

# The power of **YOU**

**Bold. Agile. Prepared.**



NEBRASKA CHAPTER  
Association for  
Talent Development

**March 8-9, 2022 @ Bellevue University**  
[www.atdnebraska.org/2022-Regional-Conference](http://www.atdnebraska.org/2022-Regional-Conference)

# Keynotes

# Virtual Training is Here to Stay! Now What?

Talking, sharing, and showing learning content via presentations and screens using technology is a familiar way to communicate and conduct training. It's normal now, but it remains challenging and at times, boring. What's compelling about presenting virtually is that we no longer have to accept poor learning experiences that we previously let trainers get away with in person because lunch was coming soon, and the networking opportunities would make it all worth it. In today's day and age, participants can simply log off and ask for a recording instead! Live virtual training is holding trainers accountable for poor learning experiences, making it our responsibility to get better at how we design and deliver them. What does "getting better" look like and how can we make live online learning experiences more effective for today's modern, distracted, and busy learners?



Kassy LaBorie

# Change: How to Turn Uncertainty into Opportunity

Change is inevitable. Look around you. Change is happening all the time, and the rate is only increasing. For good reason, organizations, teams and individuals are looking for better, faster, less expensive ways to produce outcomes.

But change is hard, and successful change doesn't happen through processes alone - it's the people who ultimately make change happen.

What if there was a way develop your change capability? Join us as we explore a predictable pattern of change and how you can develop skills to thrive in any role where you experience change.



Curt Garbett

# Workshops

# Jumpstart Your Skills with the Talent Development Capability Model - Your Blueprint for Success

As a L&D professional, you know learning never stops. Now, the new standard for skills for TD professionals is here - the Talent Development Capability Model. Learn how to use this research-backed competency framework for talent development professionals to identify your skills gaps and create an actionable plan connected to resources to up your skill game and close gaps. Morgen Hirt, from ATD National, will take you through the components of the new Capability Model, show you how to complete a self-assessment, and then demonstrate how to choose a Learning Path and connect to valuable ATD resources designed to deepen your knowledge and expand your skill set. Learn how the Capability Model can be used to identify skill strengths and gaps across your whole team and how to create a team learning plan.



Morgen Hirt

# Emotions @Work: A Study in Changing the Way We Learn to Affect Change in Behavior

Oji's Emotion Life Lab is a mobile-only learning solution that contains the same amount of content as a two-day workshop. Using bite-sized learning steps and incorporating live virtual sessions into the sequence of this multi-modal experience has been a game-changer for professionals of in many fields, including: healthcare, manufacturing, biotech, non-profits, utilities, hi-tech and more.

In this session, we will explore both the emotion science in the skills model used to build the program and the techniques used generate helpful behavior change in both individuals and teams.



Andrea Hoban

# Escape Learning Boredom with Live Escape Rooms

This workshop is designed to enable participants to add creativity and engagement to their learning experiences by simulating escape room games with no software required. Given some handy job aids and intense online collabos of creativity, learners will be able to create an escape room-like game thus creating a highly engaging learning experience. Learners will be guided through gamification mechanics of escape rooms like achievement, discovery and puzzles and bring those to life with their teammates.. For example; after a short brainstorming storyboard session, participants can create an escape room sample relevant to their workplace needs.



Alexander Salas

# Results through Relationships Intelligence

## Learn How to Build Agile Teams Where Relationships Thrive

For high achievers, building collaborative relationships is priority one. In-person or dispersed, they understand that members of their teams can go farther together than they can alone. The good news: you too can leverage the power of relationships and drive results.

Relationships Intelligence is powered by the Strength Deployment Inventory 2.0 (SDI 2.0). This award-winning, scientifically validated assessment provides four views of a person. It reveals why they do what they do, and how they relate to others. Experiencing the SDI 2.0 assessment for yourself and being able to review your unique results during the workshop will be the key to unleashing relationship intelligence for you and your teams.



Michael Brown

# Interact and Engage! A lab devoted to Analyzing Activities for Engaging Virtual Training

Whether it's an online meeting, training, or webinar, engagement is the main question on everyone's mind. Will it be worth my time to attend or will it be an opportunity to check email instead? Live online meeting technology is powerful and has made it easy to connect with people from anywhere in the world at any time, yet we often still struggle with getting everyone to interact. Interaction is the answer to successful engagement and using the features of the platform is the answer to interaction. However, the features alone do not engage the participants. It is what you choose to do with those features that will make the difference in your next virtual session. Learn what you can do to be successful in the virtual environment and avoid everyone asking for a recording or a copy of the slides five minutes into your next virtual training.



Kassy LaBorie

# Getting Started With Augmented Reality: Immersive Learning Design

In this session, we will demonstrate how to get started using augmented reality (AR) in your learning development. You will be introduced to low-cost tools and resources that will make developing an AR project simple, effective, and engaging. We will be hands-on in creating custom AR experiences. You will explore other interactive AR experiences built in a wide variety of tools. You will review uses cases and storyboard methods that help in planning out engaging and effective AR experiences. We will discuss how AR can enhance different types of learning scenarios that you build now. You will leave this session with a mini AR portfolio to take with you and the knowledge of how to plan, build, and deploy AR projects with your learners.



Destery Hildenbrand

# Reality Check: Virtual, Augmented, and Mixed Reality for Learning Development

Learning and development professionals see an influx of excellent tools and technologies to help build and grow their offerings. One subset of this new technology is immersive reality. Immersive reality is an umbrella term used to group similar yet different technologies, including augmented reality, virtual reality, and mixed reality. One of the significant challenges facing the L&D industry is accurately identifying the technologies and understanding how best to use them for learning. This session will review each immersive reality area, how each works best for training development, and tips on getting started.



Destery Hildenbrand

# Crafting Culture: Developing Dynamic, Inclusive and Engaging Leaders

In order to effectively manage a 21st Century workforce, we must see each employee as an individual, and empower our managers to coach them on both personal and organizational objectives. For it is the team leader and the culture they create that is more important to an employee over that of the organizational culture of the company.



Kevin Dawson

# Breakout Sessions

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Alexander Salas

# Going Agile - Two Case Studies and Getting YOU Started

During this session, Blue Cross Blue Shield Nebraska and Union Pacific will share how they went agile in their training departments and help you get started at your company.

## Learning Objectives:

- Identify if agile is a fit for your company
- Provide case study examples of going agile
- Practice agile pointing (this is the hardest part!)

Ericka Juno



Jen Wichern

# What kind of superhero do you want on your dev team?

After you've worked in Software Engineering for some time, you start to recognize different types of developers: The planner who second guesses every method name, the gold plater who won't stop fixing edge cases, and the speedy dev who wants to win the race that no one else is a part of, just to name a few. A similar statement can also be said for some of the more popular superheroes in comics, TV, and movies. And just like those superheroes, developers have strengths (superpowers), struggles (weaknesses), and often work in teams.

As a developer who has lead many different teams, and who has an encyclopedic knowledge of superheroes in pop culture, I believe there are a lot of shared principles that we can utilize to make the highest functioning teams. This first comes from classifying developers into archetypes and then figuring out how to distribute them amongst teams.



Aaron Deming

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Michael Brown

# 10 Tips for Building a Feedback Culture

Whether positive or constructive, feedback is crucial information for us to know if we're performing our best, or need some coaching to improve.

A strong feedback culture welcomes feedback and uses it to foster the growth of employees, teams, and the organization. But not every organization has the same guidelines for giving and receiving feedback.

The most successful organizations implement feedback cultures to develop and invest in their talent.

In this session, we'll share our 10 tips for building an effective feedback culture to help your employees, teams, and organization succeed.



Teresa Preister



Todd Pernicek

# Mind Games: Using the Power of Mental Fitness to Boost Your Performance

In a world where everything is shifting and changing quickly, how do you keep up? You get mentally fit. Your thinking is driving your decisions and creating your reality. We make over 25,000 decisions per day. But most of us aren't even aware that we can choose to actively shift our thinking and boost our mental muscles. In this interactive session you will learn how you can tap into your brain power and get mentally fit so you can boost your ability to innovate, collaborate, lead and make change happen.



Jenna Smith

# Cultivating Productivity Strategies, So Your Day Doesn't Suck

Where does the time go and how do we work with all the distractions? A little planning and some good productivity strategies can help you conquer your biggest productivity drains.

## **Learning Objectives:**

- 1 - How can you recognize process obstacles for your team and help create solutions
- 2 - In the current hybrid world, how do you armor your team for success and efficiency
- 3 - What are some of the biggest productivity drains and how do you solve for them

## **Interactivity:**

There will be a discussion about priorities and how to get them on their schedule. At this time I will have them identify their top 5 life priorities and review their calendar with their neighbor to see if any are currently on the schedule.



Amy Tokos

# How to make your eLearning voiceover NOT sound like crap

A technical session dedicated to improving the sound of your eLearning voiceover; things you can do before you record, and things you can do afterward to make it sound as close to studio quality as possible.



Mike Carnes

# Living in a Hurricane: Managing the Human Side of Change

Everywhere we turn, we hear about and feel the impact of living in a time of disruptive change - a time when what we do, how we work, and where we work is shifting. These changes are challenging our ability to navigate shifts in the marketplace; however, they are also challenging our ability to individually manage 'who we are' in these times of transition.

In response to these new demands, organizations and leaders are adopting new management practices, process models, and technologies. At the personal level, we need to do the same.

We have come to a point in time when we need more clarity on how we can personally create more self-agency and resilience. We have the capability to chart the course - we just need to dive in and explore!



Annamarie Mann

# Preparing Managers & Leaders for the Sustainment Journey

As L&D professionals, we strive to create, implement, and sustain learning and development solutions that equip leaders, managers, and individual contributors with the necessary skills to perform at their best. We know training events on their own aren't enough to ensure lasting performance improvement, but do our leaders and managers understand this? Behavior change doesn't happen magically in a class. It is imperative that our leaders and managers recognize that learning is a journey, not a one-time event. This journey is not just the responsibility of Learning and Development. Leaders and managers play a key role in the success of the training and the success of their teams. This session will enable you to learn ways on how to prepare and actively involve leaders and managers throughout the learning process. This will enhance both individual and organizational results.



Jeannie Frazier

# Spiral Up! How Do I Build Agility?

The Spiral of Accountability™ takes the complex dynamic of human self-talk and human interactions and simplifies it into a visual representation that allows you to identify, name, and understand what is going on with you and the people around you. It then shows a pathway towards improving your reactions and responses.

Today, probably more than ever, our people face adversity, change, confusion, and uncertainty. Carol uses her model to look at the challenges of change and how we build resiliency and ultimately agility in ourselves and others. As talent development professionals, it is our responsibility to help our learners navigate the turbulence of change. We are asking them to be agile every time we ask them to learn something new or to do something differently. The Spiral of Accountability can be that tool to help guide us through the Fog and to Spiral Up so that we may thrive.



Carol Horner

# Keeping What We Learned in COVID

As L&OD professionals, we all had to "Pivot" very quickly in 2020, but what were the key tools, practices, and successes you had, and should keep from that experience.

In this session, we'll explore a number of tools and best practices that COVID gave us. What to keep, and what to never go back to!



Michael Merritt

# The Art of Anchoring Learning

Due to advanced imaging technology, we now better understand how the brain acquires, stores, retrieves and applies new knowledge.

For those training, development, and instructional design practitioners, applying learning principles and concepts according to the way the human brain learns best is the seat of learning that leads to behavior change.

In this session, participants will explore Cognitive Lead Theory. They will analyze the implications of applying cognitive load theory, apply techniques to reduce cognitive load, and leave with ideas to explain cognitive load to managers and other leaders who make decisions about how training is designed and approved.



Kim Whiteside