by: Karen Wegner - Director of Engagement

Is there peanut butter on your keyboard?

If so, you might find [this article](#) very interesting. Apparently, new research shows that with the best of intentions we have been compromising productivity by eating lunch alone at our desks. Who knew?

So, read the article, grab your lunch, and find a nice spot where you can share lunch and conversation with a coworker or two!

The Power of Listening

Join us for our March program offering professional development opportunities in the arena of Coaching and Interpersonal skills by helping us learn the importance of listening.

Come join Paula Pace, an award winning speaker, trainer, and executive coach who works across the US and Canada. She uses stories, examples, and humor to engage and invite her audience into the learning experience. She challenges her audience to come out of their cubicles, offices, and homes to engage other people in communication. And not just idle conversation, but good, effective communication. It saves time, it's honest, and it's effective. Her clients examine and improve current skills, learn new ones, and enjoy the experience - a winning combination!

[Click here](#) for more information and/or to register!

New and Renewing Members

Jennifer Baker, Cornhusker Bank
Heidy Behrens, CD2 Learning
Susan Bernier, Union Pacific Railroad
Stephanie Bishop, Mutual of Omaha
Pati Carr, NEI Global Relocation
Marti Carrington, Union Pacific Railroad
Vicki Castleman, Home Instead, Inc.
Angel Champion, Blue Cross Blue Shield of Nebraska
Robb Clemans, Home Instead, Inc.
Jenny Cuykendall, Pharmaceutical Technologies, Inc.
Nancy Godwin, NEI Global Relocation
Jason Gressman, Solutionary, Inc.
Ron Hackbart, Kiewit Corporation
Bettina Hamilton, Oriental Trading Company
Jill Idelman, C&A Industries
Ericka Juno, Union Pacific Railroad
Sonia Keffer, Sonia Keffer and Associates
Cat King, Union Pacific Railroad

June Kowalewski, Pentagon Federal Credit Union
Joan Koziol, Cornhusker Bank
Ann Lorenzo, Union Pacific Railroad
Christine Loyer, Union Pacific Railroad
Christine Lynch, CSG International
Matt Mainelli, Home Instead, Inc.
Bern Mendick, Union Pacific Railroad
Kristen Nicholas, The Maids International
Aly Nichols, Core Bank
Andrea O'Quin, Home Instead, Inc.
Tammy Olson, The Maids International
Laurie Owen, Home Instead, Inc.
Amy Owens, Five Star Senior Living
Pamela Root, FESC
Stacy Shaw, DEI Communities
Kay Shields, Home Instead, Inc.
Jace Smrcka, Collaborative Industries
John Spehn, Union Pacific Railroad
Stephanie Spiegel, Solutionary
Jan Stukenholtz, Union Pacific Railroad
Jon Titus, Bellevue University
Melissa Turner, Home Instead, Inc.
Ursula VanAntwerp
Teresa Gan Wolfe, American Red Cross
Veronica Wortman, Union Pacific Railroad

Calendar of Events



[The Power Of Listening](#)

Day: Wednesday, March 9, 2016

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

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

[CPLP Information & Orientation](#)

Day: Wednesday, March 9, 2016

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

Location: Swanson Library (Meeting Room) 9101 W Dodge Rd. Omaha, NE 68114

[CPLP Information & Orientation WebEx Session](#)

Day: Wednesday, March 10, 2016

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

Location: WebEx Virtual Meeting



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