



Northern Rockies Chapter - American Society for Training and Development

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October 2011

Chapter NEWS

**IN BRIEF**

Member Spotlight

Introducing Mike Schlater, ASTD-NRC's Member of the Month



Comments and Commentary

"Annual Member Survey Results" by Chris Briest, VP of Programs



**PROGRAM LINE-UP**

November 3

"Build Your Professional Network with LinkedIn" with Stan Skrabut

November 15

Networking Breakfast and Round Table Discussion

December 7

"How to Increase Participation, Engagement, and Commitment from Group Participants" with Anne Neal of Collaborative Connections, Inc.



ASTD National's Certificate Workshops come to Denver in October, see details inside.



Don't forget . . . be ready to volunteer for ASTD's International Conference and Exposition.



**Welcome to the October 2011 Edition of the ASTD-NRC Newsletter!**

**UPCOMING PROGRAMS**

"**Build Your Professional Network with LinkedIn**" presented by Stan Skrabut at the **November 3<sup>rd</sup>** lunch program. Enjoy lunch with industry peers, network for stronger relationships, and learn more about this form of social media to build and manage your many business connections better. [Register now.](#)

"**Facilitation Excellence**" with Dan Chenoweth at the **November 4<sup>th</sup>** lunch program in Cheyenne, Wyoming. Become more effective in facilitating group meetings. Outcome: Tools, tips and templates that participants can use immediately back in their workplace. [Register now.](#)

**Networking Breakfast and Round Table Discussion on November 15<sup>th</sup>.** Eat, learn and share. Share what you're working on and learn what others are doing. Do you have tips and ideas that can help others? Get ideas from others! Round table discussion groups as well. A great way to start your day. [Register now.](#)



**SPECIAL MEMBERSHIP PROMOTION IN NOVEMBER AND DECEMBER**

**"Bring a Potential Member to Lunch"**

During the months of November and December in 2011, we are celebrating our "**Bring a Potential Member to Lunch**" promotion. When you (a Northern Rockies Member of ASTD) bring a non-member to lunch as your guest, the non-member will pay the membership cost for lunch which is \$15.00 (normally non-member lunch event fee is \$25.00). If your guest becomes a member of the ASTD-NRC within 2 months of their visit, you will get a voucher for a free lunch event in the future! So, start thinking now of whom you want to bring to lunch! Limit one guest per paid member per lunch event, please.

**MEMBERSHIP**

ASTD-NRC is proud to report that members continue to recommend our ASTD chapter to co-workers, neighbors, and friends in the training and development field. Won't you consider referring someone to membership in ASTD-NRC?

**Please welcome new members:** Pamm Clements of Poudre Valley Health Systems, Emily Marano of Otterbox, Lucy Morgan of MyFedTrainer.com, and Tiffany Reifschneider of Colorado State University.

**Welcome back renewing member,** Richard Barnhart of Compet Consulting. Thanks, Richard, for your continued support.

**Not a Member? Won't You Consider Becoming One?** Chapter annual membership is only \$50 and ASTD national membership is only \$169 if you are a chapter member (contact our VP for Membership, Barb Trowbridge, for details at [trowkayak@yahoo.com](mailto:trowkayak@yahoo.com)).

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Connect with fellow ASTD-NRC members; join the blogs, network with those in the training and development industry, keep up on the latest that is happening within your ASTD chapter.



Join Today!



### Benefits of ASTD-NRC membership:

- Discounted meeting fees and dynamite program offerings
- Eligible to join study groups
- First notification of new job postings
- Volunteer opportunities
- Access to membership directory
- Opportunity to network with industry professionals
- Receive mentoring by leading professionals, or act as a mentor for others



**ASTD INTERNATIONAL CONFERENCE AND EXPOSITION (ICE) ASTD MEMBERS:** Volunteer a day and be rewarded with a day's attendance at The **ASTD International Conference & Exposition (ICE)**, coming to **Denver in May 2012!** Yes, that's right: Denver next **May 6-9, 2012. Calendar it now. This is not to be missed!**

This is a once in a career opportunity to attend the BIGGEST annual ASTD event in your own backyard. **ICE** will need volunteers (400 hundred to be precise) to help with this huge international event (>8000 attendees), and in return, you will get reduced rate admissions or a day of free attendance for each day you volunteer. The Colorado ASTD chapter members are the first in line for these coveted volunteer spots.

Volunteer for the pre-conference workshops (these are 1 to 2 days in length) and you can participate as well as earn the certificate from that workshop. **That is correct!** Volunteer for the workshop, attend without charge and earn the certificate. **No better deal found!**

Details to come in the next couple of months on how you can volunteer. **Remember:** Members of the three Colorado ASTD chapters will have preferred consideration. Not a member? Contact Barbara Trowbridge at [trowkayak@yahoo.com](mailto:trowkayak@yahoo.com).

November 3, 2011

### "Build Your Professional Network with LinkedIn" by Stan Skrabut



LinkedIn is a social network website that enables people to build and manage (mostly) business connections in order to discover jobs, ventures, new clients, etc. Unlike other social networking sites, its focus is business rather than social or entertainment. We will discuss how to make this work for you.

LinkedIn is a social network website that enables people to build and manage (mostly) business connections in order to discover jobs, ventures, new clients, etc. Unlike other social networking sites, its focus is business rather than social or entertainment. We will discuss how to make this work for you.

**Course objectives:** At the end of this lesson, you should be able to:

Stan Skrabut

- set up a LinkedIn account
- add connections correctly
- participate in your network community

**Date: Thursday, November 3, 2011**

**Time: 11:30 am - 1:30 pm**

**Location: Collindale Golf Course CB&Potts, 1441 E. Horsetooth Rd, Fort Collins, CO**

**Costs: \$15 NRC Members and Partners/ \$25 Nonmembers**

[Register Here](#)

**November 4 , 2011**

**"Facilitation Excellence" with Dan Chenoweth (ASTD: Cheyenne, WY)**



Dan Chenoweth

**Purpose:** This seminar is designed for anyone who wants to be more effective in facilitating group meetings, either as a consultant or inside their own organization. We will provide an overview of effective techniques from Michael Wilkinson, President Leadership Strategies. Outcome: Tools, tips and templates that participants can use immediately back in their workplace.

**Objectives:**

- Overview of effective facilitation methodology
- Define 7 Separators of Facilitation Excellence
- Provide tools, tips, templates for participants to use back in their workplace

**AGENDA**

Facilitator's Methodology - Overview

7 Separators of Facilitation Excellence

1. Establish and maintain a high energy level
2. Starting questions to draw a vivid image
3. Have a full toolkit of follow-up questions
4. Recognize the "power of the pen"
5. Carry the group through the process
6. Manage dysfunction
7. Design customized processes to address sponsors' needs.

**Date: Friday, November 4, 2011**

**Time: 11:30 am - 1:00 am**

**Location: LCCC, 1400 E College Dr., Cheyenne, WY 82007**

**Cost: \$15 NRC Members and Partners/ \$25 Nonmember**

[Register Here](#)

**November 15, 2011**

**Networking Breakfast and Round Table Discussion at the Egg and I**



Eat, learn and share.

Share what you're working on and learn what others are doing.

Do you have tips and ideas that can help others? Get ideas from others! Round table discussion groups as well.

A great way to start your day.

**Date: Tuesday, November 15, 7:30-9:00 am**

**Location: Egg & I on College Avenue in Fort Collins**

**Costs: \$10 NRC Members and Partners/ \$15 Nonmember**

[Register Here](#)

**December 7, 2011**

**"How to Increase Participation, Engagement, and Commitment from Group Participants" with Anne Neal of Collaborative Connections, Inc.**

**How to Increase Participation, Engagement, and Commitment from Group Participants**



Anne Neal

This meeting will be focused on improving group facilitation skills and outcomes. Some of the biggest complaints when facilitating meetings for groups are that people don't join in, don't care enough, and don't follow-through. Why is this? And what can we do about it? We'll find answers by developing a ToP 10 list of barriers to participation. Then we'll design facilitation strategies to overcome each one. We'll also discuss ways to engender commitment from participants. Anne Neal will demonstrate an effective facilitation methodology throughout the meeting that you'll be able to use in your facilitation events.

**Date: Wednesday, December 7, 2011**

**Time: 11:30 am - 1:30 pm**

**Location: Collindale Golf Course CB&Potts, 1441 E. Horsetooth Rd, Fort Collins, CO**

**Costs: \$15 NRC Members and Partners/ \$25 Nonmembers**

[Register Here](#)

### ASTD Certificate Offerings in Denver in October

October 19-21, 2011

#### "Human Performance Improvement in the Workplace" Denver, Colorado

##### [ASTD HPI Certificate Workshop](#)

Learn the three primary principles that underlie HPI. Understand how contributors from such disciplines as behaviorism, management sciences, organization development, and systems theory have created a systematic approach to solving organizational problems. See how the HPI model unites these principles under a common process.

The HPI process helps you get your clients to articulate their business goals, link these goals to human performance, diagnose the current state of performance in the organization, find the root causes for performance deficiencies, implement solutions, and evaluate the results of the solutions. During the course, you will also experience what it feels like to do performance consulting, what it takes to manage the change that accompanies solutions, and whether you have the core skills it takes to be a performance consultant.

Register:

[October 19-21, 2011 \(08:30 AM-04:30 PM\), Denver, CO \(HPIDE1011\)](#)

### Member Spotlight

By Barb Trowbridge  
VP of Membership



Mike Schlater

#### Mike Schlater

##### Occupation:

Clinical Informatics Education Coordinator at Poudre Valley Health Systems

**Date Joined ASTD-NRC:** 2009

##### What other information would you like to share with the ASTD-NRC membership?

The team I work with at PVHS is responsible for instructing clinicians in the use of the electronic health record. We're faced with the challenge of providing education to busy professionals whose focus is on patient care, not spending time documenting (or learning how to document) that care. I've attended a few ASTD educational events (ICE and TechKnowledge) and have been exposed to new ideas that I strive to incorporate in the work I do to bring more value to the clinicians I work with.

##### What you hope to gain from your association with ASTD?

I look forward to attending future ASTD events - both locally and nationally (ICE in Denver in 2012!!). I appreciate the NRC events as they provide a great opportunity to meet more local training and development colleagues and expand my professional network. I've been inspired by the presentations and conversations at the NRC events, and hope I can contribute at least as much as I gain.

**Note:** If you would like to be included in a future Member Spotlight,

please email your information with Subject: ASTD Member Spotlight, to Barb Trowbridge: [trowkayak@yahoo.com](mailto:trowkayak@yahoo.com).

## Events and News around the Region

## Comments & Commentary

By Chris Briest, Northern Rockies Chapter Vice President of Programs

### “Annual Member Survey Results”

#### **Northern Colorado Human Resources Assn (NCHRA)**

Visit the [NCHRA website](#) for events.

#### **Colorado Career Development Association (CCDA)**

Visit the [CCDA website](#) for events.

#### **Colorado Association for Career & Technical Educators (CACTE)**

Visit the [CACTE website](#) for events.

#### **Colorado Distance Learning Association**

Visit the [COLODLA website](#) for events.

#### **ASTD Rocky Mountain Chapter**

Visit the [ASTD website](#) for events.

#### **Loveland Chamber of Commerce**

Visit the [LCC website](#) for events.

#### **Fort Collins Chamber of Commerce**

Visit the [FCC website](#) for events.

#### **Cheyenne Chamber of Commerce**

Visit the [CCC website](#) for events.

I would like to start by thanking everyone who participated in our 2011 ASTD-NRC Survey; your feedback is greatly appreciated! The survey is an important part of the year for us as it helps to shape our goals and visions for the coming year. In this month's "Comments and Commentary" I would like to share some of the highlights from this year's survey and what they mean to you heading into the year 2012.

- 62% of respondents indicated involvement with virtual training elements and an additional 21% are considering using such methods in their current position.

- o What does this mean? We will seek out more presenters that offer information on virtual elements of training and development that can speak at our monthly meetings.

- 70% of survey respondents indicated they would be attending the 2012 ICE conference in Denver as either a participant or a volunteer.

- o What does this mean? We will be sure to provide updates as soon as information becomes available about conference programs, keynote speakers and volunteer opportunities.

- 49% of respondents indicated they have been in a learning/training/organizational development for less than 10 years.

- o What does this mean? We will ensure our chapters benefits can appeal to both veterans of the industry and professionals who are new or have less experience.

- When asked what presentation topics where the most desirable, the top five responses were:

- 1) Instructional Design
- 2) Facilitation
- 3) Strategic Planning
- 4) Learning Models
- 5) Managing Organizational Knowledge

- o What does this mean? We will make these top five presentations topics a priority when presenters offer a variety of topics on which they speak.

Additionally, we also received six speaker recommendations, three people expressing interest in volunteering within the Chapter and Chrysta Bairre won the drawing for the free HPI Certificate Workshop this month in Denver!

Thank you again for your responses and although the survey is annual, your feedback is welcome anytime by contacting an [ASTD-NRC board member](#)!

Questions: [info@astd-nrc.org](mailto:info@astd-nrc.org)

[www.astd-nrc.org](http://www.astd-nrc.org)

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