



# American Society for Training & Development

## Northern Rockies Chapter

### 2009 Fall Programs

[www.ASTD-NRC.org](http://www.ASTD-NRC.org)



#### Is Your "But" Too Big?

##### *How to Develop a Mindset That Guarantees Success*

**Ava Diamond**

**August 25**

Tuesday 11:30—1:30 pm

Harmony Grill

Fort Collins, CO

\$15 Members/ \$25 Non member

Do you want to take your life and your work far beyond where you've ever been able to take them? Do you hold yourself back with limited thinking? Do you avoid taking risks when you want to go full force?

This program will help you get out of your own way, so you can—

- Crash through unconscious self-imposed barriers that hold you back
- Feel confident, focused, and powerful in any situation
- Develop a mindset that says "no" to excuses and "yes" to taking confident action

Ava Diamond gives people the inspiration and tools they need to take their lives and their businesses to the next level. An expert in employee engagement, she works with everyone from executives to the front line to create aligned, focused organizations where people are passionately committed to results.



Ava has co-authored *Mission Possible*, with Stephen Covey and Brian Tracy, *Speaking of Success*, with Ken Blanchard, Stephen Covey and Jack Canfield, and *Real World Management Strategies that Work*. Ava's latest book, *Great Quotes from Feisty Women*, combines inspiring quotations from accomplished women with Ava's own insights and down-to-earth wisdom.

---

#### An Evening with Sam Lloyd—Cosponsored by ASTD & NCCAA

##### *Maintaining Morale and Productivity in Tough Times*

**Sam Lloyd**

**September 15**

Tuesday 7-8:30 pm

Location: TBA

Fort Collins, CO

\$7 Members/\$10 Nonmember



Sam will explore the connection between morale and productivity, and then suggest a three prong strategy to increase both by focusing on Information, Involvement and Care & Concern. In the absence of sufficient, accurate information, people are inclined to fill the void with rumors, gossip, suspicions, complaints or fears. He will explore the kinds of information that can counteract this tendency, and what is required to deliver it effectively, emphasizing the importance of establishing rapport. Sam will then explore the negative consequences of failing to involve employees, and how to reverse this trend by use brainstorming and consensus decision-making. Finally, he will describe how active listening can be used to convey understanding and demonstrate caring and concern.

Sam R. Lloyd Sam R. Lloyd, M.B.A., is the founder of SuccessSystems, Inc. and the President of the company. Sam was the Director of the Management Center for the School of Business at Southern Methodist University and had earlier been the Assistant Dean for Continuing Education in the School of Business Administration at the University of Missouri-St. Louis. In over 30 years of experience in the training and development field, Sam has provided keynote presentations and education workshops for state Human Resources conferences and local chapters.

**The Trust Factor**      **Half-Day Workshop**  
**Michelle Cummings, M.S.**

*Founder and Big Wheel of Training Wheels*

Imagine a workplace that is relaxed, yet energized, with employees who are focused, passionate, and incredibly productive. The key to such a place is what we call the Trust Factor. In this thought-provoking and interactive program, participants will discover how powerful an impact trust can have on improving relationships, performance, and their overall work environment. In addition to exploring and practicing behaviors that generate and improve trust, they will also learn ways to rebuild trust that has been lost. Incorporating concepts from Stephen M.R. Covey's book *The Speed of Trust*, attendees will have the opportunity to participate in a number of experiential trust activities that they can easily implement on their own.

Registration and continental breakfast: 7.30 -8.00

Workshop: 8.00-12.00

Location: Embassy Suites at Centerra in Loveland (I25 at US34)

**October 20**

Tuesday 7:30—12:00 am

Embassy Suites

Centerra (I25 at US34)

\$79 Members/\$99 Nonmember



---

**2010 Economic Outlook for the US and Our Region**  
**Dr. Martin Shields**

**November 4**

Wednesday 11:30—1:30 pm

Harmony Grill

Fort Collins, CO

\$15 Members/ \$25 Nonmember



Martin Shields, Regional Economist and Associate Professor at Colorado State University, will share the economic outlook for the country and for our region. Join us to learn about the prospects for next year and get answers to your planning questions: What will the recovery look and feel like? What areas will lead and where will employment pick up first? What are the critical assumptions underlying the forecast?

---

**December Luncheon**  
**Gillian Driscoll, PhD.**

**December 2**

Wednesday 11:30—1:30 pm

Harmony Grill

Fort Collins, CO

\$15 Members/ \$25 Non members

---

## Past ASTD NRC Programs

May: **I Want My Life Back** with Lorraine Bosse'-Smith

April: **Workforce Training Opportunities for Northern Colorado** with Kathleen Gilliland

March: **The Trust Factor** with Michelle Cummings

February: **Create a Web 2.0 Learning, Communication and Collaboration Portal** with Kathryn Miller

January: **Energizing Virtual Instruction** with Joel Gendelman

December: **Activating Your Ambition** with Mike Hawkins

