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**NEBRASKA CHAPTER**  
**Association for**  
**Talent Development**



## June 2016 Newsletter

For many American families June is the equivalent to ball diamonds laced with chalk, hot dogs with all the fixins', and salty roasted sunflower seeds. Our annual family event is slated to take place at Werner Park this summer! Watching the Storm Chasers "Stir up the Storm" while holding our favorite baseball treats, we get to enjoy teamwork at its finest. Taking a break from the monthly programs and getting together with our families helps bring full-circle what ATD is about and reinforces why we participate in the organization. Watch for more information coming soon and hope to see everyone there!

You'll notice a new name at the end of this article. I would like to introduce myself: My name is Shonda Walker, and I am the newly chosen Director of Communications for the ATD Nebraska Chapter. I have recently graduated from Bellevue University with my Masters in Management and have also picked up along the way an Executive Coaching Certificate. My undergrad is in Human Resource Management, and I have eight years of Human Resource experience. I currently work as a Staffing Supervisor for Manpower in Omaha where I have the opportunity to coach and train quality employees on a daily basis. I am looking forward to learning and mentoring alongside all of you.

Summertime is also a great time to catch up on reading while you're laying by the pool or relaxing in the A/C. When looking for that next book, please remember to utilize our CHIP program that gives back to the organization when you purchase items from the ATD Store. Use CHIP code **6064**.

<https://www.td.org/Store>

Shonda Walker

**Millennials are Changing the Way We Think About Training**

Power Member Content

Five Moments of Need

Connect with Your Peers

## Millennials Are Changing the Way We Think About Training

Submitted by: Teresa Gan Wolfe, Director of Marketing

Written by: Clint Boulton

It comes as no surprise that technology is changing the way companies operate, and this includes the way they train their workforces. With the rise in the number of Millennials entering the workforce, the potential for disruptive change is at an all-time high. Larry Pickett, CIO of Purdue Pharma, says younger workers caused him to rethink the way his company performs tech training. As the company deploys new cloud-based solutions to accelerate research and development, training, which was once performed in two-day sessions, has been broken down into bite-sized bits.

One IT worker recommended the training be performed in 10-minute sessions monthly, and Pickett saw the utility in this. "They just don't have the tolerance, the patience or the time to be able to do longer training," Pickett says. Lindsey Pollak, a consultant serving as a Millennial workplace expert for financial services group The Hartford, says this is an argument she's heard before. But it's not that Millennials are lacking anything—it's that they simply don't care for tradition. "What Millennials invite us to do is take every practice—training being a huge example—and say 'what really works? Maybe it is time to rethink things we've been doing for 30 years,'" she says.

View source: [CIO](#)

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With over 250 members, we reach a variety of workplace learning and performance decision-makers. The Nebraska Chapter offers a monthly program sponsorship package or you can customize your own.

Five Moments of Need

**Submitted by: Liz Brumels, Director of Certification**

Are you providing learning during the moments when your learners need it most? The Five Moments of Need model developed by Bob Moshier and Conrad Gottfredson outlines five moments in which people need learning:

1. Learning for the first time
2. Expanding knowledge base and learning more
3. Remembering and applying learned concepts
4. When things don't go according to plan
5. When change occurs

Think through your learners or your audience. Where do they fit into the five moments? Once you have identified their needs, you should be able to connect your content to a specific moment of need. Also, think about which learning approach best corresponds to each moment of need. For example, when learning for the first time the approach may include eLearning, blended learning, or classroom learning. When remembering and applying previously learned concepts, the approach may include job aids or other documentation as well as on the job support.

[Click here to watch a short video about the moments of need](#)

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- **Private Member Directory**
- **Member Forum**

## **Connect with Your Peers: ATD Nebraska Social Media Platforms**

**Submitted by: Kim Whiteside, Director of Social Learning**

ATD Nebraska has *five* social media platforms. If you're seeking information for professional development or want content on the latest trends and issues within the talent development industry, ATD Nebraska social media is a great place to start. Our social platforms also promote Nebraska chapter events and nearby chapter events, as well as national events.

	<p>Primary source for chapter events and questions from the membership regarding best practices. Pre- and post-program discussion topics are found here also.</p>	<p><b>LinkedIn Group: ATD Nebraska Chapter</b></p>
	<p>Links to monthly programs and professional development resources.</p>	<p><b>ATD Nebraska</b></p>
	<p>Backchannel reporting, memes, updates from other chapters and leaders in the industry.</p>	<p><b><u>@ATDNebraska</u></b></p>
	<p>Information on ATD NE Chapter successes and industry thought leadership.</p>	<p><b>ATD Nebraska</b></p>
	<p>Competency-based boards. Curated source of <u>how-to's</u> and industry reference materials such as books, videos, and training activities.</p>	<p><b><u>Atdofnebraska</u></b></p>

Join the conversation. You are welcome to post, share, like, and comment on items in our social media community!

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Power Member Content

## 9 Tips for Reducing Complexity in Talent Development...and Beyond

Submitted by: Lisa Bodel, Human Capital Blog

Futurist and innovator Lisa Bodell outlines nine tactics to start reducing complexity around talent development, as well as in your team's daily tasks. [More »](#)

### Upcoming Opportunities!

**June 21: CPLP Information & Orientation WebEx Session**

**June 29: CPLP Information & Orientation WebEx Session**

### New and Renewing Members

**Gina Brummels**, Air Methods

**Marilyn Cotten**, Metropolitan Community College

**Erick Dragsten**, Applied Underwriters

**Karen Dwyer**, School of Communication, University of Nebraska-Omaha

**Randy Esterling**, Esterling Learning and Development

**Danielle Evans**, Lincoln Financial Group

**Kristina Gralheer**, Air Methods

**Lisa Housler**, Air Methods

**Amber Hutchinson**, Mutual of Omaha

**Barb Lerouge**, Learning Consultant

**David Leslie**, Bank of the West  
**Mike Loftin**, Air Methods  
**Shalimar Mazetis**, Iowa Western Community College  
**Britney Osbern**, Cerner  
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