



January 2011

Chapter NEWS



Member Spotlight

Introducing Doreen Kemp by Barb Trowbridge, VP of Membership

Welcome to the January 2011 Newsletter!

Happy new year to all! We ended last year on a strong note with 78 members, which is up 11 from 2009, and a solid financial position. With your continued support, we look forward to another great year in 2011!

President's Corner

The President's Corner is the 2011 Goals for ASTD NRC by Dave Vance

Register now for our upcoming January program with Carl Dierschow. On January 20th he will share the five powerful principles of Leadership Coaching in a program titled "If I Am Leading, Why Is Nobody Following?" And to make your planning easier, we have programs lined up through March so check them out below in the newsletter and on the website.

January 20, 2011

If I'm leading, why is nobody following? with Carl Dierschow

New members for this month include John Man (Loveland, Sandler Training). Thanks for joining! We look forward to getting to know you. Renewing members this month include Jackie Jones (Longmont, Newmont Mining Corporation), Eileen McCluskey (Greeley, High Plains Library District), and Richard Barnhart (Fort Collins, Compet Consulting). Thank you for renewing! We appreciate your continuing support.

February 2-4, 2011

ASTD TechKnowledge® Conference & Exposition
 San Jose, California, USA

Doreen Kemp is featured in this month's member spotlight. See below to learn more about Doreen and why she values chapter membership.

February 10, 2011

Build Your Professional Network with LinkedIn with Stan Skrabut

This week in the President's Corner you will find our 2011 Chapter Goals where Dave shares our plans for the year. Please let him know if you have any questions or suggestions. Also, we are looking for an Assistant Treasurer to help take payments at several of our meetings during the year when the Treasurer is not available. No accounting experience required! Please let Dave Vance or our Treasurer, Dan Chenoweth, know if you are interested.

February 16, 2011

Workplace Competency Model, Angie Maze - Jones International University

The start of the year is a great time to join or renew at both the chapter and national levels. Chapter membership remains only \$50 and ASTD national membership is only \$169 if you are a chapter member (contact our VP for Membership, Barb Trowbridge, for details). Also, there is still time to register for the ASTD TechKnowledge Conference February 2-4 in San Jose. And don't forget the ASTD International Conference and Exposition May 22-25 in Orlando.

March 23, 2011

Transfer of Training with Scott Enebo from the Bob Pike Group

Partner Events

Upcoming ASTD-NRC partner events and other events of interest.

Best wishes for the New Year from your Northern Rockies Chapter Board of Directors!

Support Our Chapter!

ASTD supports their local chapters by encouraging members and nonmembers alike to use our Chapter CHIP Code on books, events, and membership. We earn dollars that are used to improve your Chapter and provide better membership value and programs. Please use our CHIP Code whenever you buy from National.

ASTD NRC CHIP Code is 6200

January 20, 2011

If I'm leading, why is nobody following? with Carl Dierschow



Join us on January 20th for this skills-focused work session where Carl Dierschow will explain to us the five powerful principles of Leadership Coaching. This will change the way you coach those who work with you – both as a team and as individuals. Your group will see increased focus, clarity, and creativity as a result of applying these principles. As a champion of human development for your organization, these principles will also help you to develop future leaders who are expert at aligning people to create a future they never thought possible. We'll have a chance to practice new skills with dynamic exercises, and build powerful intentions for change in our key work relationships.

Carl Dierschow is a Certified Small Fish Business Coach located in Fort Collins. He has over ten years experience in organizational coaching, having created and led the internal community of practice for coaching in Hewlett-Packard. Small Fish Business Coaching provides assessment and business management coaching for owners of small businesses who want to rapidly accelerate achievement of key business goals.

Date: Thursday, January 20, 2011 11:30 am - 1:30 pm
The Moot House on South College, Fort Collins, CO
\$15 NRC Members and Partners/ \$25 Nonmember
[Register Here](#)

February 2-4, 2011 **ASTD TechKnowledge® Conference & Exposition**



ASTD TechKnowledge® Conference & Exposition
San Jose, California, USA February 2-4, 2011
More [information and registration](#) is now available.

February 10, 2011
Cheyenne, WY



Build Your Professional Network with LinkedIn with 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. [Click here for flyer with complete details.](#)

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, February 10th, 2011 - 11:30-1pm, lunch included
LCCC, 1400 East College Drive Cheyenne, WY 82007
Training Center, Room 112
\$15 NRC Members and Partners/ \$25 Nonmember
[Register Here](#)

February 16, 2011

Workplace Competency Model presented by Angie Maze - Jones International University



Join us to discuss workplace competency models. Topics to include: what are competency models, what are the benefits of using them, and what you will need to create them.

Date: Wednesday, February 16, 2011 11:30 am - 1:30 pm
The Moot House on South College, Fort Collins, CO
\$15 NRC Members and Partners/ \$25 Nonmember
[Register Here](#)

March 23, 2011

Transfer of Training with Scott Enebo from the Bob Pike Group



Your training session scores were great! You delivered an action-packed training session that really honed your key message! So why is it that participants do not seem to be applying what they learned back on the job? Come join in this interactive session where we will explore practical strategies for before, during and after the training event to help transfer what is taught in the classroom. We will also seek out field-tested techniques to ensure that lessons are leveraged to get results that make a difference back on the job.

In this session you will:

- Identify the barriers in the transfer of training
- Explore 54 strategies for transfer of training
- Understand the Top 10 strategies for getting management support

We will explore practical strategies for before, during and after the training event to help transfer what is taught in the classroom.

[Scott Enebo Bio](#)

Date: Wednesday, March 23, 2010 11:30 am - 1:30 pm
Collindale Golf Course CB&Potts, 1441 E. Horsetooth Rd, Fort Collins, CO
\$15 NRC Members and Partners/ \$25 Nonmember
[Register Here](#)

Member Spotlight

By Barb Trowbridge
VP of Membership



Doreen Kemp

Name: Doreen Kemp

Occupation: Learning & Organizational Development Manager, City of Fort Collins

Date joined ASTD: I joined the ASTD-Northern Rockies Chapter in 1997.

What you hope to gain from your association with ASTD:

My association with ASTD expands my knowledge of industry-specific issues, trends and topics. Additionally, I am able to network with learning and training professionals and experts, which helps me:

- ? perform more effectively in role with the City of Fort Collins
- ? challenge my thinking
- ? expand my professional network

****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 yahoo.com

Other News & Events

President's Corner

By Dave Vance

2011 Goals for ASTD NRC

The new year is here and we are already underway! Last month we shared our 2010 accomplishments with you. This month I want to share our goals for 2011. We value your feedback and always look forward to hearing from you. A special thank you to those who returned our survey to provide us with guidance for 2011!

Programming: Our goal is to sponsor 15 regular programs in 2011, one each month in the Fort Collins area (except April) and one each quarter in Cheyenne. In addition, we will host three networking breakfasts and networking dinner. All together, that will be three more than last year and we expect 250 participants. We also plan to partner with the Denver-based Rocky Mountain ASTD chapter to host a day long program with Ruth Clark in April. Our goal is to achieve a satisfaction rating from you of at least 90%, and publish programs three months in advance. One third to one half of the programs will be geared to a more general audience with the remainder intended to appeal more specifically to L&D professionals. And we would like to break even again on our programs like we did last year.

Membership: Our goal is to add 41 new members and retain 50% of our 78 existing members so that we end 2011 at 80 members. We want to be sure to welcome new members within 30 days and we also plan to reach out to national members in our area who are not chapter members. We also will continue to encourage national membership and plan to achieve 50% joint chapter/national membership. Our annual member and program survey will be conducted in September to provide more timely input into our planning for 2012.

Technology: Our primary goal here is to maintain our new web site, update it monthly, and look for ways to continue to make it more user friendly. In addition, we would like to add pictures from our programs to the site and promote the use of the new member directory.

Communication: We plan to continue publishing an electronic newsletter each month as the single best way to communicate with you in a timely fashion. The newsletter will continue to include information on partner events and other events we think you might be interested in. We also will continue to remind you twice about upcoming events (T-2 weeks and T-3 days). We do plan to share more information with you about the value of national ASTD membership and upcoming

Northern Colorado Human Resources Assn. (NCHRA)

January 20, 2011

Time: 5:30 PM - 7:00 PM
Benefits S.I.G. Meeting - Benefit Plan Audits
Visit the [website](#).

Tue Feb 8, 2011

Time: 11:15 AM
Building Organizational Capability
Visit the [website](#).

Colorado Career Development Assoc. (CCDA)

Please visit the [website](#) for upcoming events.

ASTD Rocky Mountain Chapter

January 26, 2011

Time: 5:00 PM - 8:30 PM
STAR Awards Dinner
Visit the [website](#).

February 23, 2011

Time: 11:30 AM - 1:15 PM
From Bell Bottoms to Khakis: Managing the Generation Mix
Visit the [website](#).

Loveland Chamber of Commerce

The Chamber hosts several event each month.

Please visit the [website](#) for details.

national events like the annual International Conference & Exposition in May. In addition, we want to continue our presence on facebook and LinkedIn.

Outreach and Marketing: Our primary goal here is to maintain our partnership with RMC of ASTD in Denver. We plan to cosponsor an event with them in April. (Remember, NRC members are eligible for all RMC events at their member price!). We also plan to attend the Spring Showcase in Fort Collins and one business-to-business event in Cheyenne.

Financial: We plan to continue investing in our chapter's future (website, outsourcing, chamber memberships, participation in B2B programs and board development) without raising membership dues (\$50) or program fees. Consequently, we have budgeted a loss again for this year which could amount to as much as \$7600. This is only possible because of the considerable funds generated by the Disney event in 2007 which continue to sustain us. We will need a major fund raiser in 2013 to replenish our savings if we wish to keep dues and program fees low in the future.

Board: Our primary goals are to find a VP for Marketing and Communication and to identify potential replacements for currently serving officers. The board plans to hold a midyear retreat and also plans to send two members to ASTD's annual chapter leader's conference.

Please let us know what else we can do for you and how you might help us achieve our goals.

Dave Vance
President

For Questions, please email info@astd-nrc.org

Visit our website at www.astd-nrc.org

[Please Unsubscribe Me](#)