



## South Central Wisconsin Chapter

To provide learning and networking opportunities  
for Workplace Learning & Performance  
professionals.

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### I.N.S.P.I.R.E

Read the **April 2007** ASTD SCWC newsletter below:

- **[Leadership Workout](#)**  
Join us for our Annual Event on April 18.  
There is still time to register.
- **[Interactive Strategies for Learning, or  
The Magic of Experiential Training](#)**, May 10 TnT
- **[Leveraging Generational Differences in Teams  
and Teaching](#)**, May 16 monthly program
- **[Other Events](#)**
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- **[Why it Makes Sense to Involve as Many  
Senses as Possible](#)**, by Deborah Spring Laurel
- **[Board of Directors Meeting Update](#)**
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YOUR ideas, Energy, and Expertise!
- **[Welcome New Members!](#)**
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### Leadership Workout April 18 - Professional Development

Join us for our annual event! Spaces are limited to 100, so sign up today to get a leadership workout. Learn about trends in workplace learning and ASTD's 2006 State of the Industry report. We'll also help Take the Misery and Mystery out of succession planning. In

addition, you'll learn to understand e-body language for all your distance and e-learning experiences.

**The Workout Plan is as follows:**

**Associate Engagement**

This interactive session is intended to demonstrate how one company, Marriott International, is trying to crack the code on creating a highly engaged work force and demonstrate its link to performance.

**Take the Mystery and Misery Out of Succession Planning**

- Understand the critical nature of succession planning
- ASTD benchmarking process
- Unravel the process to reveal its core elements
- Discover how to do it right while maintaining trust

**Understanding E-body Language: Building Trust Online**

- Examine the principles of e-body language
- Decode examples of e-body language
- Apply key principles in sensitive and challenging e-mails

**Register by 3/31 for early-bird rates!** [More Details...](#)

<b>Date</b>	April 18, 2007
<b>Time</b>	Registration: 8:00-8:30 am Program: 8:30-4:00 pm Lunch included
<b>Facilitators</b>	Kimo Kippen Robert Whipple

**Interactive Strategies for Learning,  
or The Magic of Experiential Training  
May 10 Tools n' Techniques**

<b>Date</b>	May 10, 2007
<b>Time</b>	Registration: 5:00-5:30 pm Program: 5:30-7:30 pm
<b>Facilitator</b>	Deborah Spring Laurel

The equation is very simple: the more senses engaged in the learning process, the greater likelihood that new learning will be retained. According to Edgar Dale's Cone of Experience and Learning, we tend to remember: 10% of what we read, 20% of what we hear, 30% of what we see, 50% of what we hear and see, 70% of what we say, and 90% of what we both say and do. That is why it is so important to actively involve participants in learning activities that require them to verbally interact and to physically apply their new learning.

In this highly interactive workshop, you will identify, experience, and plan how to use interactive learning strategies so that you can make learning happen in your training programs. Deb Laurel will launch you on a voyage of self discovery with pop ups, group pairing, competitive brainstorming, a scavenger hunt, a gallery walk, a hands on activity, a game, and a walk about. You will not only learn while you are having fun, you will also leave with a plan for incorporating interactive learning strategies into your own training.

[More Details...](#)

See also '[Involving Senses](#)' article.

## Leveraging Generational Differences in Teams and Teaching

<b>Date</b>	May 16, 2007
<b>Time</b>	Registration: 4:00-4:30 pm Program: 4:30-7:00 pm
<b>Facilitator</b>	Sarah Gibson

"You got your tongue pierced two days before you started your new job? What were you thinking?" Job rules have changed. Perspectives change. Expectations are different. Learn how generational differences are rising to the surface in your workplace and classroom.

After today's session, participants will be able to:

- Identify differences in the four generations in the workplace
- Describe preferred styles of each generation
- Understand the major conflict points of the generations
- Discover how learning styles are affected by the generations

Join us as we look at what makes each generation unique and what we can do as members of a team to make our workplace better. In addition, we'll discuss how the generational perspective is affecting those in the training world.

[More details...](#)

## Other Events

Looking for other programs in your area?  
Need information about national ASTD events?  
ASTD-SCWC posts non-chapter events on our [website](#).

The April offerings include: Facilitating by Heart workshop series, Inaugural Workforce Training & Economic Development Symposium, and the free program Our Global, Knowledge Economy: How Can We Help Clients Compete?

## Kudos To

- **Everyone who staffed and visited our Wisconsin State Training Conference booth** – Thank You!
- Many thanks to **Kathleen Cummings**, our technology and professional development committee volunteer, who took it upon herself to call all attendees of the Sharpening Your Skill Saw presentation. When we realized that the wrong location had been

communicated, she called all 13 people the night before the event to notify them of the correct location. Thanks for going the extra mile, Kathleen!

- Congratulations to **Kristi Hall** – 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, Kristi.

### **Do you have something we should all celebrate?**

A promotion? An award? A new job? A new twist? Send your Kudos to [Molly](#), the newsletter editor.

### **Why It Makes Sense To Involve As Many Senses As Possible, by Deborah Spring Laurel**

The Chinese philosopher Lao Tse understood how learning occurs hundreds of years ago when he so wisely said: "Tell me, I may listen. Teach me, I may remember. **Involve me, I will do it.**"

**It has been proven that the more senses that are engaged in the learning process, the greater the likelihood that new learning will be retained.** The more we involve learners, the more senses are engaged, thereby increasing the probability that they will learn, retain, and apply what they have learned.

This principle is supported by four different research findings and models. As you will see, each model builds upon the previous model.

[The first model is...](#)

### **Board of Directors Update, by Lori Becker**

Hi-lights from the March 7, 2007, Board of Directors meeting and March 21 Board Planning Retreat:

- The Board sends its condolences to Barb Anderson on the passing of a family member.
- Lisa Jensen, President, announced that Barb Anderson, VP-Administration/Finance would be leaving the Board

- effectively immediately.
- The Board began forecasting 2007 budget numbers and will continue to do so until the next Board meeting. Jami, the Chapter Administrator, is compiling the data.
  - Dawn Mahoney and her Featured Program, Leadership Workout, committee continues to plan for the April 18th event. Sponsorship opportunities for this event were discussed.
  - A membership survey will soon be sent to members. Lori Becker, VP-Technology, is formulating the survey questions.
  - At the Board planning retreat, three goals for the remainder of this year were identified. The Board will finalize the goals and publish them in an upcoming newsletter.

If you have questions or feedback, please contact any member of the [Board](#). If you'd like a more complete copy of the meeting minutes, please contact [Lori Becker](#) at 608-252-6335.

We'd love to hear from you!

The next ASTD-SCWC Board of Directors meeting is scheduled for Wednesday, April 4, from 4:30-6:30 at Dean Health Plan (near Greenway Station) in Madison.

### **Your ASTD-SCWC Board Needs Your Ideas, Energy and Expertise**

Do you want to get more out of your ASTD membership? Contact any of our board members about serving on their committees or providing short term assistance on projects.

Interested in being on the Board of Directors? The current positions are open:

- VP Administration
- VP Finance
- President Elect

For more information regarding the above Board positions, please contact Lori Becker, [lbecker@madison.com](mailto:lbecker@madison.com) or call 608-252-6335.

## Welcome New Members

The following professionals have joined ASTD-SCWC in the last month:

- Carrie Knutson, TDS
- Shawn Lanier, CUNA
- Alka Mehta, Stratagem Consulting
- Yvonne Sindermann, TDS
- Kris Specht, Great Wisconsin Credit Union
- Shelly Vils, CUNA Mutual Group
- Nikki Zorman, Uniek, Inc.

We extend a warm welcome to each of you!

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[ASTD SCWC's Chapter Code is 5089](#)

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### Employment Opportunities

**Job Seekers:** See Workplace Learning & Performance position [openings](#) on our web site.

**Employers:** Post your open positions FREE!

The ASTD-SCWC event cancellation policy is posted [here](#).  
For questions about the ASTD-SCWC website contact our [webmaster](#).