





# ASTD-Cascadia Regional Conference

Learning to Play... Playing to Learn!

**October 20 – 21, 2010**  
**Salem Conference Center**  
**Salem, Oregon**  
**Presenter Information**



Wednesday, October 20, 2010 10:30 am – Noon Concurrent Sessions #1			*Areas of Expertise (see key on last page)		
Title	Description	Presenters and Bios	Level	AoE*	Picture
Learning from Life's Deserts of Change	<p>OASIS provides a safe, conversational environment to practice using the desert as a learning framework for sustaining resources and moving forward in times of change and uncertainty.</p> <p>Join game and simulation designer Sue Baechler, and facilitator, Janis Keeley, to learn from your own deserts of change, while examining the simulation's key learning accelerants: Play, metaphor and strategy.</p>	<p><b>Sue Baechler</b> invents and implements original learning games, tools, and events for businesses and organizations. Her company, Originaliti® Media Inc., designs innovative educational products that help people contribute their unique skills and interests in their life and work communities.</p>	Advanced	1, 2, 3	 <p><b>Sue Baechler</b></p>
		<p>Sue writes, designs and delivers interactive learning experiences for employees and customers and has authored more than 50 educational products for businesspeople and teens, including the Dream Leader® book and game, OASIS™ board game, SNAP™ online communication tool, The Bottom Line Game®, and the iF™ innovation game.</p> <p>-----</p> <p><b>Janis Keeley's</b> talent management development and consulting firm, JLK Consulting, Inc, designs and delivers employee programs that help businesses and organizations orchestrate behavior changes that impact the bottom line through increased productivity, customer satisfaction, and employee fulfillment. Her programs have been conducted in the US and on multiple continents, including North America, Europe, Asia, South America, and Australia.</p>			 <p><b>Janis Keeley</b></p>

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(see key on last page)


Title	Description	Presenters and Bios	Level	AoE*	Picture
<p><b>Playing Globally with E-Learning</b></p>	<p>A multicultural, multilingual environment adds many challenges to training and development for a company. Preparing your e-Learning programs with global distribution in mind can deliver tremendous benefits to your organization, not only in terms of speed to market and cost of development, but also in the retention and performance of your global training initiatives. Experienced companies know that for effective training to take place, localized e-Learning is more than just finding a good translator. This presentation will provide key factors and tips to consider when going global with your training and will cover strategies on how to design and deploy your courses culturally and how to localize for specific markets.</p>	<p><b>Julie Brink</b> is the Director of viaLearning, a leading provider of e-Learning services for global companies. Julie has over a decade of experience in training and development, from curriculum design and implementation to production and program management with an emphasis on sales training. She has developed e-Learning courseware and blended training programs for a vast client base, including Cisco, Microsoft, Comcast, Nike, and The Pampered Chef. Her previous experience includes curriculum development, implementation and management of academic, vocational, and job placement training programs for high-risk youth. Julie has been a member of the American Society for Training and Development since 2006 and was previously involved with Executive Women International for several years. Julie holds Bachelor of Arts degrees in management and marketing from the University of Oregon and is enrolled in the Certified Professional in Learning and Performance partner program between Portland State University and ASTD.</p>	<p>Intermediate</p>	<p>1,2,3,4,6,8</p>	 <p><b>Julie Brink</b></p>
<p><b>Playing with Leadership Development</b></p>	<p>Effective leaders come in all shapes and sizes, so identifying a definitive set of characteristics is impossible. Yet there <i>are</i> a core set of attributes and skills that effective leaders share. In this session, we will play with visual activities that explore six big-picture areas for success in leadership development:</p> <ul style="list-style-type: none"> <li>**Transition to Leadership</li> <li>**Inward Leadership</li> <li>**Project Leadership</li> <li>**Team Leadership</li> <li>**Organizational Leadership</li> <li>**Interpersonal Leadership</li> </ul>	<p><b>Christine Martell</b> is the principal of VisualsSpeak, where she creates visual tools for teambuilding, leadership development, strategic visioning and facilitation. She has been facilitating with experiential methods for over 25 years with a wide range of corporate, non-profit, and government clients. She uses her background as a visual artist to create tools and processes that deepen communication in diverse groups and assist you to see in new ways.</p>	<p>Intermediate</p>	<p>1,2,8,9</p>	 <p><b>Christine Martell</b></p>

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<p><b>Go Out and Play: Make Connections to Increase Your Effectiveness and Build Your Career</b></p>	<p>Take charge of your employability! During this lively session, you will understand of the purpose of play and how it relates to career development and enrichment. Come find out how to expand your “playground” through the use of effective networking. At the end of 90 minutes you will have:</p> <p>**Prepared an introduction to increase your comfort when meeting new people,            **Identified what skills and knowledge you have to share            **Considered what resources you need to enhance your own effectiveness and marketability            **Discussed opportunities to interact with targeted individuals.            **You will attract new connections by demonstrating enthusiasm, staying curious, and asking great questions.            **Finally, you will prepare to transfer the insights gained in this workshop by articulating a career development goal and creating a 60-day “game plan” to expand connections and explore options to reach your objective.</p>	<p><b>Dana Thompson</b> has over twelve years experience helping organizations achieve targeted results through learning and other performance improvement activities. Dana recently returned to Oregon after twenty years in Seattle where she was the Director of Training for Customer Care at Safeco Insurance (now Liberty Mutual) and prior to that, the Divisional Vice President of Learning &amp; Development at Macy’s Northwest. She currently works as the Training &amp; Development Manager for the Oregon Department of Transportation. Dana is a proven leader who combines creative thinking and an organized approach. She is a graduate of The University of Oregon and began her career in retail management, later transferring her knowledge of customer service and operations to training. Dana specializes in the areas of diversity, change management, and communication. In her free time, she is planning her wedding to her High School Sweetheart who located her through a social networking site two years ago.</p>	<p>Novice and Intermediate</p>	<p>9</p>	 <p><b>Dana Thompson</b></p>

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Concurrent Sessions #2

\*Areas of Expertise  
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Title	Description	Presenters & Bios	Level	AoE*	Picture
<p><b>The Magic of Teaching with Activities</b></p>	<p>Stimulate minds and bring your learning environments more life using activities that teach. Leave with fresh ideas and practical tools that entice your audiences to more fully engage in the learning process. People learn best when we can create in them a genuine desire to know. As an NSA Certified Speaking Professional and an award-winning magician, Brad will inspire you to make active learning an even bigger part of your training technique. Count on an enjoyable, practical and memorable conference experience!</p>	<p>Brad Barton, Certified Speaking Professional, is a member of the International Brotherhood of Magicians and President of the Mountain West Chapter of the National Speakers Association. He authored the recently published book <i>Beyond Illusions</i>, inviting readers to look beyond their illusions with the power of positive perception and find the real magic that is in us.</p> <p>This NCAA All-American athlete was ranked internationally in the 3000 Meter Steeplechase and named Weber State University Athlete of the Year. He was a US Olympic trials qualifier and an NCAA Academic All-American.</p> <p>A former at-risk kid, Brad insists that bad isn't necessarily bad and disasters aren't always disasters. The tricks and tales of this high-energy speaker with the magical message will have you believing you've got magic before you can say Shazaam!"</p>	<p>All</p>	<p>1,2,3</p>	 <p><b>Brad Barton</b></p>
<p><b>The Fun Factor: Making People Excited About What They Are Doing</b></p>	<p>How do you keep your team engaged and motivated in unsettled times? The world's top-performing organizations understand that employee engagement is a force that drives performance outcomes. In the best organizations, engagement is more than a human resources initiative - it is a strategic foundation for the way to do business. Attend this session to discover methods to reignite your team's passion, creativity and productivity by using low cost strategies.</p> <p>In this session we will:</p> <ul style="list-style-type: none"> <li>**Discover 4 principles for creating an engaged workforce</li> <li>**Introduce the "feel and look" of employee engagement</li> <li>**Explore 10 C's of employee engagement</li> <li>**Discuss Attitude Motivation</li> <li>**Discover how to measure employee engagement</li> </ul>	<p><b>Dana Barz</b> is a national speaker, change management coach and consultant. She creates custom solutions for business leaders facing changes in organizational structure, technology, and ever-increasing consumer demands. Her clients' results are measured by quantum jumps in productivity, performance, cost reduction, and asset utilization.</p> <p>She was recently featured in the American Society for Training &amp; Development international e-newsletter for her expertise on how to establish effective communication with employees in every age group.</p> <p>Her clients include Jeld-Wen Industries, American Licorice Company, St. Charles Health System, Goodwill Industries, Bendbroadband and Destination Hotels &amp; Resorts.</p> <p>Dana is a member of the National Speakers Association, serves on the board of directors at the Human Resource Association of Central Oregon and is the program chair of the Business Success Program Council at the Bend Chamber of Commerce.</p>	<p>Novice</p>	<p>2,5,7</p>	 <p><b>Dana Barz</b></p>

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<p><b>Learning to 'Play' in the International Arena</b></p>	<p>In order to 'play' in the international arena, an individual needs to become comfortable with the constantly shifting norms of our increasingly interconnected world. By learning about themselves in relation to others, they gain both competence and confidence. From this place of hardiness, the exploration about culture, and engagement with different peoples becomes a form of 'play'.</p> <p>This presentation introduces a well researched set of competencies that are essential of international engagement. By learning how to identify and coach or train people to master these competencies, member gain a valuable set of tools that will support their organizations or clients in reaching out to international clients.</p> <p>Participants will:</p> <p>**Become aware of essential competencies necessary to engage in international work</p> <p>**Learn to identify these same global competencies in themselves &amp; in the organizations they serve.</p> <p>**Becomes aware of both training and coaching methods used to build global competencies.</p>	<p><b>Chris Cartwright</b>, MPA, is the Director of Intercultural Assessment for the Intercultural Communication Institute. He is also a doctoral student in Educational Leadership at PSU, researching intercultural leadership in higher education. He researches, trains, and presents regionally, nationally and internationally in areas of intercultural capacity, partnership, assessment of student learning, leadership, service-learning, social justice and volunteer training. He recently served as the Dean of Academic Programs for the International Partnership for Service Learning and Leadership. Prior to this he served 12 years as a program specialist in continuing education in the Graduate School of Education at Portland State University, where he managed programs for K-12 educators and trainers in business and industry specializing in adult education, eLearning, and Cultural Competency.</p> <p>-----</p> <p><b>Jeremy Reynolds</b> is the president of Hearing Voices LLC, an organizational development company specializing in team performance issues, located in Portland. Jeremy specializes in team performance interventions, global leadership coaching, and change management for organizations in the U.S., Asia, and Europe. He is interested in organizational cultures and emphasizes the practical and experiential in bringing together people of diverse expertise to transform challenges into organizational opportunities. Jeremy works extensively in his home state with community groups, schools, and nonprofit groups with special social impact.</p> <p>-----</p> <p><b>Roni Richey</b> has more than 20 years as a trainer and facilitator with business clients across sectors and organization levels with a focus on developing effective teams and delivering curriculum based leadership skills training. Roni is completing a master's degree in intercultural relations with a focus on how culture informs how we interact with each other. Roni is a volunteer facilitator for AmericaSpeaks, an organization that creates large scale town meetings as a mechanism for citizenry to have direct input on public policy. She is a member of the International Association of Facilitators (IAF) and the Society for Intercultural Education, Training and Research (SIETAR).</p>	<p>Intermediate and Advanced</p>	<p>1,2,4,5,6,7,8,9</p>	 <p><b>Chris Cartwright</b></p>  <p><b>Jeremy Reynolds</b></p>  <p><b>Roni Richey</b></p>

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Title	Description	Presenters & Bios	Level	AoE*	Picture
<p><b>Ascending to Leadership: Essential Climbs for Today's Learner and Leader</b></p>	<p>Learning to lead is like climbing a mountain. The real teacher is the experience itself. Simply learning about leadership is somewhat like simply looking at a mountain. But learning to lead is like ascending the mountain. Nothing can compare to the actual experience. The value is in the climbing.</p> <p>Most leadership programs can <i>teach us about</i> leadership. But few actually <i>help us learn to lead</i>.</p> <p>Like climbing a mountain, learning to lead requires action. As you climb, you develop strength, endurance, skill, and wisdom. You begin to discover things about yourself that you didn't know were there. The elevation helps you gain a better view and a broader perspective. The climb teaches you a whole lot about you!</p> <p>This session will challenge traditional approaches to learning and leadership. It will provide a practical, perhaps revolutionary, framework for helping others learn to lead, right within the context of their actual work environment, their total learning environment. Learning and leadership are intertwined. Neither are products of the classroom. With the proper tools, focus, and dedication, they will sustain increased capacity and results at every level of the organization.</p>	<p><b>Mark Christensen</b> is founder and president of Learning Point, Inc. He draws on over 25 years of experience in the field of management, leadership, and organization development. He has a passion and gift for creating targeted learning solutions that address relevant business needs.</p> <p>He has worked with and learned from a variety of organizations in federal, state and local governments, utilities, aerospace, electronics, mining, wood products, hospitality, and health care. He has developed tools and solutions that are being used by organizations throughout the world. In all his projects, Mark emphasizes the vital need to tie learning efforts to the performance goals of the organization.</p> <p>Mark holds a Bachelor Degree in Organizational Communication from Brigham Young University and a Master of Business Administration Degree from the University of Oregon.</p> <p>-----</p> <p><b>Molly Davis</b> is Learning Point's VP of Consultative Services and their most sought after presenter and facilitator. She has more than 25 years of experience in corporate learning including leadership development, teambuilding, customer service, supervision, project management, presentation skills, and process improvement. Prior to joining Learning Point in 1996, Molly spent 15 years at Nordstrom holding various positions including human resources manager. She spends most of her time these days teaching, coaching, and facilitating organizational leaders.</p> <p>Molly, a former dude ranch wrangler and self-proclaimed cowgirl, has also managed to earn a Bachelor Degree in Education from Pacific Lutheran University, co-author a book published in 4 languages, and speak nationally and internationally on living in alignment with one's value.</p>	<p>Intermediate</p>	<p>2,7</p>	 <p><b>Mark Christensen</b></p>  <p><b>Molly Davis</b></p>

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Concurrent Sessions #3

\*Areas of Expertise  
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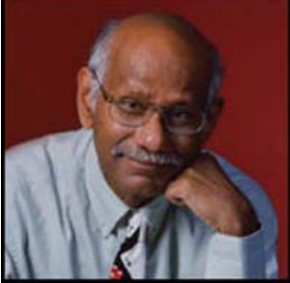
Title	Description	Presenters & Bios	Level	AoE*	Picture
<p><b>Selling Serious Play to the Reluctant and the Skeptical</b></p>	<p>Many workplace learning professionals want to include play in their instructional design, they know it's fun to design, fun to deliver, and that it gets results! This session will provide participants with the tools they need to sell play as a viable learning method to skeptical stakeholders and to participants who believe that play demeans the real work of learning.</p>	<p><b>Jillian Douglas</b> has worked in adult education for over fifteen years affecting positive change by developing and delivering operational, managerial, and leadership-focused employee development programs. She is passionate about creating and delivering employee development solutions that positively impact business results. Jillian is a Principal Partner of IdeaLearning Group.</p>	<p>Intermediate</p>	<p>1,2,3,6</p>	 <p><b>Jillian Douglas</b></p>
<p><b>Why Play Matters: The Case for Play in Organizational Transformation</b></p>	<p>This presentation provides the audience with a corporate anthropologist's perspective of play and learning and how they relate to transformational change. We will discuss different types of learning and their respective utility regarding organizational change. Attendees will also learn how play can be used to directly and indirectly promote learning and deep organizational change. They will also learn how play behaviors (e.g., joking, pranks, and sports activities) in organizations provide valuable clues about an organization's culture, capacity to learn, and overall health (change readiness and resilience).</p>	<p><b>Dr René-Marc Mangin</b> is an organizational development and education consultant. He has been a management consultant for almost 20 years and was the Strategic Organizational Development consultant for the Bonneville Power Administration in the late 1990's. He later served as a regional director in the Washington Department of Ecology where he facilitate culture change (adoption of a customer service ethic) and managed the eastern region. He also led culture change at the Oregon Department of Environmental Quality, and its Management Services Division. Dr Mangin has an MBA from the University of Oregon and a multi-disciplinary doctorate (public administration, cultural anthropology, communications, and systems science) from Washington State University. He also received an M.S. in environmental toxicology and B.S. degrees in biology and anthropology from WSU. Dr Rene-Marc is a trainer, learning disabilities consultant, and a former professor of organizational theory and change at Marylhurst University and the Evergreen State College.</p>	<p>Advanced</p>	<p>2,5,8</p>	 <p><b>Dr René-Marc Mangin</b></p>

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Title	Description	Presenters& Bios	Level	AoE*	Picture
<p><b>Conducting Training Games and Activities</b></p>	<p>Are you excited about training games and activities but anxious about losing control, wasting time, and being attacked by participants? Based on 20 years of field experience and research, Thiagi shares with you three important secrets of effective training facilitation:</p> <ol style="list-style-type: none"> <li>1. Identify seven critical dimensions of activities-based training (including pace, intensity, competition, and playfulness). Learn how to select, maintain, and balance appropriate intensities of these dimensions.</li> <li>2. Recognize participants from hell and their disruptive behavior patterns. Learn strategies for discouraging such patterns and specific tactics for handling each pattern.</li> <li>3. Identify the importance of the debriefing process for linking the training game or activity to the workplace reality. Learn a powerful six-phase model for maximizing learning from experience.</li> </ol>	<p>Dr. Sivasailam "Thiagi" Thiagarajan is the Resident Mad Scientist at The Thiagi Group, an organization with the mission of helping people improve their performance effectively and enjoyably. Thiagi has consulted and conducted training in such areas as rightsizing, diversity, creativity, teamwork, customer satisfaction, human performance technology, and organizational learning.</p> <p>Thiagi has published 40 books, 120 games and simulations, and more than 200 articles. He wrote the definitive chapters on simulations and games for ISPI's Handbook of Human Performance Technology, ASTD's Training &amp; Development Handbook, and the American Management Association's Human Resources Management and Development Handbook. His newsletter, Thiagi GameLetter, features Thiagi's training games and other creative interventions that deliver results quickly and effectively. He served as the editor of NSPI Journal and Performance &amp; Improvement for more than 10 years. He currently edits the simulation/game section in Sage Publication's journal, Simulation &amp; Gaming. He is also a contributing editor of the monthly journal, Educational Technology.</p> <p>Thiagi has been the president of the North American Simulation and Gaming Associating (NASAGA), International Society for Performance Improvement (ISPI), and Association for Special Education Technology (ASET). Internationally recognized as an expert in multinational collaboration and active learning in organizations, Thiagi has lived in three different countries and has consulted in 21 others.</p>	<p>All</p>	<p>1,2,3</p>	 <p>Thiagi</p>

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Title	Description	Presenters & Bios	Level	AoE*	Picture
<p><b>Integrating F- Words Into Your Training: Fabulous, Fearless, Fun Facilitator Activities</b></p>	<p>Fatten your repertoire of training exercises and bring more activity and fun into your classroom training. Using the experiential learning cycle, frolic through fun-filled activities and discover how to fire-up a variety of training topics, such as leadership, team building, problem solving, change and risk taking.</p> <p>Classroom training can be deadly dull or excitingly engaging depending on how the trainer involves participants. Often trainers throw in an ice breaker or energizer here and there with no relation to the training content. This ends up making the activities look like "fluff" and leads to trainers losing their credibility.</p> <p>In this fun session you will learn a variety of short activities to engage and energize learners, while integrating them into your content so there is a smooth transition and relevancy is maintained. In this session we will play with the activities and their possibilities to be used with a variety of topics. You will experience the activities and explore variations on them. Come prepared to move, laugh, explore, and take home some more tools for your training toolbox. All levels of trainers are welcome and this is especially useful for new trainers.</p>	<p><b>Leslie Brunker</b> has been a member of ASTD Cascadia for 19 years and has served on various committees during that time. She is an independent training consultant based with her company, Unlimited Potentials, in Portland, Oregon. She designs and delivers custom training programs specializing in a unique and effective approach to topics such as Accountability, Communication, Conflict Resolution, Customer Service, Dealing With Difficult People, etc. Leslie has also been active with the North American Simulation and Gaming Association and she is known for her creative use of games and activities that enhance learning. She has worked with public and private companies throughout the United States for 25 years having a proven track record for quality and effectiveness.</p>	<p>Novice</p>	<p>3</p>	 <p>Leslie Brunker</p>

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2:50 - 4:20 pm

Concurrent Sessions #4

\*Areas of Expertise  
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Title	Description	Presenter & Bio	Level	AoE	Picture
<p><b>Mentoring: The Journey to Excellence and Breakthrough</b></p>	<p>Learning new skills and ideas in a classroom or from an online training program is just the beginning...Because it takes time, practice, successes, failures and support to develop competency and ultimately, mastery. The skills that make mentors effective include: listening for the core, dealing with diversity, being a keen observer, asking reflective questions, learning to lead in the dance to breakthrough and sharing your network. Effective mentors also provide coaching, accountability, access and support. Learn some of the skills that make it possible...and enjoy every step!</p>	<p><b>Susan Bender Phelps</b> is the Journey Master for Odyssey Mentoring, a company that designs and delivers exceptional professional mentoring training programs for corporations and professional organizations interested in developing the talent within.</p> <p>She led mentoring programs for at-risk youth for more than 15 years, training hundreds of adults to mentor young people as they transformed their lives. Mentoring is not an apprenticeship, and it is not skills training. Mentoring is a dynamic partnership. It is the art of causing an insight and then supporting concrete changes that allow for breakthroughs, transformed performance and mastery. Mentors, managers, leaders can use these skills to improve the thinking around them and enhance their own careers.</p>	<p>Intermediate and Advanced</p>	<p>2,3,5,7,8,9</p>	 <p><b>Susan Bender Phelps</b></p>
<p><b>Fun and Games People Play</b></p>	<p>The question is it possible to deliver serious training and still play. Of course, the answer is yes! How ever do we actually do it? My 90 minute program called "Fun &amp; Games People Play" will include games and play in which the participants will be engaged and learn at the same time. This training is a "Play with in a Play" through which participating in the training one will experience fun/games and play and learning at the same time.</p>	<p><b>Susan Elowson</b> has been in the training profession since 1986 designing and delivering classroom training. She is currently working part time in Multnomah, Washington, and Clackamas Counties as a training consultant and project manager for a Leadership cohort for Oregon Department of Human Services. Susan has education from San Jose City College, Cabrillo College in Santa Cruz and Southern Oregon College and is certified as a Situational Leadership trainer.</p> <p>-----</p> <p><b>Judy Gerrard</b> has been in the training profession for 25 years designing and delivering classroom training, satellite broadcasts, and video productions; providing internal consulting services to public agencies, facilitating meetings, planning sessions and team development. She is currently the Manager for Oregon DHS Training &amp; Development.</p>	<p>Novice</p>	<p>1,3</p>	 <p><b>Susan Elowson</b></p>  <p><b>Judy Gerrard</b></p>

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Concurrent Sessions #4

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Title	Description	Presenter & Bio	Level	AoE	Picture
<p><b>Putting a Little Drama in Your Training: How to Incorporate Theater Games into Training</b></p>	<p>Theater and improvisation provide a lot of raw material or platforms that can be incorporated into your training to create engaging and memorable experiences for your participants. During this session we will play with: dramatic introductions, engaging ice breakers or hooks, thinking outside the box, adding drama to the common, good ways to use role plays or scenes and sensory exploration. This session will be fun and energetic – come prepared to participate, be silly and unleash your inner “Drama Queen”.</p>	<p><b>Troy Lakey</b> grew up right here in Salem, Oregon where he started spending a lot of time on the stage and in the classroom. Troy started as a high school drama teacher in Denver and then transitioned to the corporate training world where he has been for about 12 years. He is currently employed at The Standard, training the service staff in their insurance sales offices around the country. Troy’s training experience includes: software training, team building, diversity education, train the trainer events, eLearning and project management. Troy has worked with learners ranging from child welfare workers to veterinary staff to sales teams to young adults. Troy loves creative thinking and seeing things from different perspectives. He holds a Masters Degree in Adult Learning from Portland State University and has directed and produced three plays with his own theater company, Key Productions. Troy loves games, movies, reading and traveling.</p>	<p>Intermediate</p>	<p>1,3</p>	 <p><b>Troy Lakey</b></p>
<p><b>Life is an Experience: Workplace Learning Should Be Too!</b></p>	<p>Anyone who has ever tried to change a habit knows how sticky and stubborn the “old way” of doing things can be. Reversing a habit actually takes a true internal desire and a strong memory of having done it the “right” way. Yet, as trainers, we present, we teach, we speak, we train, we educate, we facilitate... often only getting as far as the thought process; this will get them just enough information to know they’re doing it wrong, but often falls short of making it stick!</p> <p>How do you make it stick? Don’t give them a curriculum; give them an <i>experience</i>.</p> <p>If you want to know how to actually add or change a behavior in yourself, another individual, or even entire groups, Tyson will give you some tips and techniques on bringing this enjoyable and highly effective component to your training and development.</p>	<p><b>Tyson Wooters</b> began speaking and presenting under the tutelage of Scott Reese in 1998, and has apprenticed with the nationally recognized Challenge Day organization, Mike Robbins, and The Ovation Company. His client list includes educational and civic groups around the country, including groups at Clemson University, and the Universities of Oregon, Washington, and Alabama, as well as Rotary International. In addition to earning his teaching degree in music education from the University, Tyson has spent the last decade in countless classrooms, meeting rooms and auditoriums. He will always consider himself a teacher, though his definition of what it means to “teach” often doesn’t involve blackboards or textbooks.</p>	<p>Novice and Intermediate</p>	<p>1,3,5</p>	 <p><b>Tyson Wooters</b></p>

**Alignment with National ASTD's Workplace Learning Profession Competency Model  
Areas of Expertise (AoE)**

1. Designing Learning
2. Improving Human Performance
3. Delivering Training
4. Measuring and Evaluating
5. Facilitating Organizational Change
6. Managing the Learning Function
7. Coaching
8. Managing Organizational Knowledge
9. Career Planning and Talent Management