



Volume 26, Issue 7 July 2006

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President's Message

CHANGE is in the air! And it was certainly evidenced during innumerable presentations at ICE including "70: The New 50" presented by Dr. William C. Byham, Chairman and CEO of DDI, which highlighted changes organizations need to make in order to give Boomers the work they really want:

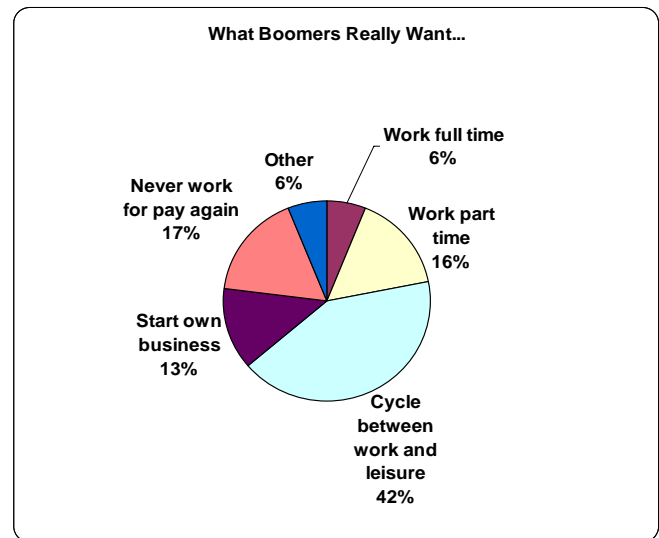
And it was certainly evidenced in this month's ASTD "T & D: Training and Development" June 2006 magazine with the lead cover story "OUT-SOURCING MAY STEAL MY JOB!" Companies are looking to find the most economical, effective and efficient solutions to meet learning development and training needs.

As the Boomer workforce shrinks, the transition to retirement jobs will need to increase. Some options that can be offered our "New 50s" are:

- Continue in current job as is
 - Current job with a shorter work week and more vacations
 - New job opportunities on full or part-time basis
 - Current or new job with fewer hours (at less pay)
 - Current or new job with less rigid work hours and more telecommuting
 - Project-based assignments
- You can probably think of more.

And CHANGE is certainly evidenced in the way our ASTD SCWC Board is doing business. The phrases "We've always done it that way" or "That's not the way we do things around here" aren't in our vocabulary. As a team we're Facilitating Organizational Change, the fifth of nine Areas of Expertise in the ASTD Competency Model. We're asking tough questions, identifying needs, creating solutions, continually updating our processes and documenting our best practices for the future. Thanks for joining us as we strive to continually provide greater value to you, our members! We trust you'll enjoy the benefits!

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



Patti Coan

July Professional Development Program

Date Wed, July 19th, 2006
Registration: 3:45 – 4:00 pm
Announcements/Networking: 4:00-4:30 pm
Program: 4:30 – 7:30 pm
Where: TDS Telecom

Topic: Building Your Creative and Innovative Training Toolbox

By sharing ideas and experiences, new trainers and developers will learn proven innovative techniques from the pros, and tenured trainers and developers will have the opportunity to refresh their creative training toolboxes!

You will:

- Generate creative alternatives to mundane training.
- Share how you've built creativity and innovation into games, instructional techniques, skill practice activities, case studies, icebreakers, debriefing sessions, meetings, technical training, and with diverse audiences.
- Build your database of resources on creativity and innovation.
- Discover the key to engaging training.

- Develop a "creativity and innovation network" of professionals.

About the Presenter

Stacy Bolger is a Curriculum Delivery Instructor at American Family Insurance, where her duties have included course development and instruction on core skills such as initiative and innovation. She is currently working with a major division at American Family in building their innovative culture. Prior to her employment at American Family, Stacy worked as a District Manager for ALDI, Inc. In this role, her duties included creatively training staff and management on leadership, merchandising, and customer service.

Stacy is a graduate of Marquette University with a degree in Marketing and Human Resource Management.

Editor's Note – Historically members tells us that this is one of the most practical and valuable programs we do!

Upcoming Programming – Special Discount For ASTD-SCWC Members!

ASTD-SCWC Has Negotiated A Special Reduced Group Rate For Members Who Attend The Distance Learning Conference. But you must register for the Distance Learning Conference with ASTD-SCWC to qualify for the discounted rate.



•TEACH
•LEARN
•CONNECT

August 2-4 • Monona Terrace • Madison, Wisconsin

Watch Your Email For More Information On How To Register To Get The ASTD-SCWC Discount! And the ASTD meeting at the conference.

The 22nd Annual Conference offers a unique and exciting program that combines expertise and practical applications with a focus on designing quality courses, using mobile devices, and harnessing the true interactive potential of the Internet.

<http://www.uwex.edu/disted/conference/>

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

The Nine Second Rule For Trainers

"Wait Nine Seconds for Learners: This is a simple and very powerful tip for trainers. After asking for questions from the class silently count to nine. Only nine seconds of silence will increase the number of questions dramatically. It takes at least 2 seconds for the learners to recognize that you actually asked a question. And, a few seconds to rehearse their question and check the room for other hands. Most trainers only wait about three seconds and then

announce, "Great!" That's not great. If you taught really new and good stuff, there WILL be questions. Wait nine seconds. It may seem long to you, but it is a real gift to the learners."

Quoted from 5/31/06 Learning TRENDS by Elliott Masie is published by The MASIE Center, Inc.
<http://www.masie.com>

Submitted by Kathleen Cummings

Share What You Know. Help Us All Grow!

Tools n' Techniques (TnT)

Seeking Presenters For 2006-2007 Program Year

We are still looking for presenters to facilitate upcoming TnT sessions. 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 & Determining Learning Objectives
- Accelerated Learning
- Program Design
- Presentation/Facilitation

- Distance Education/Alternatives to Classroom Training
- 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.

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>

ASTD Call For Proposals For 2007 International Conference & Exposition (ICE) In Atlanta – June 3-6, 2007, And For TechKnowledge® 2007, In Las Vegas – January 31 – February 2, 2007

The Request for Proposals (RFP) guidelines and online submission template for the ASTD 2007 International Conference & Exposition and the ASTD TechKnowledge® 2007 Conference & Exposition are now available.

[Submit Your Proposal Now.](#)

The ASTD 2007 ICE proposals must be submitted online by midnight EDT, **July 16, 2006**. The ASTD TechKnowledge® 2007 proposals must be submitted online by midnight EDT, **July 10, 2006**.

No proposals will be accepted after the deadline.

If you have any questions, please contact ASTD at speakers@astd.org.

Hi-lights From The June 7, 2006 Board of Directors Meeting

Board Update, by Lori Becker

- ◆ **Membership & Resource Directory:** LeAnne Decaigny and Tamara Hiser have been working on a new Membership and Resource Directory. The plan is to not only list members by name but also by area of specialty (i.e. Technical/PC Training, Organizational Development and Career Planning/Progression)
- ◆ **Chapter Administrator Contract Signed:** We are pleased to announce that Jami Hartwick, the Chapter's Administrator, has signed a contract with the Chapter through the end of 2006.
- ◆ **New Look:** National ASTD has created a new logo that we will begin using. You will notice it throughout this newsletter.
- ◆ **Strategizing Retreat:** The Board has planned a strategizing retreat for July 25th. The group will be planning for the remainder of 2006 and 2007.

- ◆ **Program Cancellation Policy:** The Board is revising the current program cancellation policy and should have a final policy by the next Board meeting.

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, July 5th from 4:30-6:30 at Dean Health.

Read Any Good Books, Websites Or Blogs Lately?

We would like to start a column about great resources for learning and development professionals. So, if you read a good book, discover a great website, or any other resource that might be valuable to other learning professionals, please send them to me and I will publish them in the newsletter. Send your information to: sally@realsolutions4u.com.

Membership Directory Process Improvements

In the past we sent the membership directory document to all members annually, which was not a very timely method. Now, an electronic version of the directory will be available to members only, using a blind web page direct link through our ASTD-SCWC web site. In an effort to offer the most current member contact information, we will be sending this link via email in July to all members asking for updates to any contact information that has changed. We will then resend the hidden link to all members to offer a secure benefit for your networking purposes. This

membership directory will be updated monthly with your help in notifying our chapter administrator with any changes to your information. Please email astdscwc@astdscwc.org with updates or contact Tamara Hiser, VP Membership at tamara.hiser@teldta.com with questions. Thank you for your help in keeping a vital member benefit useful and secure. The directory is supplied for your personal confidential use and is not to be shared with non-members or used as a prospect list.

FREE Member Networking Event and New Member Orientation

Mark your calendars and save the date! ASTD-SCWC will host a networking event and new member orientation Thursday, September 14, 2006 from 4:15-5:15pm. This event will allow you to connect with fellow members and professionals – so bring your business cards! You will also have the opportunity to meet chapter board members and learn how to

maximize the benefits of belonging to your local ASTD chapter. Stay after the event and join us for the 2006-2007 Tools n' Techniques kick-off program, *Effective Program Development for The Adult Learner*, presented by Jeff Burkhart. More details on these events to follow. We are looking forward to seeing you there!

ASTD-SCWC Website Update For Those Looking For An Outside Consultant

We have updated the employment section of the website to include a new category – Consultant Opportunities. We will post the requests we receive from companies and organizations looking for outside consultants.

Editor's Corner – Play To Your Strengths

Marcus Buckingham stepped in for a hospitalized Jack Welch in Dallas at ICE. Marcus's universal message: *play to your strengths*," bears repeating – especially now. The key word here is *play*. He does not say *work* on your strengths. Just say *work* and you can take the fun out of anything. Summer is a time to focus on *play* because *play* renews us. Use your summer to play. Renew yourself. A renewed you will find the work we love so much feels more like play.

Sally Anders

ASTD-SCWC Events Calendar

Date	Topic	Presenter	Time	Location
07/19/06	Building Your Creative and Innovative Training Toolbox	Stacy Bolger	4:00 – 7:30 pm	TDS
08/2-4/06	Distance Learning Conference	UW	3 days	Monona Ter
09/14/06	FREE Member Networking Event & New Member Orientation		4:15 – 5:15 pm	TDS
09/14/06	TnT – Effective Program Development for The Adult Learner	Jeff Burkhart	5:30 – 7:30 pm	TDS
09/20/06	Session 1: Using Self-Reflection Exercises to Build Participant Self-Awareness	Laura V. Page	3:45 – 6:00 pm	AmFam
	Session 2: Open For Business	Pat Seidel	6:00 – 7:30 pm	AmFam
Oct. 5-6 & 26-27	Train The Trainer Increasing Training Effectiveness	Deborah Laurel	8:30 – 4:00 pm	MG&E
October	Watch For IWAM Announcement!			
10/12/06	TnT – TBA	11/09/06	TnT – TBA	
11/14/06	Joint Meeting With SHRM – watch for details			

Kudos!

Congratulations to Emily and Dirk Shimpach on the birth of their daughter, Ava Marie. Emily served as VP of Technology before starting her family. Dirk is helping the chapter set up our accounting in Quickbooks.

Rachel DeMuth, who won the first Professional Development Door Prize at the June meeting, after completing her networking activity by asking her fellow attendees the Question of The Day. Watch for more networking at future meetings.

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

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

INSPIRE is published on the first of each month. The copy and advertising deadline is the 7th of the month preceding publication. Articles should be typed and submitted as a Word document. Letters and other items of interest for the readers are welcome. Please forward materials to: astdscwc@astdscwc.org.

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

Volunteer Opportunity: Marketing Committee Members

Description: Assist with marketing plan for events, design promotional materials, and assist with other special projects as needed. Work with the Communications Committee to promote ASTD events.

Time required: Variable hours depending on project

Type/Area: Marketing/Public Relations/Advertising

Contact: VP-Marketing, Lisa Jensen, lisa.jensen@deancare.com

Welcome New Member!

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

Mary Fuller
Humana, Inc.

ASTD-SCWC Chapter Contacts: Board Members

Patti Coan
President
310-6030

Sally Anders
VP Finance and
Newsletter Editor
846-9744

Lisa Jensen
VP Marketing
Dean Health Plan
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Amy Diedrich
Tools n' Techniques
Program Manager
231-7747

Kathleen Cummings
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262-5799

LeAnne Decaigny
VP Technology
220-9937

Tamara Hiser
VP Membership
664-8362

Davina Hamre
VP Professional
Development
278-1513

Lori Becker
VP Administration
252-6335

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