



NEBRASKA CHAPTER Association for Talent Development

September Newsletter

Dear Contact,

September already?! Where has this year gone? Most of the kids are back in school, and there is no better time to focus on our own development.

This focus is such a vital part to our success as talent development professionals, yet there seems to be so little time. This is why Trainer's Institute (TI) is such a great tool! Please take the time to check out the details of each session and see the benefits each can have for you. Early bird registration ends on September 3! [Click here for more information!](#)

Check out our September 9 program (separate from TI) entitled "Driving a Competitive Edge Through Culture." Learn how to use your culture to drive specific desired behaviors in the workforce and the marketplace. For more information and to register, visit our [website](#).

Sincerely,

Sandi Knowski
Director of Communications

Exercise Your Right As a Chapter Member

By Shelly Whittaker, Past President

Fall is a busy time for ATD Nebraska and is of great importance to you as a chapter member. This is the time of the year that planning for 2016 is in full swing. You, as a chapter member, play a great role in this planning.

First, at the September monthly program the proposed slate of officers for 2016 will be announced and nominated. Shortly after that announcement, the election ballot will be emailed to all chapter members. It is your right as a chapter member to vote and elect the 2016 officers. Please exercise your right and help to shape the future of the chapter.

Second, in October the annual membership survey will be emailed. By



September 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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responding to the membership survey, you speak your mind as to where you want the chapter to go and what you want it to be. Many important decisions have been made based on the responses to questions on this survey. Typically only 30% of chapter members respond to the survey. Do the other 70% of you want the direction of the chapter dictated by 30% of the members? Again, exercise your right and respond to the membership survey.

Last year the Executive Board began to set in place the strategic plan for the chapter for the next 3 years. We need to hear from all of you. Why did you join the chapter and what do you need from it? These are important questions that we need your input on and to help develop the strategic plan. Please make your voice heard by participating in the annual election and membership survey.

Time Management

By Michelle Anthony, Director of Certification

I was reading a time management article that mentioned that there are two types of time--clock time and real time. Odd? I thought so! They defined clock time as real time--there are always 60 seconds in a minute, 60 minutes in an hour, 24 hours in a day, and 365 days in a year. It is all equal--no more, no less. So, if every minute is 60 seconds then why are some minutes "long" and others just "fly" by? This time concept is referred to as real time. We live in a real-time world. Real time is mental; we create it so we can excel at time management or we can sabotage or limit ourselves by thinking "it's not the right time" or "I do not have enough time." Since we create it, we can manage it and turn the obstacles into opportunities.

Here are some tips that I have acquired from various leadership conferences and co-workers, as well as best practices, to make the most of the seconds and minutes that are just flying by:

- Plan your day/week/month/quarter.
 - Knowing what tasks you need to accomplish and scheduling when you need to accomplish them will help you manage your time.
- Set short- and long-term goals.
 - Create action steps to keep you on track for the long-term goals.
- Time Study.
 - How much time is being spent on high-payoff activities and how much time is being wasted on unproductive thoughts, conversations, and actions?
- Schedule appointments with yourself.
 - Make sure your to-do list isn't so much that you don't have time to enjoy you and your time.
- Schedule time for chaos.
 - We all know that interruptions and emergencies occur. Do your best to plan and schedule in time for the unexpected.
- Do not disturb.
 - Practice not answering the email that just came in or the phone that just rang when you're in the middle of an important task.
 - Plan time in your day to respond to email and return phone

calls you were unable to take.

NEW! ATD Nebraska Consultant and Vendor Directory

By Ericka Juno, Vice President of Membership

ATD Nebraska is always working to provide better value to its members. We are creating a consultant and vendor [directory](#) page.

Are you an independent consultant or vendor with five employees or fewer? Sign up for free to let others know about your services. The online application for consultants and vendors to apply to be included in the [directory](#) is accessible via a link at the bottom of the Consultant and Vendor Directory page.

Are you looking for a training and development professional who can fulfill your need for a short-term project or even a one-time event? ATD Nebraska's Consultant and Vendor Directory is your resource for talented training and development professionals who can help!

The page is currently under construction as we promote to our members who want to be included and get them added to the directory. So please be patient as we grow the directory!

Any questions? Check out our [Consultant and Vendor Directory](#) or contact directorcareerresources@atdnebraska.org.

Trainer's Institute: Session 1 - No More Humdrum Training for You!

Facilitators: Jill Banaszak and Kristi Rutledge

Participants will experience numerous examples of active training, review the Experiential Learning Cycle, and will be given the tools to select, create, and deliver engaging training activities that speak to all learning styles. [Register here for Session 1](#) or [here for the entire day \(Sessions 1 and 2\)](#). **[Best value - Register here for all 10 sessions!](#)**

Trainer's Institute: Session 2 - Debunking the Learning Styles Myth and Other Brain-Friendly Pointers

Facilitator: Jon Titus

Avoid the pitfalls of past mistakes of training theories, and immediately forge ahead with authority and expertise based on some of the latest research and cutting edge practices in our field. Register [Register here for Session 2](#) or [here for the entire day \(Sessions 1 and 2\)](#). **[Best value - Register here for all 10 sessions!](#)**

Trainer's Institute: Session 3 - Coaching as a Powerful Tool in Your Arsenal: Coaching the Team's Coach

Facilitator: Michelle Kosmacek

Coaching can be a very powerful tool in your arsenal but it's not a skill most people know how to really use. Coaching sessions are often confused with other developmental conversations, causing leaders to lose their focus. In this course, we will define developmental conversations and identify when each would be most effective, identify a coaching model that works best for you, and find ways to create a coaching culture at work. [Register here for Session 3](#) or [here for the entire day \(Sessions 3 and 4\)](#). **[Best value - Register here for all 10 sessions!](#)**

Trainer's Institute: Session 4 - Support Your Organization Through the Change/Transition Process

Facilitator: Michelle Kosmacek

As Training and Development leaders, we are frequently tasked with helping our companies' transition from business opportunity to business opportunity or culture to culture. While we are often on the front line of change, it's our business leaders who really work through the transition. We have to proactively engage them and define a plan with them to ensure success. In this course we will look at the different models of change and identify how to support our organizations through the emotions tied to change. [Register here for Session 4](#) or [here for the entire day \(Sessions 3 and 4\)](#). **[Best value - Register here for all 10 sessions!](#)**

Trainer's Institute: Session 5 - 5 Simple Ways to Measure Training Impact

Facilitator: Kim Whiteside

Measuring training well takes time, and it's not easy. Those of us who excel at developing and presenting training don't always have the same skill level, or sometimes confidence level, when it comes to analyzing the training we're offering. At the same time, training and development departments are feeling the pressure to tie their results to top initiatives and the bottom line to demonstrate their value to their organizations.

During this session, we'll take a look at Kirkpatrick's levels of measurement using a 21st century lens. We'll examine current tools and

technologies that can make measuring training less complicated without making the results less significant. You are encouraged to bring a copy of your current evaluation/measurement tools to use as jumping off points. [Register here for Session 5](#) or [here for the entire day \(Sessions 5 and 6\)](#). **Best value - Register here for all 10 sessions!**

Trainer's Institute: Session 6 - Using Your Evaluation Results to Improve Future Programs

Facilitator: Jon Titus

So you've designed and implemented a better training evaluation - now what? We'll explore how the measurements you've collected can be used to communicate both the successes you've experienced and the needed adjustments and modifications to make a bigger impact in the future.

Helping decision makers at your workplace understand the effects of training and development is perhaps one of the most critical roles you can play in keeping your company competitive, efficient, and profitable. After attending this workshop, you'll have greater capabilities to convey what learners have gained, how the learning will need to be supported for sustainability, and when the knowledge must be reinforced or supplemented. [Register here for Session 6](#) or [here for the entire day \(Sessions 5 and 6\)](#). **Best value - Register here for all 10 sessions!**

Trainer's Institute: Session 7 - e-Learning Modules: "Kick It Up a Notch!"

Facilitator: Jim Kalhorn

This session will explore e-learning and what makes an e-learning module impactful and memorable. Various techniques will be demonstrated for making the learning experience more engaging by making the learning experience more interactive by adding audio, video, quizzes, click boxes, rollover interactions, web links, etc. [Register here for Session 7](#) or [here for the entire day \(Sessions 7 and 8\)](#). **Best value - Register here for all 10 sessions!**

Trainer's Institute: Session 8 - Instructional Design Essentials

Facilitator: Tricia Danielsen

This workshop will provide essential instructional design application and will challenge participants to re-evaluate training to move from training "events" to more meaningful learning, knowledge transfer, and design applications. [Register here for Session 8](#) or [here for the entire day](#)

(Sessions 7 and 8). [Best value - Register here for all 10 sessions!](#)

Trainer's Institute: Session 9 - Getting Desired Performance: HPI (Human Performance Improvement) in Action

Facilitator: Kim Whiteside

Issues of human performance improvement have been addressed primarily by training and learning interventions involving workshops, classes, and information sessions. The changing nature of occupations from knowledge work to digital/virtual work means that designing new ways to increase results are critical. "Getting to Desired Performance" will help learning practitioners improve their ability to impact results by using interventions beyond T&D to improve human performance. [Register here for Session 9](#) or [here for the entire day \(Sessions 9 and 10\)](#). [Best value - Register here for all 10 sessions!](#)

Trainer's Institute: Session 10 - Intentionally Moving from Knowledge into Learning for Individuals, Teams, and Organizations

Facilitator: Diane Kortus

This session will cover thinking about learning from the whole brain perspective--how to open your training cycle to the four quadrants of the brain. We will look at every learning opportunity as a stage in the Change Management Cycle: What stage are you at today? Was the last stage successful or is this stage a result of the prior stage not being accomplished? What transforms knowledge into learning? Analyzing the need for learning: What is the question? [Register here for Session 10](#) or [here for the entire day \(Sessions 9 and 10\)](#). [Best value - Register here for all 10 sessions!](#)

New and Renewing Members

Sean Bilodeau, McGladrey LLP
Joel Damon, First National Bank
Jamie Dawson, PenFed Credit Union
Lesa Deeker, Best Care EAP
Tamara Dowling, Lincoln Financial Group
Kayla Espinoza, C&A Industries
Gerard Forbes, Gordmans
Rachel Fox, Avantas
Susan Hamilton, PenFed Credit Union

Abbey Howard, Kiewit Corporation
Hallie Kammeyer, Mutual of Omaha
Courtney Klatt, NMC, Inc.
Christine Loyer, Union Pacific Railroad
Carolyn Moses, Jenny Craig
Erin Murray, The Maids International
Stefanie Patterson, Applied Underwriters
Sabrina Printz, Gordmans
Brandon Raddish, Bellevue University
Brittini Redding, Boys Town
Scott Schreiter, Gordmans
Robyn Schroeder, Mutual of Omaha
Denise Seaman, Railway Education Bureau
Ashley Smith, First National Bank
Kristi Stewart, First National Bank
Kathy Swensen, Swensen & Associates
Beth Swinney, Gordmans
Melodi Szymczak, Allen Vanguard
Matt Wellwood, Gordmans
Carli Whitfield-Stoller, Gordmans

Calendar of Events



[Driving a Competitive Edge Through Culture](#)

Day: Wednesday, September 9

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

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

[Trainer's Institute](#)

Day: Tuesdays in September and October

September 8, 15, 22, 29 and October 6

Time: 8:00 a.m. - 12:00 p.m. and 1:00 p.m. - 5:00 p.m. daily

Location: First National Business Park, 14010 FNB Parkway, Omaha, NE 68154

[CPLP Orientation](#)

Day: Thursday, September 10

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

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

[Consulting Skills Certificate](#)

Day: Thursday, September 17 and Friday, September 18

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

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

[Beyond the Band-Aid: Developmental Approach to Diversity](#)

and Inclusion (Learning Event and/or Workshop)

Presented by ASTD-Lincoln

Day: Thursday, September 17

Time: 11:15 a.m. - 4:15 p.m.

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



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