



Northern Rockies Chapter - American Society for Training and Development

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September 2011

Chapter NEWS

IN BRIEF

Member Spotlight

Introducing Chrysta Bairre, ASTD-NRC's Member of the Month

Comments and Commentary

"Recent Initiatives" by Dave Vance

PROGRAM LINE-UP

October 5

Networking Dinner and Book Swap

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"Marketing 101 for Trainers" with Robin Ashmore of IBM - a virtual presentation

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"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 September and October, see details inside.

Connect with ASTD-NRC events and members via [LinkedIn](#) and [Facebook](#). See the announcement in the President's Corner.

Don't forget . . . be ready to volunteer for [ASTD's](#)

Welcome to the September 2011 Edition of the ASTD-NRC Newsletter!

OCTOBER PROGRAM

[Register now](#) for the October 5th Networking Dinner and Book Swap. The original idea of a book swap was met with enthusiasm when held in July, many books were swapped between our members. Let's make our second swap even more successful. Bring professional, how-to, motivational, inspirational training/development, biographies, and any other book that would be a benefit to a fellow ASTD member to our October Networking Dinner and Book Swap.

MEMBERSHIP

ASTD-NRC is proud to report that 85 members now make up our rolls. Members keep up the good work recommending our ASTD chapter to your co-workers, neighbors, and friends in the training and development field.

Please welcome new members: Please welcome Brian Nelson of *Ready2Act*; Melesia Ziller of *Ziller Image Consulting*; Sharon Hamman a learning consultant; Janet Schmidt an online program development manager; Don McGrath from *Find Your Groove Coaching*; Sandy Tomasovich the *State Farm Learning and Development Manager*, and Rachel Marsh a graduate student at CSU.

Welcome back renewing members: Marsha Benedetti of Poudre Valley Hospital and Dan Chenoweth of Chenoweth & Associates. Thanks for your continued support of ASTD-NRC.

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).

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)

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

Program Information and Scheduling

<p>October 5, 2011</p>	<p>Networking Dinner and Book Swap</p>
 <p>Dinner and Book Swap</p>	<p>Join us for networking and sharing!</p> <p>This will also be our second Book Swap, so if you still have books to share bring them along. Also, if you're in the market for a few good books, join us for the books and stay for the networking and good food.</p> <p>Date: Wednesday, October 5, 2011 Time: 5:00 pm – 6:30 pm Location: Collindale Golf Course CB&Potts, 1441 E. Horsetooth Rd, Fort Collins, CO Cost: \$15 NRC Members and Partners/ \$25 Nonmembers</p> <p>Register Now for the October 5th Networking Dinner and Book Swap. The original idea of a book swap was met with enthusiasm when held in July, many books were swapped between our members. Let's make our second swap even more successful. Bring professional, how-to, motivational, inspirational training/development, biographies, and any other book that would be a benefit to a fellow ASTD member to our October Networking Dinner and Book Swap.</p>
<p>October 7, 2011</p>	<p>"I have the answer for you ... If you have the right question"</p>
 <p>Kevin Shrum</p>	<p>Many trainers, educators, OD practitioners, performance improvement specialists, and organizational consultants experience a common occurrence – a client or customer comes to the practitioner with the problem diagnosed and a corrective action already in mind.</p> <p>While it may seem to be good customer service to simply meet the client's request, it may not always be in the client's best interest!</p> <p>This presentation will use a case study examination to discover why "off the shelf" or even customized training-oriented interventions can fail to live up to expectations, and will offer ideas on how to perform a more accurate diagnosis and create a more effective intervention plan.</p> <p>The concepts can help a consultant improve client satisfaction, and can help an in-house trainer to escape from the "just a trainer" box and move into the realm of OD practitioner, internal performance improvement consultant, and all-around problem-solver and "go to" person.</p> <p>Date: Friday, October 7, 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</p>
<p>October 18, 2011</p>	<p>Marketing 101 for Trainers with Robin Ashmore (IBM)</p>
	<p>Too many of us build learning solutions, hope learners come and then move on to the next project. In today's economy, with budgets more</p>



Robin Ashmore

scrutinized than ever, we cannot afford to simply produce great learning materials. Even the best learning initiatives have no impact if nobody knows about them. For our learning to have impact, we need to grab attention, generate interest and get the learner to take action. We need to become great learning promoters.

This discussion will look at tips to grab attention, generate interest and get your learners to take action. Additionally, the discussion will explore social media and how IBM Training is using this channel to promote learning offerings, through YouTube, Facebook, Twitter and RSS.

Date: Tuesday, October 18, 2011
Time: 11:30 am – 12:45 pm
Location: Virtual (telephone and computer access required)
Costs: \$10 NRC Members and Partners/ \$20 Nonmembers

[Register Here](#)

November 3, 2011

Build Your Professional Network with LinkedIn by Stan Skrabut



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:

- 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

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.



Dan Chenoweth

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 Meeting



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 (Collaborative Connections, Inc.)



Anne Neal

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

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

	<p>events.</p> <p>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</p>
ASTD Certificate Offerings in Denver in September and October	
September 22-23, 2011	<p>"E-Learning Instructional Design Certificate Program" Denver, Colorado</p>
ASTD E-Learning Workshop	<p>The two-day program helps you develop individualized, asynchronous e-learning experiences that motivate learners to change their behavior. Invigorate your traditional instructional design with fresh e-learning techniques based on examples from organizations who have implemented successful asynchronous virtual training programs. Particular attention is paid to how to create instructional design solutions from scratch. This is not a tools or webinar training class and does not address issues of designing and delivering live, virtual instructor-led webinars. The focus is on skillfully meeting instructional design challenges in any industry, and on applying principles of effective e-learning to individualized asynchronous tutorials, games, simulations and other e-learning models.</p> <p>Register: September 22-23, 2011 (08:30 AM-04:30 PM), Denver, CO (ELDE0911)</p>
October 19-21, 2011	<p><i>"Human Performance Improvement in the Workplace"</i> Denver, Colorado</p>
ASTD HPI Certificate Workshop	<p>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.</p> <p>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.</p> <p>Register: October 19-21, 2011 (08:30 AM-04:30 PM), Denver, CO (HPIDE1011)<i>Human Performance Improvement in the Workplace"</i></p>
Member Spotlight	By Barb Trowbridge VP of Membership
	Chrysta Bairre



Chrysta Bairre

Occupation:

Blogger & Work-life Balance Advisor @ liveandlovework.com, and aspiring Employee Engagement and Development Professional at CACI

Date Joined ASTD-NRC: July 2011

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

With over 15 years of accounting/finance and office management experience in small and large business, I am pursuing a new direction in my life and career.

Moving towards a human focus, I am transitioning into a fulfilling career in human resources as an employee engagement & development professional, as well as pursuing a career as a writer, coach and inspirational speaker.

In my career I've been a jack of all trades, a go-to girl and I've taken advantage of every opportunity to learn new skills, business concepts and gain experience.

In my work I have learned to do the right thing and master whatever challenge is put in front of me without giving up too much of my life.

What you hope to gain from your association with ASTD?

I am grateful to be a member of ASTD Northern Rockies chapter for the awesome networking, informative programs, training opportunities and professional growth as I make the shift from Financial Guru to Human Capital Development.

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

Events and News around the Region

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

Comments & Commentary

By Dave Vance
NRC President

Recent Initiatives

We are trying some new initiatives and would like your feedback. At our July luncheon meeting we held our first book swap. The name may be a little misleading since you don't have to bring a book to "swap" with another. If you see a book you would like, feel free to take it! If you have books you no longer need or use, bring them to share with others. So, this is a "no rules" swap intended to maximize the exchange of books. We know this will take a little getting used to but we would like to try it at least once a quarter. What do you think?

We also had our first official "sponsor" at a recent meeting. Darris Stauffer joined us to represent Regis University. He set up a booth at the back of the room and had literature for those who wanted it. I asked him to say a few words during introductions – nothing long, just a minute or so. The sponsor pays us a nominal sum which helps offset the cost of the food and room, and hopefully provides information of interest to some in the room. He would like to come again and others may wish to

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.

become sponsors as well. We want to be sure, though, that you, our members and guests, are comfortable with the situation. We tell the sponsor that hard selling is not permitted and that they are there to answer questions and share information when approached or asked. So, let us know if you are OK with this because if you are not, we will stop. On the other hand, if you are OK with it, you may know some others who would like to be sponsors.

We are also exploring ways for members to bring nonmembers as one-time guests (to see what a wonderful group of people we are!) and how we might better enlist and coordinate volunteer activity, more on these in the coming months.

As always, we would love to hear from you. Please share your ideas and suggestions with us. You can reach me at jansunsnow@aol.com or (970) 460-0123.

Questions: info@astd-nrc.org

www.astd-nrc.org

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