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NEBRASKA CHAPTER Association for Talent Development

August Newsletter

Dear Contact,

It's already August? For a lot of people that means dealing with back to school! This may mean that the difficult task of time management is magnified. Why not come check out our August program, "Values-Based Time Management" for help determining what to do more of or less of? It just may save you some time!

This time of year is a great time to remember our own learning needs. We have great news - Trainer's Institute (TI) is back for 2015!

TI this year has topics on Coaching, Support through Change/Transition, Getting Desired Performance, Instructional Design Essentials, Kicking Up e-learning, Making Training Less Humdrum, and Debunking the Learning Styles Myth. You will be able to walk away armed with so much more knowledge and brain power to ensure your success and that of your teams! **Registration opened August 1!** What are you waiting for? [Click here for more information!](#)

Sincerely,

Sandi Knowski
Director of Communications

Stay Current with Trainer's Institute

By Ralph Wojcinski - Vice President of Education

Trainer's Institute is September 8 - October 6, 2015

**Mark your calendars-tell your boss, coworkers, and friends -
Trainer's Institute (TI) is just around the corner!**

Every Tuesday from September 8 to October 6, TI 2015 will be filled with information YOU need to know to help sharpen your skills as a talent developer. Two sessions will be offered each Tuesday during TI 2015 and are designed to offer something



August 2015

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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.



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for everyone, regardless of your years of experience.

This year, Trainer's Institute promises to be a milestone for talent development professionals in Nebraska and the surrounding areas. Each session will be designed to appeal to an individual who may be new to learning and development or a seasoned professional looking to hone their skills and learn more about emerging trends. This series will leave a positive impact on the learning and development professionals who encourage, challenge and guide the talent that leads industries in our communities.

The final touches are being applied for all of the sessions, so visit the [ATD Nebraska Trainer's Institute page](#) often for updates.

Session Topics Include (More to Come):

Coaching as a Powerful Tool in Your Arsenal-Coaching the Team's Coach

Support Your Organization through the Change/Transition Process

Getting to Desired Performance: HPI (Human Performance Improvement) in Action

Instructional Design Essentials

Debunking the learning styles myth, and other brain-friendly pointers

e-Learning Modules: Kick It Up a Notch!

No More Humdrum Training for You!

Time slots and pricing information are available at our TI page. Pick one or pick all of the sessions, which will be facilitated by engaging presenters!

If you have any questions about TI 2015, please contact Ralph Wojcinski, Vice President of Education for ATD Nebraska, at vpeducation@atdnebraska.org.

Forming Strategic Partnerships

By Kathy Swensen - Director of Membership

Whether we are forming strategic partnerships with our clients, with other departments within our companies, or with a group of volunteer organizations, keeping a few key principles in mind will create success for all involved.

Show your passion! Emotions are contagious and, as we all know, the office Eyore can quickly drag everyone else into gloom and doom. Conversely, optimism and enthusiasm are contagious. Let your potential partners see your excitement and your vision, and they will accept your

invitation. Passion can ignite a group and light their way toward a shared goal.

Show your shared purpose. Without one, the partnership is doomed to fail. If only one party has a fervent goal for the outcome, then the agenda and action steps will wind up on the bottom of everyone else's pile. After all, we are all increasingly busy and are not able or willing to take on someone else's big project unless it's a client or our boss - certainly not if it doesn't somehow meet one of our important needs. If all partners share a purpose and predict good outcomes for all from their efforts, they will persevere.

Show your resolve. If the partnership involves a multi-part, complex project in order to accomplish the shared goals, success will take time. Show that you are dedicated by providing timely responses, following up as requested, and being an active part of the process. Show that you are dedicated to a positive outcome and are willing to carve out time enough to follow through on your commitments. Given that we are humans, there is the potential for conflict and misunderstanding. When you sense either, address it directly and quickly, with respect, and demonstrate your intention to keep everyone on the same page, headed for success.

Show your human side. If the shared goals involve a creative process or something new for you, admit you are a lifelong learner and embrace that. Share taking the lead and enjoy the synergy of combining different opinions and ideas to form something new. If your partners will be meeting regularly over time, show an interest in their life away from work: families, hobbies, pets, etc. And don't forget to celebrate the group's accomplishments along the way. We can get focused on the end view and not take time to say, "Look how far we've come since the first meeting! Look at what we've accomplished already!"

Whatever the nature of your strategic partnership, you will increase its chances of success by showing your passion, your shared purpose, your resolve, and your human side.

Talent Development Challenge

By Krishna Clay - Vice President of Finance

As I was sitting through a session at work today regarding customer journey mapping, I was reminded how the talent development field is very similar to the customer service field in its challenges.

Here are just a few of the challenges we need to think about in our roles in the talent development field:

- How can we provide a consistent experience across all channels? Whether a trainee is sitting in our classroom or at their own desk, how do we get the same message across?
- What technology should we use? What will create a better experience for our learners?
- We need to think "with" our learners. Put ourselves in their shoes. Understand what they do, what they want to do, what they need to do, and how they learn.
- We need feedback! Without feedback and evaluation we have little

hope of improving the learner's experience.

- What are our learners' expectations and how can we exceed them? Every learner is different and learner expectations are constantly changing.

I challenge each of you to take off your corporate hat and put on your learner hat the next time you are working on an L&D project. Don't try to optimize the learner experience. REINVENT it!

The Future of Work

By Jill Banaszak - President

I had an opportunity recently to listen to the The Future of Work podcast where Jacob Morgan interviewed Josh Bersin. These podcasts are geared to provide insight, knowledge, and information to understand the world of work and where we are headed.

In this podcast Josh, who is the founder of Bersin by Deloitte, provides thought leadership around how talent and HR is changing. They discuss the Leading in the New World of Work 100-page report and what the Human Capital trends are in 2015. Ten trends were identified, but I will touch on the top three:

1. **Leadership** - Leaders are the ones that direct, engage, and align people. Leaders are constantly being developed as people are continually moving into new roles. The development for leaders is not just a book or class, but top-down driven support of development and support. Leadership should be constantly discussed, modeled and valued.
2. **Learning and Development** - Everyone is familiar with the classic picture of what training is in the workplace. But L&D in most companies is outdated. Think about how people find out information or gain skills outside of work - Google it or watch a quick YouTube video to learn how to perform the function. Companies need to latch on to that self-sufficiency and begin to provide content that is readily accessible. This is the way to create a continuous learning environment in your company.
3. **Culture and Engagement** - Gallop's report about abysmal employee engagement statistics is disheartening that this is still a struggle for companies to figure out. Expectations of workers today is much higher than in years past, and most companies have not yet revised their approach to meet those expectations and engage their people. This, along with the readily available sharing of people's experiences (both positive and negative), can have detrimental brand damage and impact on future hiring aspects if not addressed.

Overall, environment has changed so radically that organizations cannot keep up. Being aware of the trends in 2015 in regards to human capital is one step in helping your organization assess and respond to this new world of work.

New and Renewing Members

Shlaimar Brunk, Iowa Western Community College

Denise Hatcher, Mutual of Omaha
Amanda Koile, Applied Underwriters
Michael May, Metropolitan Utilities District
Becky Meyer, Mutual of Omaha
Rena Prieto, State of Nebraska
Kristi Rutledge, Mutual of Omaha
Anita Schinstock, Lincoln Electric System
Lynette Schumacher, Carlson Rezidor Hotel Group
Patty Thomas, Mutual of Omaha
Betsy Triebwasser, Union Pacific Railroad
Cherlyn Wilson, Creighton University

Calendar of Events



[Values-Based Time Management](#)

Day: Wednesday, August 12

Time: 11:30 a.m. - 3:00 p.m.

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

[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

[Trainer's Institute](#)

Day: Tuesdays in September and October

September 8, 15, 22, 29 and October 6

Save the date!

[ATD Consulting Skills Certificate](#)

Day: Thursday, September 17 - Friday, September 18

Time: 8:30 a.m. - 4:30 p.m. each day

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



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