



ASTD – Cascadia Chapter Regional Conference

**Evolution of Learning
September 23-24, 2009
Preconference, September 22, 2009**

The conference is designed to provide a forum for learning and experiencing, and, perhaps most importantly, for making connections with other participants. An evening reception, networking with speakers, interactive breakout sessions and services such as exhibits and a cyber café are all geared to help the conference participant engage with other professionals and build relationships that will ensure their success.

Tuesday, September 22nd, 2009 - Pre-Conference

Noon – 1:00 PM	Registration
1:00 – 5:00 PM	Pre-Conference Snapshot of the Big Picture <i>Patti Dobrowolski</i>
5:30 – 7:00 PM	Optional Evening Networking: Bentley's Restaurant

Wednesday, September 23, 2009

	The Evolution of the Learner	The Evolution of the Classroom	The Evolution of the Learning Professional	The Evolution of the Organization	The Evolution of...
8:00 – 9:00 am	Continental Breakfast, Registration, Exhibit Hall, Cyber café				
9:15 – 10:15 am	Welcome Session ASTD Competency Model <i>Sharon Wingron</i>				
10:00 – 10:15 am	Break, Exhibit Hall, Cyber café				
10:30 – Noon	How to Understand, Develop, and Retain the Four Generation in the Workplace Alisa Blum Novice	Leading After the Layoffs Beth Allen Experienced	Charismatic Communication Sari de la Motte Expert	Getting Your Money's Worth from T/D Andrew Jefferson Expert	
12:15 – 1:30 pm	Lunch, General Session Get Virtual! Evolution of Learning into Virtual Worlds <i>Mike Abrams</i>				
1:30 – 2:00 pm	Break, Exhibit Hall, Cyber Café				
2:00 – 3:00 pm	In-Conference Networking				
3:00 – 3:20 pm	Break, Exhibit Hall, Cyber Café				
3:20 – 4:50 pm	Action with Traction Ron Sarazin Experienced	Get Virtual! Designing Learning for Second Life Mike Abrams Experienced, Expert	Influencer: The Power to Change Anything Todd King Novice	Mikey, Yoda, Dr Phil and Pony Poop: The Strategic Workforce Planning Recipe for Success Jan John Expert	
4:50 – 5:00 pm	Closing in workshops				
5:00 - ?	Optional Evening Networking: Local Restaurants within walking distance				



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Thursday, September 24, 2009

	The Evolution of the Learner	The Evolution of the Classroom	The Evolution of the Learning Professional	The Evolution of the Organization	The Evolution of...
7:45 – 8:15 am	Continental Breakfast, Registration, Exhibit Hall, Cyber Cafe				
8:30 – 9:45 am	Keynote Speaker Water the Bamboo: Unleashing the Potential of Teams and Individuals <i>Greg Bell</i>				
9:45 – 10:15 am	Break, Exhibit Hall, Cyber Cafe				
10:15 – 11:45 am	Inclusion and Exclusion within Groups Elizabeth Erickson Novice/Experienced	Ten Steps to Virtual Classroom Success: A Guide for Trainers Cindy Huggett Novice	Improv as a Learning Tool: Improve Your Skills and Enhance Your Programs Linda Williams	Retooling Corporate Learning with Lean Experience Todd Hudson	The New 3 R's for the Learning Professional Greg Bell
11:45 – Noon	Break, Exhibit Hall, Cyber Cafe				
12:15 – 1:30 pm	Lunch, General Session Creating the Best of teams in the Worst of Times <i>Dixie Lee Samuels</i>				
1:30 – 2:00 pm	Break, Exhibit Hall, Cyber Café				
2:00 – 3:00 pm	In-Conference Networking				
3:00 – 3:20 pm	Break, Exhibit Hall, Cyber Café				
3:20 – 4:50pm	Resilience and Wellness at Work Roger & Valerie Pease Experienced	The Limitless Classroom Ed Warnock Experienced	How to Tell Your Story Nancy McDonald Experienced	Creating the Best of Teams in the Worst of Times Dixie Lee Samuels	Demonstrating Trustworthiness: Powerful (and Positive!) First Impressions Sharon Wingron
4:50 – 5:00 pm	Closing in workshops				
5:00 - ?	Optional Evening Networking: Local Restaurants within walking distance				



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Workshop Descriptions

Wednesday, September 23, 2009
10:30 am – Noon

How to Understand, Develop & Retain the Four Generations in the Workplace

Alisa Blum

- Understand each generation's early influences, work styles & values
- Appreciate the strengths each generation brings to the workplace
- Explore strategies to increase motivation
- Develop a plan to increase retention

This presentation will help those interested in helping people succeed in their careers as they will learn generation-specific strategies to retain a high potential workforce.

Leading After the Layoffs

Beth Allen

- To identify the emotions and needs that exist among the remaining workforce after an organization downsizes
- To discuss the impact of organizational apathy and employee disengagement on a business' bottom line
- To identify and prioritize actions leaders can take to strengthen organizations impacted by layoffs
- To clarify and discuss the role of training professionals as catalysts in the "healing" process

The recession makes it critical for training professionals to align their expertise and programs with the survival of the company. It is less about delivering training and more about facilitating the process of organizational change.

Charismatic Communication

Sari de la Motte

- Learn to increase your success in interviewing, facilitating meetings, and presenting to groups through the effective use of nonverbal communication.
- Revamp your personal communication style and increase your charisma. Focus in this session will be on presenting to groups.

Oftentimes it is not the content that determines the success of a presentation, it is the delivery. Charismatic Communication will help the training professional tune into the nonverbal components of communication so they can be effective presenters. Nonverbal communication translates the majority of the message so it is incredibly important to be congruent so that the message is clear. Charisma, the ability to attract others to us, is built by becoming "nonverbally intelligent." People are drawn to excellence. This workshop gives professional trainers an edge so they can become more persuasive, marketable and effective.

Getting Your Money's Worth from Training and Development

Andrew Jefferson

In the current economic climate, companies must maximize the return on investment from every training and development program. In this lively and interactive session, Andrew, co-author of *The Six Disciplines of Breakthrough Learning* and *Getting Your Money's Worth from Training and Development*, will explain the three keys to optimizing the business impact of training and development: treating training as a process; increasing manager-participant interaction; and driving follow-through, transfer and application. This session will combine table discussions, exercises, examples and short presentations to teach the best ways to enhance the value produced by training and development. You'll learn the Six Disciplines of Breakthrough Learning that dramatically increase the value of any investment in training and development. We'll explore a process approach that includes the learner's complete experience - from the invitation to the new finish line of improved results. We'll explain the criticality of getting managers involved and practical steps to increase their participation. Finally, we'll explore the single greatest opportunity to improve outcomes: the post-course application period. The focus throughout will be on practical applications and tools using best practice examples from companies that practice these disciplines to create competitive advantage.



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**Wednesday, September 23, 2009
3:20 – 4:50 pm**

Action With Traction

Ron Sarazin

- How to facilitate the executive team to develop and keep current the mission, vision, values, and premises.
- How to guide the creation, deployment, and tuning cycle for the goals, strategies and initiatives, as well as status reporting and continuous fine tuning.
- How to apply web 2.0 tools to keep the plans current, green, and used.

This presentation will provide a high level overview of how to move the Executive team from wanting to doing - creating and guiding action at the top of the organization that results in laser like focus and participation at all levels.

Get Virtual! Designing Learning for Second Life

Mike Abrams

- Describe what Second Life™ is and how it can be used to facilitate online learning.
- Identify the virtual design considerations necessary to create a successful Second Life™ course.
- Apply techniques to complete a design considerations checklist for a 15-minute virtual course in Second Life™.

Influencer: The Power to Change Anything

Todd King

- Apply powerful strategies for changing both thoughts and actions.
- Identify a handful of high-leverage behaviors that lead to rapid and profound change.
- Harness the power of peer pressure, opinion leaders, and other social forces. Simply put, learn how to solve the problems you care about most—from the simplest to the most persistent, resistant, and profound challenges you can imagine.

Mikey, Yoda, Dr. Phil and Pony Poop: The Strategic Workforce Planning Recipe for Success!

Jan John

At the conclusion of this session, participants will be able to:

- Explain how conducting workforce planning, then integrating it with the talent management system will increase demand for targeted learning initiatives
- Identify how workforce planning will require learning professionals to operate differently
- Begin development of a personal action plan using their own experiences with talent segmentation



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Inclusion and Exclusion Within Groups

Elizabeth Erickson

- Experience the importance of the basic human need for belonging and the negative consequences that may result from individuals feeling alienated and marginalized
- Appreciate individual differences, understanding the importance of including others' needs and perspectives.
- Observe how people naturally divide and group themselves.

This session is intended for a very broad audience: just about anyone who works with other people, particularly groups of people. Some groups who would gain from this session are, but not limited to, OD consultants, trainers, mediators, and facilitators, particularly those in the earlier stages of their careers. As is the case for most trainings related to diversity and inclusion, some participants may find that the activity and debrief bring up uncomfortable or sensitive feelings for them. As a trained and experienced facilitator, I create and maintain the safety of the group and participants.

Ten Steps to Virtual Classroom Success: A Guide for Trainers

Cindy Huggett

- Discover similarities and differences between face-to-face and virtual training skills
- Follow 10 steps to become an effective virtual classroom facilitator
- Create an individual action plan to apply this information. It's a common misconception that virtual training is just like classroom training and that any trainer can do it.

While some training delivery skills do apply to the virtual classroom, there are additional skills needed to successfully facilitate in this environment. For example, virtual trainers must be able to engage participants that they cannot see face-to-face. Given the current state of the economy and the evolution of technology, most organizations are adopting virtual classroom solutions. Therefore, training managers, instructional designers, and trainers must quickly adapt to using this new modality. While some training professionals – especially those comfortable with technology – are learning on their own how to do it, my experience is that many training professionals do not know where to start. They learn virtual delivery skills by trial and error, or they shy away from the virtual classroom altogether. My current passion is equipping training professionals to successfully facilitate in the virtual classroom. I've been leading engaging online training in virtual classrooms for over 9 years, and the most common question I get is "how did you learn to do that?". My goal is to answer this question with an easy step-by-step process for trainers so that they can get up to speed and do it well. This presentation material is taken from two sources: first, my ASTD Infoline "Simple, Effective, Online Training" (published in January 2008 by ASTD Press) and second, my forthcoming book "Virtual Training Handbook" (expected publish date early 2010 by ASTD Press). Both of these resources are "how-to guides" that support professional development of workplace learning and training professionals.

Improv as a Learning Tool: Improve Your Skills and Enhance Your Programs

Linda Williams

- Explore the basic foundations and skills of successful improvisation
- Recognize the value of using improvisation techniques to enhance team skills. *In the long history of humankind, those who learned to collaborate and improvise most effectively have prevailed.* - Charles Darwin

As managers, leaders, and learning professionals, we are often required to think on our feet, to rapidly make decisions, and to be "in the moment." To be successful in this rapidly changing global economy, learning professionals, as well as the learners we serve, must continue to adapt and evolve. That requires effective improvisation. Improvisation is not just about comedy or performing in front of an audience. At its core, successful and effective improvisation requires you to focus on the moment while being open to the "big picture." This high-energy, interactive workshop will explore the basic foundations of improvisation and show participants how they can use it to improve their leadership (and followership) skills. Attendees will be invited to participate in and observe a number of improvisation exercises that clearly illustrate the effectiveness of individuals working together as a well-oiled team. The most important improvisation skills – teamwork, creativity, listening, trust, innovation and focus - are the same skills that help people succeed in their jobs and in their lives. Improv games and exercises are tools that help individuals and groups learn and improve. Playing the games provides opportunities to practice how to apply those skills when it matters most: in high-stress, fast-changing situations and environments. It also boosts confidence, heightens listening skills, enhances self-awareness, and improves creativity. Learn improvisation activities that can easily be replicated.

Retooling Corporate Learning with Lean Experience

Todd Hudson

- How to apply Lean methods to T&D
- Enhancing goal setting using Lean principles
- Using Lean to select and design learning methods and technologies

Lean, the philosophy and methods of eliminating non-valued activities and increasing delivered value, is used extensively in manufacturing, software development and other applications with great success. Applying lean to T&D is just beginning and provides a powerful framework to reduce costs, select and design appropriate methods and technologies, and generate measurable business results



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The New 3 R's for the Learning Professional

Greg Bell

- Learn skills and behaviors for effective relationships
- Managing up, managing down, managing peers, and managing customers
- Tips on fostering creativity and growth in conflict, both your own and those of your staff
- How to stay grounded amid a variety of relationships and demands
- Relationships as a key to success at work
- Examples of non-monetary employee appreciation and rewards
- How to give effective, timely feedback and why it's important
- Listening as a tool for building relationships

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Resilience and Wellness at Work

Roger and Valerie Pease

- Examine the relationship between resilience as an emotional intelligence muscle, wellness, retention and profitability
- Apply EQ building tools focused on resilience
- Improve your own resilience and emotional intelligence quotient.

Wellness is a current focus in organizations as health costs continue to rise. Physical wellness is necessary but not sufficient for organizational health. Emotional health, not physical, drives: direct medical costs, prescription costs, productivity loss costs. Emotional wellness: reduces the visible incidence and cost of medical claims, reduces the invisible costs of "presenteeism." Emotional health, and therefore organizational health, can be successfully and cost-effectively improved.

The Limitless Classroom

Ed Warnock

- Understand how technology has opened the classroom far beyond lecture and discussion
- Learn how to stimulate learning by bringing in materials from multiple sources
- Learn techniques to collaborate on learning through web 2.0 techniques

It would help anyone who is seeking additional ways to bring additional varied material into the learning environment and those who are seeking ways to engage all learning styles with multimedia materials that can be found on the internet or imbedded in PowerPoint.

How To Tell Your Story

Nancy McDonald

- Enlarge the scope and definition of "Public Speaking" to include "Story"
- Introduce the tools of the actor using both lecture and audience interaction
- Provide links from familiar "Training and Presentation Tools" to a more open and dynamic set of "Performance Tools" and demonstrate their benefit to the classroom or workplace training.

By giving direction and tools to allow the instructor to literally put themselves in the skin of another, to use the actor's tools to profoundly enlighten their own awareness of the needs of their possibly extremely diverse classroom.

Creating the Best of Teams in the Worst of Times

Dixie Lee Samuels

- Promoting shared responsibility and accountability for team development
- Stimulate team member engagement and commitment
- Enhancing the focus, alignment and commitment of teams to achieve optimal performance

In this program, we will share insights and best practices from working with teams in today's complex business environment. You will get ideas to take back to the workplace to improve the teams you serve on or team you may influence.

Demonstrating Trustworthiness: Powerful and Positive First Impressions

Sharon Wingron

- Distinguishes "being trustworthy" from "building trust-based relationships"
- Explores the components of trustworthiness and trust-based relationships
- Secrets to making a powerful, positive first-impression