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# NEBRASKA CHAPTER

## Association for Talent Development

### July Newsletter

**Dear Contact,**

As summer gets into full swing, let's remember to take some time to enrich our minds while we enrich our tans. Whether it's attending the CPLP orientation that is occurring this month, picking a new book to read on your discipline, or finding a new blog to follow from ATD, there are plenty of ways to keep in touch with the latest and greatest trends in the industry. Let's make professional learning pop like a firework!

Sincerely,

Jennifer Labrie Pereira  
Vice President of Marketing and Communications



**July  
2015**

#### **What's In This Issue?**

[Want to Know What Others  
are Thinking?](#)

[Summer Reading](#)

[Talent and Development](#)

[What's the Risk?](#)

[Power Member Extra](#)

[New and Renewing  
Members](#)

[Calendar of Events](#)

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.

## **Want to Know What Others are Thinking?**

**By Karen Wegner - Director of Engagement**

If you've been to our ATD Nebraska website recently, you may have noticed the new polling questions. If not, be sure to check it out! This feature was added as a way for members to quickly engage with each other on current items of interest. How does it work? Three easy steps...

### **1. Vote!**



## Annual Sponsors

(click on their icon to go to their sites)



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

### What volunteer activities appeal to you?

- Resume review
- Mock Job Interview
- Greeting members at programs and/or events
- Writing a newsletter article
- Helping with registration
- Serving on the Board
- Maybe later!

**Vote**

## 2. See the results immediately!

### What volunteer activities appeal to you?



Powered by QuestionPro

(Voting is anonymous, but if you happen to be one of those who are interested in doing resume reviews, check out the information under Career Resources, <http://www.atdnebraska.org/resume> or just contact Lesa Deeker, [directorcareerresources@atdnebraska.org](mailto:directorcareerresources@atdnebraska.org) and she'll get you started.)

### **3. Create Your Own!**

If you have a question you'd like to post, send it to Karen Wegner, [directorenagement@atdnebraska.org](mailto:directorenagement@atdnebraska.org) . It's that easy.

## **Summer Reading**

**By Jon Titus - President Elect**

The fact that you're reading this leads me to believe you might like to read. I'm even going to hazard a guess that you might like a recommendation for a good book or two to keep abreast of the latest and greatest research, benchmarks, and successes in our industry. Here are my favorites, including some updates of books that you may want to revisit:

#### **Leadership:**

**Bud to Boss or Remarkable Leadership**

I find both of these insightful titles by Kevin Eikenberry (Bud to Boss was written with Guy Harris) to be extremely practical and applicable. I like books that have examples and vignettes that help keep the concepts as tangible as possible. Mr. Eikenberry has a writing style that really makes me feel like I'm building skills and reinforcing good behaviors just by pouring over his words.

#### **Performance Management:**

**The New One Minute Manager**

Ken Blanchard and Spencer Johnson are back with insights that they've learned since the original was published in 1981. The times they are a changin', and this new book helps those of us who have been around for a little while re-evaluate exactly what is important now in coaching, feedback, and performance improvement. Don't miss this fully renovated approach to both work and life - it's sure to follow in the footsteps of its predecessor, which is one of the best-selling business books of all time.

#### **Professional Development:**

**Multipliers**

Liz Wiseman and Greg McKeown knock this one out of the park, in my opinion! After you read this, you'll be buying copies for everyone you work with. How do you bring out the best in others? How do you engage, edify, and energize your workplace? Read this book and enhance your talent magnetism.

If you'd like a recommendation from another area of our **ATD Competency Model**, I'm just an email or a LinkedIn message away! I'm interested in your recommendations, too. Don't keep them a secret - I'd love for you to share.

[jtitus@bellevue.edu](mailto:jtitus@bellevue.edu)

# Talent and Development: The Conversations that Count

**By Jill Idelman - Director of Mentoring**

With almost one year under our belt with the new title of our chapter and organization - The Association for Talent Development - what have you done to contribute to the discussion in the workplace about Talent and Development?

There is no better time than now to discuss the importance of career development in the workforce. Research companies globally are gathering data that states that one of the main three drivers employees use to determine if they are going to stay or go is: Am I going to grow within this organization? You will also find the research appearing in the bottom rankings of employee surveys that employees are not having career development conversations with their managers. Talent is a differentiator. People have always been an organization's competitive edge. It is more important now than ever to protect your company's most valuable asset. Keeping talent and developing employees is what makes your company stand out in any given industry. Protecting your organization's most valuable asset is vital for the future and to remain competitive in the marketplace.

One of the major setbacks in building a competitive and profitable organization is the loss of talented employees...and when they leave, we suffer a loss of momentum and productivity. Talented employees leave not just physically - right out the door to your competitors - but also psychologically. When not challenged, that talent mentally checks out...but stays physically. And that's a hit to your bottom line, too. Everyone, from leadership to the individual contributor, knows that either form of departure creates big costs for a company.

A recent Gallup study reports that only 26% of the U.S. working population is engaged...that is defined as loyal and productive; 55% are not engaged...just putting in their time; and 19% of the employee base is actively disengaged. The problem with this group of unhappy employees is that they are spreading their discontent. This waste is approximately 10% of payroll dollars on lost productivity due to these levels of disengagement.

One option for keeping your employees engaged is by committing to a formal career development plan. It goes beyond the conversation and goal setting at the annual review; it takes purposeful conversations about what your employee wants and needs to be happy and successful. What questions are you asking your employees to uncover how you can engage their talent and empower them to want to stay with your organization? I quote from the book *Help Them Grow or Watch Them Go* by Beverly Kay and Julie Winkle Guilioni: "Career Development is among the most frequently forgotten tools for driving business results...yet it's completely within a manager's sphere of influence."

As members of The Association for Talent Development, we can be advocates to this cause of career development. The role of a trainer can

be far more than a facilitation of classes. Empower yourself to be part of a talent developer. The results will show you...career development is more about watching others grow and nothing less. Those purposeful conversations will eventually show up on your organization's annual reports as retention of employees and increased investments.

## What's the Risk?

**By Jill Banaszak - President**

Every process inherently has some aspect of risk. Take driving a car, for instance. There are a lot of things that could go wrong - you could get a flat tire, get in an accident, or have steam start to pour out of your hood. But most accountable businesses have controls in place to help mitigate those risks. Back to the car scenario, you could wear your seat belt, use your back-up camera, or have regular maintenance scheduled. Most controls cannot eliminate the risks totally, but a strong control can greatly reduce the likelihood of that risk occurring.

My first exposure to this concept came from my experience on the board. As a Chapter, we have created and maintain a Risk Assessment that outlines what we consider are possible risks in our Chapter - anything from a monthly professional development speaker not showing up to someone misappropriating chapter resources. Going through this exercise and keeping the risk assessment updated ensures that we not only have put thought into the possible dangers that could occur, but have an action plan in place to prevent, mitigate, or quickly recover if any of those hazards should occur.

What about the risks and controls in your training? Have you and your team sat down to discuss what could go wrong in your training class and how you could either handle it or even better, prevent it from happening in the first place? Whether your training risks are disruptive participants, unexpected system outages, or an emergency in the classroom, having performed a risk assessment and action plan safeguards your team, reputation, and company.

Want to learn more about risk assessments? Feel free to volunteer to help with the annual review of the ATD Nebraska Chapter Risk Assessment or join the board and be a part of the fun. What's the risk?

## Power Member Extra: How to Handle Employee Resistance to Structural Changes in Organizations

If you are an ATD Power Member, you have access to many different resources, including blogs, at TD.org. See below for an example. If you aren't a Power Member, click [here](#) to find out more.

July 07, 2015 - by Carol B. Packard from Science of Learning Blog



To better understand why employees resist change, Antonia Mercedes García-Cabrera and Fernando García-Barba (2014) unpacked the most common forms of employee resistance: resistant thought, resistant feeling, and resistant behavior. [More »](#)



Science of Learning , Human Capital , Global Human Resources Development



Change Management , Research into Practice , Global Workforce Development , Global Benchmarking

## New and Renewing Members

**Marilyn Cotten**, Metropolitan Community College

**Julie Dygert**, Bellevue University

**Candace Hanway**, Valmont Industries, Inc.

**Sarah Julius**, C&A Industries

**Julie McKinney**, Mutual of Omaha

**Ruth Negus**, Omaha Public Power District

**Pari Smart**, Kiewit

## Calendar of Events



### **CPLP Orientation**

**Day: Tuesday, July 14**

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

Location: Centris Federal Credit Union, 11825 Q St, Omaha, NE 68137

### **ATD Nebraska Program - Save the Date!**

**Day: Wednesday, August 12**

### **The Global Classroom: Using New Communication Technology to Improve Education**

**Presented by ASTD-Lincoln**

**Day: Thursday, August 20**

Time: 11:30 a.m. - 1:00 p.m.

Location: Jack J. Huck Continuing Education Center, 301 S. 68th St. Place, Lincoln, NE 68510



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