



American Society for Training and Development
Baton Rouge Chapter

May, 2006

May 25, 2006

Recovery Related Workforce Issues & the Response of the Louisiana Community and Technical College (LCTC) System

May 25, 2006
11:30am – 1:00pm
at the University of Phoenix, 4th Floor



RSVP by Monday, May 23, 2006 [online](#) or with Pammi Bains (pbains@neighborsfcu.org or 225.819.5753)

Join us this month as we take a look at the current and future workforce development issues in our state after recent hurricanes Katrina and Rita. Find out what is being done through the LCTC system and what is planned. Jim Henderson of the LCTC System will discuss:

- Immediate term training needs of dislocated workers
- Recovery related workforce development
- Long-term workforce development system infrastructure

After fifteen years of mostly private sector management experience, James "Jim" Henderson looks to make a better work environment for employees and employers in the State of Louisiana. Currently as the Senior Vice President for Workforce Development and Training for the Louisiana Community and Technical College System, he is responsible for shaping the purpose and direction of system level Workforce Development. He provides proactive strategic oversight and leadership, as well as devises programs and services related to customized corporate and business training.

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June 22, 2006

ELearning 101 - Lessons learned from the trenches

Designing learning is a focus on the ASTD National competency model. This engaging presentation will help you to determine what resources you will need to design and implement e-learning effectively and how to design e-learning within your budget. In fact, an inexperienced e-learning designer will learn how to convert a successful instructor lead class into an exceptional online learning course. Join Kathy Mullin of Louisiana Office of Information Services for this educational session as she discusses this topic and more including telling you what resources are available on-line (free) and shows you how to find them.

Kathy Mullin – IT Statewide Systems Program Analyst, State of Louisiana, Division of Administration, Office of Information Services. Kathy began working for the state in 1994 and has performed a variety of training related functions while working on conversions to the purchasing, financial, and human resources systems used by the state.

Previously, Kathy worked at IBM and was an officer at Hibernia Bank. In addition to instructional design and systems conversion, her professional experience includes help desk and problem management. She has more than 15 years of experience in corporate and governmental training.

July 27, 2006

“So You Want to Be an Online Instructor?”

Imagine sitting at your desk at home teaching students throughout the world in a virtual classroom. Sounds great? Connecting remotely is easy. Now you need to focus on how to create effective learning experiences. Discover critical delivery tips, learn how to prepare for your first online course, and evaluate the suggested tools and equipment with Dr. Eric Parks of USM's Jack & Patti Phillips Workplace Learning & Performance Institute. Each participant will get an online teaching preparation checklist and learn how to:



1. Identify benefits of online virtual instruction for students, instructors and organizations
2. Handle common technical problems
3. Prepare and design effective presentations
4. Create interactivity and learner engagement
5. Use tips on virtual course delivery

August 24, 2006

Win-Win Negotiating

Win-win means collaboration for best possible outcomes. Conflicts precede any negotiation. Every negotiation begins with an internal assessment around the conflict, relationships and your emotional state. Join Dr. Sandra Bernard Dugas, a professional executive coach, master training and facilitator, as she discusses how you can master negotiation and this ASTD competency.



ASTD Baton Rouge Chapter

Membership Report

As of April 30, 2006 59 Members

Welcome to the following new ASTD BR Members!

| | | |
|----------------------|------------------------|--|
| Susan Carriere | LSU Student | scarri2@lsu.edu |
| Elizabeth Cane Coxie | LA Legislative Auditor | ecoxe@lla.state.la.us |
| Pamela Fleming | LSU Student | phaywul@lsu.edu |
| Tricia Gant | LSU Student | tgant2@lsu.edu |
| Sharon Johnson | LANO | |
| Alvin Justelian | LSU Student | alvinji3@hotmail.com |
| Dustin LaBoue | LSU Student | dustlabo@aol.com |
| Nicole Louis | LANO | Nicole@lano.org |
| Joseph Lutta | LSU Student | mulutta@yahoo.com |
| Kevin Naquin | LSU Student | Knaqui6@lsu.edu |
| Melissa Terrell | Flying Fish | mterrell@flying-fish.net |

 **ASTD Press**

store.astd.org

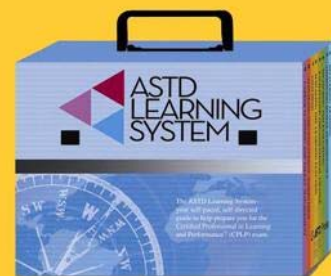
Start Preparing Now For ASTD CI's Certified Professional in Learning and Performance™ (CPLP) Exam.

The **ASTD Learning System** is your test preparation resource for the CPLP™ knowledge-based exam. Comprising more than 1,200 pages in nine volumes plus a user's guide, the **ASTD Learning System** covers the body of knowledge for the workplace learning and performance profession.

Each module includes comprehensive content aligned to the nine areas of expertise as defined by the ASTD Competency Model™.

ASTD Member Price: \$449.00 / Nonmember Price: \$595.00

Please use the Baton Rouge Chapter Code # 7121 when ordering.



store.astd.org

Are You Using Dialogue To Learn?

By Charnell Westerman

Are you looking for an effective way to broaden your own knowledge and expertise in the area of business acumen, workforce development, organizational development, performance improvement, or change management?

Ever wondered how you can use a simple book study as a powerful employee development strategy?

Try a book study session to find the answers you are looking for!

By using intelligent, facilitated discussion and reflection centering around a diverse assortment of recognized business books, structured book studies can be an effective and efficient way to build knowledge. Book studies have been around for a while and even popularized by well-known celebrities. However, when reading is done with the purpose of building and solidifying knowledge, book studies can be a really powerful tool. When a book study brings together individuals with varying life experiences and expertise, participants can potentially learn even more.

Not only are book study sessions relatively easy and inexpensive to participate in, book study sessions are also very inexpensive to sponsor and facilitate. Now days, books and other reading materials are acquirable in a variety of formats to fit the reader and purchased or even borrowed from convenient sources. Look to groups with similar interests like other employees or colleagues in similar jobs, functions or roles. Even consider professional organizations, like ASTD Baton Rouge chapter, who already have formal study groups in place.

Here are some tips for starting your own study session:

Pick a focus. Is there a particular body of knowledge that you want to address? For example, there are great books to discuss on distinct topics such as leadership, personal development, communication, management, and even human resource development and performance.

Determine the size. Decide how big you want your group to be and what the facilitator can manage effectively. Follow small group facilitation guidelines for best results.

Pick a time and location. Choose a time that works best for your participants and a location that is conducive to group discussion. You want to make sure your participants are comfortable and still able to stay on track with the session focus. When using book studies at work with little to no budget, have participants bring their own lunch and learn while they eat.

Pick your reading material. Choose a book that fits your book study purpose. Announce the book in advance so participants have time to read assignments amidst everything else they have to do. Don't just focus on only books either. You can use articles, book summaries, case studies, white papers just as effectively.

Develop your discussion objectives and reading assignment. Determine what you want to accomplish with your selected reading materials. Determine the pace you want participants to progress through the material. Write your objectives just like you would training objectives when you design training. Communicate these objectives in the form of questions you want participants to answer or points you want readers to consider. Don't forget to make sure you help participants connect what they read back to their "real life."

Reward participants. It is not as if the session isn't rewarding in and of itself, but you should recognize participation in study sessions just like you would other training events. Structured book studies are development interventions so treat them as such.

Once you've established your format and created your process, book study sessions get even easier. This no truer than when you empower others to become involved in the entire process. These study sessions are tremendous opportunities to really let your participants showcase their own leadership and facilitation skills as well. Let those who demonstrate capability and interest choose the reading materials, the assignment and discussion objectives. While you are at it, give participants the opportunity to share facilitation responsibilities as well. Chances are you'll find you have participants themselves that can take this learning strategy and run with it.

Charnell Westerman is Quality Development Manager for EATEL in Gonzales, LA and leader of ASTDBR's Book Study Special Interest Group (SIG). She can be reached at charnellw@eatel.com or 225.621.3602.

Join ASTDBR's
Book Study SIG

Friday, May 26th
11:30am-1:00pm

Neighbors Federal
Credit Union
(Perkins & Siegen)



Re-Imagine! Business Excellence in a Disruptive Age by Tom Peters

Our discussion will center around identifying:

- The central focus of the book
- The issues the author forecasts regarding the future workforce and changes in business
- The author's advice to prepare for the changes
- How this relates to human resource development or workforce training
- How comparable is this to our beliefs and what we are doing now

If you are interested in participating in this or future discussion sessions, contact Charnell Westerman at charnellw@eatel.com or 225.621.3602. Next book will be announced at the end of May with discussion planned for June/ July.



American Society for Training and Development
Baton Rouge Chapter

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www.astdbr.org

ASTD is a leading association of work-
place learning and performance profes-
sionals, 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 corpora-
tions, 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 hu-
man resource development or closely related fields.

We're looking for a few good men and women! Volunteers needed for the 2007 Board!

Sandy Michelet has already been elected by the membership to serve as president of ASTD-BR in 2007. While most of the 2006 Board have expressed their willingness to serve again (which says something about what a great volunteer and professional experience this can be!), there are always opportunities for others to help. If you are committed to the training and development profession AND enjoy the educational programs and networking opportunities provided by ASTD-BR, you really should consider volunteering to serve on the Board.

Board positions include president-elect (for 2008), secretary, treasurer, and vice presidents of membership, programs, professional development, communication (marketing), technology, and publications, and member-at-large (hospitality). Please contact Sandy (932-5857, sandy.michelet@shawgrp.com) or Carrie Miller (339-3892, cmiller@lla.state.la.us) to volunteer or if would like more information about Board positions. Although 2007 Board members will not be elected until September, volunteering now will give you an opportunity to work closely with your 2006 counterpart.

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.

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