



IMPROVE PERFORMANCE, NETWORK, SHARE, PROFESSIONALS, INSTRUCT, REACH, EDUCATE

Volume 26, Issue 4 April 2006

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[View April President's Message](#)



ASTD-SCWC April Programs:

Chapter Mission:

To provide learning and networking opportunities for professionals dedicated to improving individual and organizational performance



Last Chance to Register For Dr. Donald Kirkpatrick's Two Featured Programs in Madison, Wednesday, April 5, 2006

If you need to evaluate training programs and wonder what works best, you must attend this workshop from 3:30 – 5:30 pm!

EVALUATING TRAINING PROGRAMS: THE FOUR LEVELS

**** Networking & Hors d'oeuvres: 5:30 – 7:00 pm; Followed by: ****

If you are responsible for managing change, you need to attend this session, and bring your boss – from 7:00 – 8:30 pm:

HOW TO MANAGE CHANGE

Dr. Donald Kirkpatrick has a BBA, MBA and a Ph.D. from the University Of Wisconsin. He is a Past President of **ASTD-SCWC** and a member of TRAINING magazine's "HRD Hall Of Fame." At the 2004 ASTD National Conference, Dr. Kirkpatrick was given the "Lifetime Achievement Award in Workplace Learning and Performance."

Register today at <http://astdwcwc.org>!

Thank you to our event Corporate Partner :

Suby, Von Haden & Associates, S.C.

1221 John Q. Hammons Drive • Madison, WI 53717 – 608-831-8181

April 13, 2006 TnT – Needs Assessment

Registration: 5:00 – 5:30 p.m. **Program:** 5:30 – 7:30 p.m.
Where: American Family Insurance – Applied Learning Center, 6425 American Parkway
Cost: Members - \$15; Guests \$25; Students \$10; Add \$5 for same day registration

Workshop Description:

You see all the symptoms ...you know training is the answer, but what is the underlying problem? How do you identify the root cause of the problem and design an effective training program to get your team back on track?

Description continued on page 2.

To Register for All Programs: go to www.astdscwc.org
 For more information on any of these programs Email: astdscwc@astdscwc.org

April 13, 2006 TnT – Needs Assessment - continued

In this session you will learn to identify:

- ✓ The performance issue that is being affected
- ✓ How this issue impacts the organization
- ✓ Why training is the appropriate solution
- ✓ The target audience
- ✓ The content that the training needs to address
- ✓ The receptivity of your audience
- ✓ The skill level and competence of your audience
- ✓ The reasons that training is important from your audiences prospective
- ✓ The amount of time you have available for training
- ✓ The pre- and post-training reinforcement needed and available for change to occur

About The Presenter:

Karol Buckingham is a State of Wisconsin certified Social Worker with over 15 years experience providing training to various social service agencies. Karol has a unique combination of human services and business experience including a Bachelor's degree in Psychology with a minor in Human Resources Management, and has had the experience of starting up several programs/services during her career. Karol is the owner of Dimensions, LLC, a vocational consulting and coaching agency; and is completing a Master's degree in Industrial/Organizational Psychology. Visit her website: <http://dimensionsassociates.com/>

Upcoming Programs:

May 11, 2006 – TnT – Evaluations – Begin With The End In Mind

Registration: 5:00 – 5:30 p.m.

Program: 5:30 – 7:30 p.m.

Where: TBA

Cost: Members \$15; Guests \$25; Students 10
Add \$5 for same day registration

In today's "Bottom Line" world, where results are measured by numbers, charts and graphs, it can be challenging to provide the quantifiable results that your boss is looking for. There are many ways to evaluate training. The key is providing the measurements that your boss wants and needs.

Do you have a boss who:

- Is a numbers cruncher?
- Wants you to decide what the outcome should be?
- Seem to change their minds about what results they wanted after the training is delivered?

We've all been in these situations. Join us to learn how to develop an effective evaluation methodology that will provide your boss with quantitative results.

Professional Development Series May 17th, 2006 – Balanced Scorecard: Lessons Learned from the "Trenches"

Registration: 7:45 – 8:00 am

Announcements / Food / Networking: 8:00-8:30 am

Program: 8:30 – 11:30 am

Where: Lakeland College 3591 Anderson Rd

Cost: Members \$25; Guests \$35; Students \$15
Add \$5 for same day registration

The Balanced Scorecard methodology has become increasingly popular in recent years, with an ever-growing body of books, conferences, and web sites offering advice on the subject. Much of this information is valuable from a theoretical standpoint, but what's often missing is how to effectively apply the Balanced Scorecard best practices to your organization to gain tangible results.

Come learn from someone who has not only been trained in the theory, but who has also been and still is in the "trenches" implementing it. Hear about one organization's journey through the ups and downs of a full scale Balanced Scorecard implementation.

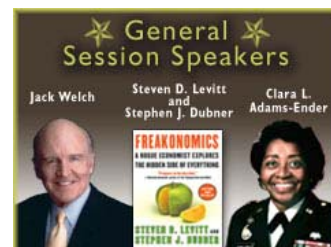
To register for these programs or for more information, go to www.astdscwc.org

ASTD International Conference and Exposition May 7 – 10, in Dallas

Two of the featured speakers at this year's conference are Don Kirkpatrick – speaking right here in Madison this month – and Bob Pike – who spoke at our big event five years ago. Elaine Biech, who spoke here last May, is also presenting at the conference. These people are giants in our field and we owe a big *thank you* to our Professional Development team for bringing international caliber speakers to us.

If you're off to Dallas and would like to connect with some Wisconsin people while you're there, email sally@realsolutions4u.com and we will hook you up!

And remember to include our Chapter code #5089 on your registration form. This brings part of your registration fee back to your chapter!



Board Meeting Update

by Lori Becker

Hi-lights from the March 8th Board of Directors meeting:

- ◆ **Donald Kirkpatrick:** The VP-Marketing, Terry Becker, and the marketing committee continue to contact radio stations, newspapers and other area organizations to promote the April 5th event. They have six potential vendors for the event. Continue to tell others who may be interested in hearing Mr. Kirkpatrick speak.
- ◆ **Chapter Insurance & Incorporation:** The VP-Finance, Sally Anders, researched what types of insurance the Chapter needs and whether it should become incorporated or not. It was decided that we do not need to be incorporated.
- ◆ **Send President to ICE** (International Conference and Exposition): The Board approved sending our new President to ICE this May in Texas, continuing a chapter tradition. It was determined

that this would be a great benefit to both Patti and the organization.

- ◆ **Chapter Administrator:** The president has been working for the past three months on a contract and job description and realigning all of the Board and Tn'T job descriptions.
- ◆ **Membership Directory:** LeAnne Decaigny, VP of Technology, and Tamara Hiser, VP of Membership, continue to work on creating an online membership directory.

If you have questions or feedback, please contact any member of the Board listed on the Contacts page at www.astdscwc.org. If you'd like a more complete copy of the meeting minutes, please contact Lori Becker at 608-252-6335 or lbecker@madison.com. We'd love to hear from you!

The next ASTD-SCWC Board of Directors meeting is scheduled for Wednesday, April 12 from 4:30-6:30 at Capital Newspapers on Fish Hatchery Rd. Please call Lori and register as a guest.

Share What You Know. Help Us All Grow!

Tools n Techniques (TnT)

Seeking Presenters For 2006-2007 Program Year

We are looking for presenters to facilitate an upcoming TnT session. No extraordinary expertise or certification is required. The only "must-have" is a passion for your topic and a willingness to share with fellow trainers.

Each year, TnT provides learning sessions covering the training process, from "Adult Learning" to "Evaluation", and everything in between: (We are also open to topics you might want to present that are not specifically listed below).

- Adult Learning Principles
- Assessing Needs and Determining Learning Objectives
- Accelerated Learning
- Program Design
- Presentation/Facilitation
- Distance Education/Alternatives to Classroom Training

Appreciative Inquiry Helps Build Great Careers!

In his March 15th presentation, Don Schutt suggested that we use Appreciative Inquiry (A.I.) "as a strategy for intentional change in our professional careers. By identifying the best of *what is* and the possibilities of *what could be*, we can consciously choose to seek out inquiry into that which is generative and enriching in our careers."

- Evaluation

The 8-session program is geared to newer trainers (although many experienced trainers often attend to brush up – they report leaving with something new too!) Sessions are held on the second Thursday night of each month (September through May – excluding December). By the end of the program, learners have gathered a bunch of new tools, tips and tricks that they can implement back on the job.



This is our first "official" call for presenters, but dates and topics will fill-up fast. Consider sharing what you know, and help us all grow! For additional presentation information and to reserve your topic, contact Amy Diedrich, Program Manager, Tools n' Techniques, at (608) 231.7747 or <mailto:amy.diedrich@cunamutual.com>

A.I. engages people in building an organization in which they want to work. Applying the A.I. process to your career, helps build a *life* in which you want to live everyday engaged, excited and passionate. A.I. is all about discovering what you're doing right and doing more of it. At work, at home and in your career – take some time to think about what's going right in your life.

UW Mini Courses if offering a class on A.I. Basics May 4 & 11th. Contact Jay Ekleberry, Mini Courses Director, 608-262-5759, for more information.

Kudos To:

- *Everyone* who staffed our Wisconsin State Training Conference booth.
- *Congratulations to Curtis Wittwer* – the winner of the **Free ASTD-SCWC Program** from the drawing held at the Wisconsin State Training Conference, March 1st. Hope to see you at a meeting soon, Curtis.
- Suma Elwell and her team for all their hard work bringing the Kirkpatrick event together!
- LeAnne DeCaigny and Tamara Hiser for working so hard on the upcoming Membership Directory.
- ***Do you have something we should all celebrate? A promotion? An award? A new job? A new twist? Send your Kudos to: sally@realsolutions4u.com***

Editor's Corner

The March issue of T+D Magazine Offers Some Timely Advice

Tom Peters says we, the learning profession, *have won*. "Training," Peters continues, "was an appendage that did little tasks like making people better at quality improvement. Training was very pragmatic and task-focused, which surely is not all bad, but now it's kind of exploded." Peters says that although the value of being a learning organization is now well established, the definition of a learning organization is less clear today. Peters advises learning professionals to redefine ourselves. Find out what's going on in our organizations and ". . .get involved up to your eyebrows and prove that you're got some unique point of view." Offer ideas on how to move the project along faster, easier, or more effectively with strategic training initiatives. He encourages us to measure for success and reminds us that some things, like changing corporate culture, are extremely important though hard to measure.

Matt "Boom" Daniel, in the same issue, tells us one of his most valuable lessons was from a Marine Corps Captain who told him ". . . if it is important, it must be measured." Are you measuring and sharing your success at developing the people in your organization?

There is no better place to learn how to measure complex results than at the Kirkpatrick event, April 5th. I hope you join us and bring your most challenging measurement issues to discuss with both Kirkpatrick and your peers. You may discover some pretty creative solutions!

Sally Anders

ASTD-SCWC Events Calendar

Date	Topic	Presenter	Time	Location
04/05/06	ASTD Featured Program Session 1: Evaluating Training Progs: The 4 Levels Networking Hors d'oeuvres Reception Session 2: How to Manage Change	Donald Kirkpatrick	3:30 – 5:30 pm 5:30 – 7:00 pm 7:00 – 8:30 pm	InnTowner
04/13/06	TnT – Needs Assessment	Karol Buckingham	5:30 – 7:30 pm	AmFam
05/11/06	TnT – Evaluation	Terry Becker	5:30 – 7:30 pm	TBA
05/17/06	Balanced Score Card: Lessons from the Trenches	Bill Mueller	8:00 – 11:30 am	Lakeland Coll.
06/21/06	Track 1: Consulting with Horror: Leveraging Client Contracting and Analysis Track 2: Key Factors In Building Performance Excellence	Mary Wacker Bob Morris	8:00 – 11:30 am 8:00 – 11:30 am	AmFam AmFam
07/19/06	Idea Exchange	Stacy Bolger	4:00 – 7:30 pm	TDS
08/2-4/06	Distance Learning Conference	UW	3 days	Monona Ter
09/14/06	TnT – TBA			
09/20/06	Session 1: Using Self-Reflection Exercises to Build Participant Self Awareness Session 2: Open For Business	Laura V. Page Pat Seidel	3:45 – 6:00 pm 6:00 – 7:30 pm	AmFam AmFam

INSPIRE Advertising

All display advertising must be camera-ready and full payment should accompany copy. The editor will accept advertising for training programs, conferences, products, services and facilities on a first-come, first-serve basis as space permits.

Rates:

Business Card	\$ 25
Quarter Page	\$ 50
Half Page	\$ 75
Full Page	\$ 120

Publishing Information

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INSPIRE is published monthly by ASTD-SCWC for the mutual benefit of the chapter members. While every effort is made to ensure the accuracy of the newsletter information, ASTD-SCWC is not liable for any information. Opinions expressed are those of the writer and do not necessarily reflect those of ASTD-SCWC. We edit for clarity, accuracy and/or space.

Editor, Sally Anders
846-9744
sally@realsolutions4u.com

VP of Finance Wants You

If you would like to get more involved in your professional organization, but don't really want to go to any more meetings, read on. We need someone who is interested in helping the VP of Finance work with Quickbooks to produce reports, budgets, etc. It would take about two hours per month and provides a great deal of personal satisfaction and opportunities to meet fun and interesting people.

Contact Sally Anders – 846-9744 or sally@realsolutions4u.com

Welcome New Members!

The following professionals have joined ASTD-SCWC in the last month – we extend a warm welcome!

Amanda Calvert • Telephone Data Systems

Bridgette Hinton • Madison Concourse Hotel

Erin Pinnow • Spectrum Brands

Lisa Reiter • Marshall Erdman & Associates

Chris Tindall • Tindall Consulting, Inc.

Nathan Luedke

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