



American Society for Training and Development
Baton Rouge Chapter

February, 2006

President's Message:

I hope that you were able to attend the January monthly meeting...if not, you missed a great presentation! Dr. Sujuan Boutte kept the crowd on the edge of their seats when she talked about the need for succession planning now and Generation Years. And I do mean "the crowd" - we had great attendance by members of both the Baton Rouge and New Orleans chapters, as well as LSU students and guests from Winn-Dixie and the Shaw Group.

You will receive, or may already have received, an email message from the ASTD Chapter Billing Service when it is time to renew your local and/or national membership dues. If you have not already renewed your membership for 2006, please do so as soon as possible.

Charnell Westerman, our chapter Administrator, is currently developing a new website utilizing national ASTD's portal. During the transition to a new website, the "old" website may not always be up-to-date. We apologize for this inconvenience and appreciate your patience.

The 2006 Board has been very busy since taking office in late 2005. We have developed an Annual Strategic Plan that focuses on:

1. Improving meeting and program attendance
2. Increasing membership growth and retention
3. Developing a 5-year strategic plan

We need your help in order to accomplish these goals and to make this year a success for ASTD-BR. Volunteers are always needed to serve on Board committees (Financial, Marketing & Membership, Newsletter, Programs, Nominating, Hospitality) and as Board officers. Other ways that volunteers can participate are by serving as greeters at meetings, recruiting speakers and sponsors, soliciting door prizes, and writing articles for the monthly newsletter. Volunteers are also needed to help with professional development workshops.

I welcome your comments and suggestions. You can contact me at cmiller@lla.state.la.us or 225-339-3892. ASTD-BR is only as strong as its members so speak up and get involved! Let's make 2006 a great year together!

Carrie L. Miller, SPHR, 2006 ASTD-BR Chapter President

Inside this issue:

February Meeting Special	2
Rick Hicks, February Featured Speaker	2
2005 Annual Report	3
Student Membership	4
Stop Telling the World Nobody's	4
December 2005 Networking Event	4
Member Spotlight	5
Community Events	6
ASTD-BR Financial Report	6
ASTD-BR 2006 Board	7

Get Involved!

What is ASTD to you?

What are the future trends of Workplace Learning and Performance?

Our guest speaker for the February meeting will be Rick Hicks, chair of the ASTD National Advisors for Chapters. Rick will speak about industry trends and show you the vast resources that national ASTD has available to help you meet the challenges of the future.

Bring a Friend in February

In February, you are encouraged to bring a guest who you think might be interested in joining ASTD. It's a "2 for 1 special" - your guest attends free or you can split the meeting fee between you. To register yourself and your guest for the meeting, please visit our website www.astdbr.org.



Membership

As of 1/31/2006, ASTD-BR has 93 Members. Please welcome our newest members:

- Lori DeCristofaro, Community Coffee
- John DiCarlo, LA Dept of Civil Services
- Julie East, Lofton Staffing
- Alvin Justelien, III, LSU Student
- Darrel Lewis, LA Dept of Civil Services

Leave Your Checkbook Behind

Another great bargain for monthly meetings, pre-pay for the year and you get to attend one meeting free. Since the January meeting has already come and gone, pre-paid meetings for the rest of the year would be \$135 (9 meetings plus 1 FREE) and you get to bring a guest at no additional charge to the February meeting - what a deal!

2005 Annual Report

The Baton Rouge Chapter persisted through a challenging year in 2005. Our state faced hurricanes that devastated our homes, spreading our citizens all over the country. Many left to seek temporary shelter in other states, some never to return. As a result, many of the businesses in our areas were also severely impacted, causing turmoil in our local and state economy. Despite these challenges, our membership at year end was 87 members, 13 of them serving in leadership capacities within the chapter.

Our community involvement included sharing chapter resources through financial contributions to a local non-profit organization. Our chapter donated \$300 to the Adopt-A-Teacher program which provides funds to first year public school teachers to subsidize their teaching material costs. The Exchange Club, a non-profit organization, sponsors this program.

In October 2005, we conducted our annual Needs Assessment and Satisfaction Survey; the response rate was 41%. Members were asked to indicate their perception of each item on the survey. The results of the assessment provided valuable information and were discussed in the 2006 Board's planning meeting in December.

The Program Chairperson worked diligently in 2005 to present monthly programs that were timely and related to the ASTD Competency Model. Programs offered throughout the year included:

- January: New Year's Resolution 2005 with Shirley Legaux
- February: How to Successfully Link Training to the Bottom Line with Sardek Love
- March: Putting Your Thoughts to Paper with David Garic
- April: 2004 T&D BEST winner shares all! with Jan Brien, Oschner Hospital
- May: e-Learning and its impact on the training environment with Peter Ranzino
- June: Basic Cartooning for the Artistically Challenged Trainers with Mike Artell
- July: Teaching State/Learning State-Trainer and Trainees Alignment in the Classroom with Sid Jacobson
- September: PCS Nitrogen - a case study implementing competency based development with Michael Hebert
- October: How to be a Person Successful Companies Fight for with Jill Rigby
- November: Employment Practices Liability Insurance with Trisha Martinez (Joint Meeting with SHRM chapter)
- December: Annual Networking Event

Our chapter's website continued to be a critical information source for our members. Our website contains information about our chapter, including the chapter membership, monthly meetings, how to join the chapter and committees, quarterly newsletters and more. From the website, our members can register for conferences and monthly meetings as well as join the chapter.

This past year meant four new editions of "Impact," our quarterly newsletter. Insights from the Chapter President, member contributions, professional development articles, new member announcements, and chapter news are just a few of the regular features that continue to be offered each quarter.

With a few successes and a few challenges in 2005, our chapter will continue to offer our members the resources they need to become successful workplace development professionals. Using our mission and vision as critical tools and our strategic plan to chart our course, the Baton Rouge Chapter will work with our members and community to take on 2006 and be successful.

ASTD-BR Holds Holiday Networking Social

The American Society for Training & Development (ASTD) Baton Rouge Chapter celebrated the 2005 year-end with a Holiday Networking Social Event on Thursday, December 8, 2005 at Vincent's Italian Cuisine.



Khanh Bui, Board President, thanked the membership and presented the members of the 2005 Board of Directors with thank-you gifts for their service. Special guests included members of the ASTD New Orleans Chapter including their incoming President Janie Kreisman as well as Dave Jennings representing the National ASTD organization and the Chicago Chapter.



Stop Telling the World Nobody's Home

By Dian Chapman, MVP, MOS

The Problem

When you go on vacation, you probably take several precautions to make sure your home looks lived in. You want to hide the fact that your house is empty so strangers can't take advantage of you. Yet you'd be amazed how many people put out the *No One is Minding the Store* sign when it comes to their personal information and business dealings.

Out of office?

Microsoft Outlook, and several other email applications, have features that allow you to create instant notifications to let the people who send you email know that you're not around. With Outlook, you do need to be using Exchange Server to enable this feature. But many large companies *do* use Exchange. The feature is designed to make it quick and easy to use and many businesses use it.

You're about to leave for a wonderful vacation. Before you run screaming from the office you take a moment to click a few buttons in your email and you type out your personal Gone Fishing message, such as...*Hi, thanks for your email. This is Dian Chapman, Lead Network System Administrator for MouseTrax Computing Solutions. Sorry, I'll be out of the office all week on a ski vacation. But if you need help, you can contact Greg Chapman at [his email] or he can be reached at [his cell phone]*

Read the rest of this article: <http://pubs.logicalexpressions.com/Pub0009/LPMArticle.asp?ID=629>

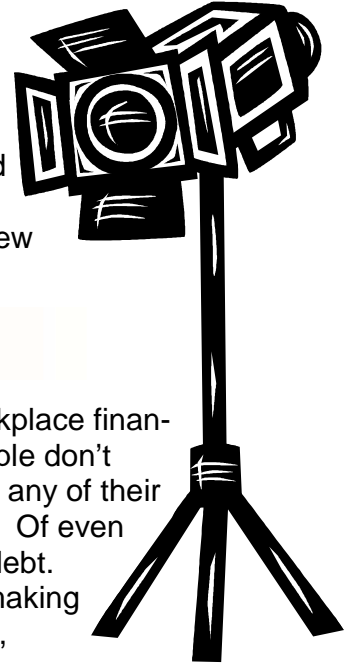
ASTD Student Membership

Doug Bordelon, ASTD-BR Treasurer, has been busy speaking to graduate students at LSU. Thanks to Doug for getting the word out about ASTD and the great things that we have to offer. Full-time students may join the local chapter for just \$15 (plus \$10 one-time new member fee) and may attend monthly meetings for \$10. If you have contacts at other area colleges and universities, please contact a board member so that we can invite their students to attend.



Member Spotlight

Each month an ASTD member will be selected at the monthly meeting to be featured in the newsletter. This will give us all an opportunity to learn about our peers and trends in the community. **Daryl Thompson** from the ASTD-New Orleans chapter drew the lucky number at the January meeting.



Financially literate employees = better company bottom-line

In my former life as an investment advisor, and more recently as an instructor of workplace financial education programs, I have seen the negative impact of financial illiteracy. People don't know the actions they need to take to be able to retire, send kids to college, or reach any of their personal goals. The prevailing attitude seems to be "it will work itself out somehow". Of even greater consequence is the fact that many are overspending, incurring tremendous debt. Studies show, regardless of socioeconomic boundaries, that everyone is at risk for making bad financial decisions – decisions that can negatively impact their future, family, job, AND employer!

This negative behavior cannot continue without devastating results for the individuals and their employers. In the workplace, employees' poor financial behaviors impact their ability to function at work, their health, their marriage, their children, their potential to excel, etc. For the company, employees' poor financial behaviors cost employers inconceivable amounts of money in many hidden ways – lost productivity, absences, "presentee-ism", garnishment processing, 401(k) loan processing, and even lack of retirement readiness. Employees with financial troubles at home are not your leading employees.

Training and Human Resource Professionals most often have first hand knowledge of the financial difficulties faced by employees. As front-line managers, it is your responsibility to communicate this information and present the solution to the C-level management team.

To reiterate comments made at the National Leaders Conference this year, "if you want a seat at that table, you must learn to speak in their language." An ROI analysis is the most effective tool for demonstrating the impact of financial education on the company's bottom line, and is the easiest way to get them to pay attention to what you have to say.

Financial Education belongs in the workplace and benefits everyone... the employee and the employer.

Daryl S. Thompson, CFS, CDFA, a Certified Fund Specialist and Certified Divorce Financial Analyst, is President of Financial Education Consultants, L.L.C. (FINEDCO), a provider of financial education and training programs. As a licensee of The EDSA Group, Inc. since 1999, Daryl is certified to instruct The EDSA Group educational workshops.

For over 10 years, Daryl provided investment advisory services to select clientele in Louisiana, Mississippi, Alabama, Georgia and the panhandle of Florida. In 2003, Daryl made the decision to leave his advisory practice in order to commit his full resources to financial education. He now acts as an Independent Consultant for The EDSA Group, Inc. and is responsible for strategic business development activities. He continues to teach and instructs the EDSA Affiliate Train-the-Trainer program – an integral part of the EDSA system that teaches affiliates how to market & instruct The T.E.A.M. Series financial education programs.

In serving his profession, Daryl is a past Board Member of the New Orleans International Association for Financial Planning* (IAFP) as well as the Greater New Orleans Chapter of the Financial Planning Association* (FPA). Daryl is also a regular participant in Money Watch Live, an annual educational public symposium of financial, tax and estate planning issues. He is a member of the Society of Human Resource Managers (SHRM) and a returning board member for the Human Resource Management Association of New Orleans (HRMA) and serves as a Board Member-at-large: Finance/Programs. Daryl is also a member of The American Society of Training and Development (ASTD) and serves as Treasurer for the New Orleans chapter. Daryl has been an invited speaker at a number of conferences and has been interviewed and quoted in several national publications.

Telling Ain't Training Conference

Based on the top selling book of the same name, The Telling Ain't Training Conference offers an experiential approach to transforming "telling" into activities that result in long-term retention and behavior change.

How do learners learn?

Why do learners learn?

How do you make sure that learning sticks?

The Telling Ain't Training Conference shows you interactive, practical techniques that can be implemented immediately to improve your training programs. You'll come away with solid answers, backed by research and real-world experience, presented by the pros.

This ain't a conference to be missed.

March 3 and 4, 2006

Conference Location:

National EMS Academy

151 Southpark Road

First Floor

Lafayette, Louisiana 70508

Registration Fee:

\$500

To Register:

Please contact Julie Russo, Acadian Ambulance Service:

Phone: 337.521.3519 or email jrusso@acadian.com

Financial Report

Income:	\$6,050.41
Expenses:	\$8,847.98
Total Chapter Assets:	\$8,662.99

Figures indicate unaudited balances on December 30, 2005. If you have questions about ASTD-BR Finances, please contact our Treasurer, Doug Bordelon at eborde1@lsu.edu.

Southern Miss Department of Economic and Workforce Development

FREE Webinar Series Continues Feb. 16, 11:30 - 1 pm

Featuring Human Capital Development: Top 10 Reasons to Develop People
Enroll Today!

<http://www.usm.edu/ecodev>

The Fine Print

Published monthly by the ASTD Baton Rouge Chapter, a non-profit organization, **IMPACT** presents issues, opinions, and news of interest and value to individuals in organization and human resource development. Letters to the editor, guest contributions, and advertisers are welcome. Submissions may be sent to VP of Publications, Kimberly Seeger, at KSeeger@Eatel.Net. Submissions will be reviewed as received and published in accordance with publication standards.

Disclaimer: The materials in **IMPACT** and on our website are for informational purposes only and by no means constitute a

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American Society for Training and Development
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www.astdbr.org

ASTD is a leading association of workplace learning and performance professionals, forming a world-class community of practice. ASTD's 70,000 members and associates come from more than 100 countries and thousands of organizations — multinational corporations, medium-sized and small businesses, government, academia, consulting firms, and product and service suppliers.



National Mission Statement: Through exceptional learning and performance, we create a world that works better

Chapter Mission Statement: The mission of the Baton Rouge Chapter of the American Society for Training and Development is to promote and advance the growth, competence, effectiveness, and visibility of individuals involved in education, training, and human resource development or closely related fields.

2006 ASTD Baton Rouge Board

President	Carrie Miller	cmiller@lla.state.la.us
President Elect	Sandy Michelet	sandy.michelet@shawgrp.com
Past President	Khanh Bui	khanh@arcariusconsulting.com
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VP of Marketing & Membership	Mellissa Babcock Argrave	margrave@lsu.edu
Administrator	Charnell Westerman	charnellw@eatel.com

Who We Are

We provide resources for professionals — research, analysis, benchmarking, online information, books and other publications.

We bring people together — in conferences, workshops, and online. We offer professional development opportunities for learning and performance practitioners.

We are the voice of the profession — the workplace-based view on public policy inside the United States, providing the media with insight into trends affecting workplace learning and performance, and forming alliances with companies, governments, and educational institutions around the world.

We recognize and set the standard for best practices.

ASTD celebrated its 60th anniversary in 2004. The seeds of the organization were sown in New Orleans during a training committee meeting of the American Petroleum Institute in 1942. The United States was at war, and training was critical to meeting the needs of increased production and replacing workers gone to war. The following year, a group of 15 "training men" met in Baton Rouge for the first board meeting of the American Society of Training Directors. They began to think on a national scope and became the nucleus of a truly national group, which convened the ASTD membership for the first time in Chicago in 1945. Other local, regional, and industry-specific training groups gradually aligned with the new ASTD. At the

1946 convention, ASTD adopted a constitution that set as its goals: to raise the standards and prestige of the industrial training profession and to further the professional's education and development.

Those goals have remained part of ASTD's mission, even as the profession evolved and needs changed. Reflecting that progress, in 1964 the association changed its name to the American Society for Training and Development. In recent years, ASTD has widened its focus to connect learning and performance to measurable results. In 2000, the organization chose to refer to itself just by the letters ASTD, to recognize that the profession looks far beyond training in its quest to "create a world that works better".