

INNOVATE! 2011

CREATE THE BEST
IMPROVE THE BEST

ASTD-Cascadia Regional Conference

October 11-12, 2011
Salem Conference Center
Salem, Oregon

KEYNOTE PRESENTERS

Tuesday, October 11, 2011



Kirk Weisler
Chief Morale Officer
www.kirkweisler.com

POO, MOO, and SHOE...What Innovators Know and DO DO

What's needed for innovation isn't a model or a theory or a consultant...what's needed is you. People like you (and most likely you as well) already have every thing needed to innovate more and inspire other people to do the same. In this fun, fast paced kick off keynote we'll take a look at innovation, what it is, where it comes from and why it's in tragic short supply in the workplace...and what we can do about it...right now.

A few key take aways of this session will be...

- Innovation defined and understood
- The sources of innovation – and creating a culture that fosters it
- Identify the key elements that are present when innovation occurs
- How to release your inner innovator with Big MOO

Wednesday, October 12, 2011



Mindee Doney of The Boogie Moms
Inventor of Boogie Wipes® & Saline Soothers® patented saline nose wipes and Co-Founder of Little Busy Bodies, Inc.
www.boogiewipes.com

Snot Your Average Story!

Tired of chasing her kids runny noses, Mindee herself ran with an idea she had for a nose wipe that would make her kids actually want to blow their nose. In 2007, she partnered with Julie Pickens and grew her concept for a sweet smelling, saline-infused wet wipe, into a \$10 million company. Mindee's creativity, passion and imagination pushed the company through taking on an investor, hiring employees, new product development and managing media, retailers and manufacturers. She experienced first-hand the difficulty of remaining inventive.


Mindee will share memorable stories as well as tips, tactics and thought shifters to keep you and your team thriving. Whether your goal is a more imaginative, detailed-oriented, artistic or simplistic workplace, there are always innovation opportunities at your fingertips!


CONNECT UP!


Each afternoon from 1:30 – 2:30 pm, engaging, interactive, participant-driven opportunities will happen. We'll have open houses on graduate programs, CPLP, and volunteer opportunities. You'll have a chance to meet other workplace learning professionals during our Cascadia Chat® speed networking sessions. We'll also have technology gurus to provide tips on syncing with Outlook and using training apps for smartphone and tablets. These sessions will allow participants to ask questions, use technology hands on, meet other workplace learning professionals and get involved.


CONCURRENT WORKSHOP SESSIONS


See the last page for a description of the Areas of Expertise (AoE). The number listed in the AoE column equates to one of the Areas of Expertise from the National ASTD Competency Model.



Title	Description	Presenter Bios	Level	AoE*	Picture
Tuesday, October 11, 2011					
10:45 am - Noon					
From Creativity to Innovation: Bringing The Best Out of Small Groups	<p>Techniques for promoting creativity and innovation abound. Through practice activities, this session explores the use of small group techniques for problem solving and generating of creative human performance and training solutions. Additionally, the session will demonstrate how to adapt these techniques for other purposes -- including data gathering and analysis, instructional design and teaching methods, and the facilitation of working meetings.</p> <ul style="list-style-type: none"> Facilitate small group techniques designed to promote creativity and innovation in the workplace. <p>Adapt small group techniques for other purposes relevant to the fields of Instructional Systems Design (ISD) and Human Performance Technology (HPT).</p>	<p>Rebecca Bodrero, MS, MBA, is a Fellow Technologist at Concurrent Technologies Corporation (CTC), an independent, nonprofit, professional services company that provides management and technology-based solutions to a wide variety of clients, representing state and federal government, as well as the private sector. Additionally, she is an adjunct graduate professor in the Instructional and Performance Technology Department at Boise State University. Ms. Bodrero has over 15 years experience designing and developing training programs and other performance</p>	Novice	2,3,4,5	 <p>Rebecca Bodrero</p>


Title	Description	Presenter Bios	Level	AoE*	Picture
		<p>improvement interventions. These programs have encompassed a broad range of media and have been applied in a wide variety of environments from federal agencies to large corporations.</p>			
<p>Push Past PowerPoint</p>	<p>PowerPoint is the most common presentation tool used by companies, universities, governments, and even K-12 schools.</p> <p>Fact: Working memory is impaired when people are forced to listen to a presentation and read the words simultaneously. Stop talking; show fewer words!</p> <p>Fact: Your audience will be “with you” or “against you” 30 seconds into your presentation; design and delivery matter. WIIFM?!?</p> <p>Fact: Most people would rather have a root canal than sit through another conventional PowerPoint presentation. Obviously!</p> <p>Use visual design techniques in your slides to capture your audience’s attention and keep it throughout the duration of your presentation. Discover why engaging your audience’s Right Brain is crucial to effective communication and how to turn it on (and keep it turned on). You will also be exposed to a plethora of amazing resources (mostly free, some insanely cheap) that will magically transform your boring, bullet-ridden slides into a memorable communication tool. Step-by-step instructions for using the techniques shown during the session will be available to everyone. You can change the world, one presentation at a time!</p>	<p>With over 15 years of corporate training and presentation experience under her career belt, Jennifer Dryden has endured many mind-numbing slideshows and has made it her personal mission in life to rid the world of bad presentations. Recently dubbed a PowerPoint Jedi by a colleague, she constantly strives to push its boundaries and wow audiences with simple, yet effective design techniques that anyone can use. As a presentation geek, she’s professionally interested in TED, PechaKucha, Action Mapping, and XPLANE’s Visual Thinking School for generating creative ideas that help engage her audience through more meaningful levels of communication, one slideshow at a time.</p>	<p>Int/Adv</p>	<p>2,3,5,6</p>	 <p>Jennifer Dryden</p>


Title	Description	Presenter Bios	Level	AoE*	Picture
<p>Three Reasons Training Programs Succeed or Fail</p>	<p>Workplace learning and performance professionals are facing mounting pressure to ensure training programs deliver results. The success or failure of these programs is often determined by our ability to do three things.</p> <p>First, can we meet the expectations of our executive sponsors?</p> <p>Second, can we gain buy-in and support from the participants' managers?</p> <p>Third, can we motivate participants to apply what they've learned back on the job?</p> <p>This highly interactive session connects proven best practices and ASTD research with practical tools that will allow you to ensure your training programs succeed.</p> <p>By the end of the session participants will be able to:</p> <ul style="list-style-type: none"> • Think beyond the Kirkpatrick and Phillips models to create evaluation strategies that address what executive sponsors truly care about. • Implement two changes to any training program that can increase learning and application by up to 75%. • Apply a simple planning tool to an upcoming training program that will generate buy-in from participants and their managers. 	<p>Jeff Toister, CPLP, PHR, is President of Toister Performance Solutions, Inc., where he helps clients improve customer service and employee performance. His specialties include employee training, instructional design, and performance consulting. As a facilitator, Jeff is best known for making training fun, easy to understand, and immediately applicable to on the job performance.</p> <p>Jeff has been training and facilitating for over 15 years. He holds a Certified Professional in Learning and Performance (CPLP) credential from the American Society for Training and Development and a Professional in Human Resources (PHR) certification from the Society for Human Resource Management.</p> <p>Jeff is also an active member of the American Society for Training and Development. He is a Past President of the San Diego chapter, has organized volunteers at the 2008 and 2010 International Conferences, and has volunteered for the CPLP certification program since its inception in 2006.</p>	<p>Int</p>	<p>2,3,4,8</p>	 <p>Jeff Toister</p>


Title	Description	Presenter Bios	Level	AoE*	Picture
<p>Dr. John Medina's Brain Rules</p>	<p>Based on the breakthrough book by Dr. John Medina, this session illustrates his 10 Brain Rules.</p> <p>How do we learn? What exactly do sleep and stress do to our brains? Why is multi-tasking a myth? Why is it so easy to forget—and so important to repeat new knowledge? Is it true that men and women have different brains?</p> <p>Medina's fascinating stories and infectious sense of humor breathe life into brain science. You'll learn why Michael Jordan was no good at baseball. You'll peer over a surgeon's shoulder as he proves that most of us have a Jennifer Aniston neuron. You'll meet a boy who has an amazing memory for music but can't tie his own shoes.</p>	<p>Jillian Douglas is the Chief Creative Officer at IdeaLearning Group where she sets the creative and pedagogical vision for all client projects. She oversees instructional design, organizational development, and client relations.</p> <p>Jillian has worked in the adult education field for nearly two decades 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.</p>	<p>Novice</p>	<p>2,3,8</p>	 <p>Jillian Douglas</p>


Title	Description	Presenter Bios	Level	AoE*	Picture
Tuesday, October 11, 2011 3:00 – 4:15 pm					
<p>The Shirtless Dancing Guy and the \$14,000 Dollar Neck Tie – How Innovative Leaders Build Powerful Teams, Positive Cultures, and Change Lives Forever</p>	<p>An experiential session – participation is a MUST if we are to build confidence and TRUST.</p> <p>How would you like an easily to replicate, adaptable activity that would assist you in helping to understand, connect with, inspire and reengaged your team? AND...to help them feel more connected to each other, their purpose and their passion. AND how would you like to leave this conference feeling completely confident that you could do with even your most cynical and burned out teams next week? That’s exactly what you will be able to do in this innovative culture building session by Kirk Weisler.</p> <p>Take aways include:</p> <ul style="list-style-type: none"> • Why Team Building needs to be replaced by culture building • 2 Absolutes required for your Culture Building Success • Why Trust is a Must and an Innovative way to Build it • Why it won’t cost money to do this, but it will if you don’t (it already is) • An easy to replicate activity that you will experience first hand, so you can replicate with confidence. 	<p>Kirk Weisler is an expert on creating culture, change, community and connections in the workplace. His engaging, experiential and passionate presentation style connects with audiences around the globe and leaves them empowered with practical techniques that they can take home and replicate with their employees. Audiences leave enthused and armed with the tools to take themselves and their culture to the next level.</p>	<p>Int</p>	<p>1,2,5,8</p>	 <p>Kirk Weisler</p>


Title	Description	Presenter Bios	Level	AoE*	Picture
Think Yourself Creative	<p>These days, there's hardly a mission statement that doesn't herald it, or a CEO who doesn't laud it. And yet despite all of the attention that business creativity has won over the past few years, maddeningly little is known about day-to-day innovation in the workplace. This highly engaging and interactive session will provide an opportunity for you to look at your own creativity. We will explore both linear and intuitive techniques to creativity.</p> <p>Experience tools to inspire your own thinking as well as be equipped to arm your workplaces with new creativity methods.</p> <ul style="list-style-type: none"> • Specify why creativity is important • Conduct a creativity process • Determine how you can use the creative process in your life and work • Gain tools to perform a creativity process with your team/work group in the workplace 	<p>Sheryl Alstrin has been in the workplace learning field for over 15 years and currently runs her own consulting company, Colorful Intentions. She has experience in facilitation, training and training design, and instructional design combined with an overall creative approach to business with experience spanning industries and everything from Fortune 500 to start up business. Participants relate to her down to earth yet inspiring and highly interactive approach.</p> <p>Seniye Groff, MEd, is the owner of Groff Solutions, a consulting practice focused on human resources, training, management coaching and organizational development initiatives. Seniye brings an expertise in training, recruitment and management with a particular focus on maximizing performance while building team spirit and achieving organizational goals. She holds a Master's of Science in Adult Training and Development and is an adjunct Professor at Clark College. She served on the board of ASTD-Cascadia Chapter for three years. She has authored articles and spoken at national conferences.</p>	Novice/ Int	2,5	 <p>Sheryl Alstrin</p>  <p>Seniye Groff</p>



Title	Description	Presenter Bios	Level	AoE*	Picture
<p>Creating plans to Inspire Innovative Leaders</p>	<p>As learning professionals, part of our role is to meet participants where they are and inspire them to develop in alignment with organizational need. We do that by walking a line between finding or developing systems that create consistent results and creating customized plans that serve the individual. Balancing all the parts, especially when resources are tight, can be challenging. In this session, we'll look at tools and techniques for visioning the pieces and parts, and getting an overall picture of how to inspire innovative leaders by working with what you've got.</p>	<p>Christine Martell 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>Adv</p>	<p>2,7,9</p>	 <p>Christine Martell</p>

Title	Description	Presenter Bios	Level	AoE*	Picture
Wednesday, October 12, 2011 10:45 am - Noon					
Creating Innovative Personal Learning Plans	We spend a lot of time creating plans to develop others. What about ourselves? Do you use your skills for our own benefit? In this session, we'll look at tools and techniques for visioning the pieces and parts of your career, and getting an overall picture of how to create a plan to keep yourself innovating and planning for the future.	Christine Martell 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.	Novice/Int	2,9	 Christine Martell



Title	Description	Presenter Bios	Level	AoE*	Picture
<p>Corporate Connections: Experiential Activities for Leadership and Trust</p>	<p>In this thought-provoking, interactive session, participants will discover the powerful impact trust can have on improving relationships, performance, and their communities and work environments. Incorporating concepts from Stephen M.R. Covey's book <i>The Speed of Trust</i>, this workshop explores the Economics of Trust™, behaviors that generate and improve trust, and ways to maintain trust in your community.</p> <p>Attendees will have the opportunity to actively participate in a number of engaging, experiential activities that have been wildly successful with corporate clients. These activities will focus on leadership, trust and communication. Ms. Cummings will introduce tips and tools that will help participants implement and adapt these activities for use with their own teams and programs.</p> <p>Learning Objectives:</p> <ul style="list-style-type: none"> • Replicate wildly successful teambuilding activities with their own teams or clients. • Facilitate the understanding of reflective processing theory and application in experience based training programs. • Design a program that implements hand-on activities with an 'A-ha' factor • Identify behaviors that build trust 	<p>Michelle Cummings, MS, is the Big Wheel and founder of Training Wheels, a known leader in the Team Development industry. She is an accomplished author and is a sought-after speaker and consultant on leadership, teambuilding, and experiential learning. Michelle has created a wide variety of facilitation, debriefing and teambuilding activities that have collectively changed the way trainers and educators work.</p> <p>Michelle speaks at more than 25 local, national, and international conferences each year and authors a monthly teambuilding newsletter called <i>The Spokesperson</i> that has over 12,000 subscribers in 65 countries. Michelle Cummings has authored four books,</p> <ol style="list-style-type: none"> 1. <i>A Teachable Moment</i> 2. <i>Bouldering Games for Kids</i> 3. <i>Playing With a Full Deck</i> and 4. <i>Setting the Conflict Compass: Activities for Conflict Resolution and Prevention</i>. <p>Look for her upcoming book, <i>What to Do With a Few, Partner Activities for 2 or 200</i> coming out in 2011</p>	Int	3	 <p>Michelle Cummings</p>

Title	Description	Presenter Bios	Level	AoE*	Picture
Enhancing Learning Using GPS and Augmented Reality on Mobile Platforms	<p>Learning is moving from the classroom and desktop to smart phones and tablets. Making current content available on them, treating these devices like a smaller, lighter computer screen, is the tip of the iceberg. Take full advantage of mobile device capabilities, for example motion-sensing, GPS and video conferencing, to share knowledge in exciting new spaces.</p> <p>Location capabilities are ready to be utilized by training professionals by tagging content like documents, pictures and videos with GPS coordinates. This will, first, allow learners to quickly and easily 'pull' the knowledge they need when they need it and, second, allow key content to be 'pushed' to them before, during and after their arrival at specific locations.</p> <p>Similarly, augmented reality could show learners imagery and information about their present location as it relates to the past, future and normal operating condition. Think about insurance adjusters going to Missouri after the tornado, when much of the town was leveled and without landmarks.</p> <ul style="list-style-type: none"> • Understand the basics of geolocation and augmented reality • Identify critical knowledge content locations at their companies • Assess the applicability of mobile learning based on the environment, content and learners. • How to select and implement mobile learning projects 	<p>Todd Hudson is the Head Maverick at The Maverick Institute. The Maverick Institute helps organizations improve how they manage and share knowledge and expertise. Head Maverick Todd Hudson is the Institute's founder and pioneered the application of LEAN production principles to training and learning. With more than 25 years of management experience at European, Chinese and US-owned companies, he's seen just about everything the business world can throw at you. From frenetic growth to cutting out fat, cutting into muscle and cutting your own throat.</p> <p>Maverick clients have a passion to get their employees the information they need to do their jobs flawlessly and safely. They include Fortune 100 giants as well as startups and mid-sized companies around the world.</p> <p>Todd holds an MS in Industrial Engineering from the University of Massachusetts and a BA in Chinese from Connecticut College. He is a devout foodie, avid cyclist, frustrated scuba diver and sometime amateur filmmaker.</p>	Int / Adv	2,3,6,8	 <p>Todd Hudson</p>



Title	Description	Presenter Bios	Level	AoE*	Picture
<p>The Impact of Inspiring Leadership</p>	<p>Say the words 'Great Leader' and what comes into your mind? It's probably hard to describe, but with most great leaders you "know it when you see it." So, does this mean that great leadership is simply something people are born with or is it something that can be learned?</p> <p>After surveying 25,000 leaders using over 200,000 360-degree feedback instruments, we've identified the single most important attribute any leader must possess- the ability to inspire and motivate others. When developed, this key competency will help leaders become more effective and drive significant, positive business results.</p> <p>In this session, we'll explain the research that led to our conclusions about this extremely important competency, along with practical steps for every leader to become more inspiring. After all, we believe that every leader can learn to inspire others and drive real, positive business outcomes.</p> <ul style="list-style-type: none"> • Understand why the ability to inspire and motivate others is critical to a leader's success. • Discover the six unique approaches to becoming an inspiring leader. • Learn how the ability to implement multiple approaches is key to becoming an inspiring leader. • Employ specific methods to make genuine emotional connections in the workplace 	<p>Jack Zenger is a world-renowned behaviorist and the premier authority on leadership development today. He has founded three highly successful training development firms including Zenger-Miller, named by The Wall St. Journal as a top 10 supplier of executive development, and is currently the CEO of Zenger Folkman. In 1994, Jack was inducted into the Human Resources Development Hall of Fame. His colleagues in the training industry awarded him the "Thought Leadership Award" in 2007 and he is the 2011 recipient of the American Society of Training and Development's Lifetime Achievement in Workplace Learning and Performance Award that is given to one person each year. He has developed multiple award-winning leadership programs, influencing Fortune 500 companies and shaping the training & development industry. Jack has authored or co-authored 50 articles and books on leadership, productivity, coaching, training and measurement.</p>	<p>All</p>	<p>2</p>	 <p>Jack Zenger</p>

Title	Description	Presenter Bios	Level	AoE*	Picture
Wednesday, October 12, 2011 3 – 4:15 pm					
Blended Learning: The Good, The Bad and the Not-So-Ugly	<p>As the industry continues to integrate online, mobile, social, and other methods for learning into our culture, many hold tight to the traditional instructor-led approach. This session explores the challenges of converting an instructor-led course to a course that incorporates blended learning techniques that can be used face-to-face and with distance programs. Using a combination of learning tools -formal and informal, learners benefit from the different mediums and approaches with blended learning. Through interactive activities and case studies, the session will provide lessons learned, recommendations to accommodate a change to a blended approach, and ideas for best practices.</p> <ul style="list-style-type: none"> • Identify the benefits of the blended learning approach in today's society. • Adopt blended learning techniques into traditional training. • Use informal learning tools to enhance formal learning activities. 	<p>Rebecca Bodrero, MS, MBA, is a Fellow Technologist at Concurrent Technologies Corporation (CTC), an independent, nonprofit, professional services company that provides management and technology-based solutions to a wide variety of clients, representing state and federal government, as well as the private sector. Additionally, she is an adjunct graduate professor in the Instructional and Performance Technology Department at Boise State University. Ms. Bodrero has over 15 years experience designing and developing training programs and other performance improvement interventions. These programs have encompassed a broad range of media and have been applied in a wide variety of environments from federal agencies to large corporations.</p> <p>Kim Bahr, MS, is an Instructional Designer for Learning and Human Performance at Concurrent Technologies Corporation (CTC), an independent, nonprofit, professional services company that provides technology-based solutions to a wide variety of</p>	Novice	2,3,6,7	 <p>Rebecca Bodrero</p>  <p>Kim Bahr</p>



Title	Description	Presenter Bios	Level	AoE*	Picture
		<p>clients, representing state and federal government, as well as the private sector. Ms. Bahr brings over 15 years of experience as an instructor and developer of technology, communications, and leadership courses in the United States, Central America, and South America. Ms. Bahr's professional interests are in engineering technology to advance systems and processes and improve human performance.</p>			

Title	Description	Presenter Bios	Level	AoE*	Picture
<p>Learning for Results: Innovative Tools for Helping Others Be Their Best Where It Matters Most!</p>	<p>In today's business environment, learning for results is not only a worthy goal, it may be the only goal. Workplace learning should be designed and implemented to get results . . . measurable business results. That is what matters most. If you can help others become their best where it matters most, your value becomes measurable, significant, and sustainable.</p> <p>The presenters will share an innovative yet practical framework for creating and sustaining workplace learning that is directly aligned to business results.</p> <p>One's actual work environment should become their ideal learning environment—their total learning environment. That is where they must become their best. With the proper tools, managers, supervisors, and learning professionals, can become high performance coaches. In doing so they will increase their capacity to inspire and sustain results.</p> <p>By the end of this session you will be able to:</p> <ul style="list-style-type: none"> • Identify at least two new innovative approaches to achieving learning results that apply to your specific situation. • Describe and apply a new framework for sustaining workplace learning that is aligned with business goals. • Describe core practices of a high performance workplace coach. 	<p>Mark Christensen is founder and president of Learning Point, Inc. Mark draws on over 25 years of experience in the field of management, leadership, and organizational development. He is an expert at developing supervisors and equipping them with the tools to excel. He has a passion for workplace learning and a gift for creating targeted learning solutions that address relevant business needs. His professional background includes organizational learning, supervisor development, team improvement, lean management, human resources, communications, and community involvement. Mark has had the privilege of working with a wide variety of organizations in numerous sectors and industries, including federal, state and local governments, utilities, energy, aerospace, manufacturing, mining, electronics, wood products, hospitality, and health care. He has developed numerous training programs and management tools 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</p>	<p>Int</p>	<p>2,3,4,7</p>	 <p>Mark Christensen</p>  <p>Molly Davis</p>

Title	Description	Presenter Bios	Level	AoE*	Picture
		<p>organization.</p> <p>Molly Davis is Vice President of Consultative Services at Learning Point, Inc. She is a leading provider of workforce, team, and leadership solutions. Molly has over 20 years of experience in corporate development, including, customer service, training, public speaking, and writing. In her current role, Molly leads and coaches other trainers and facilitators, develops training curriculum, facilitates training workshops, and maintains strong, positive relationships with clients. Prior to joining Learning Point, Inc., Molly spent 15 years at Nordstrom holding various positions, including, human resources manager. She also coauthored "Letters to Our Daughters: Mothers' Words of Love," a collection of photos and letters written by mothers for their daughters, sharing valuable lessons from their life experience. Molly and her husband, Tom Pierson, have four daughters, Haley, Lauren, Valerie and Clare. They live at the base of Mt. Adams and thoroughly enjoy the beautiful Columbia River Gorge.</p>			

Title	Description	Presenter Bios	Level	AoE*	Picture
<p>The Paradox of Strength Through Vulnerability</p>	<p>A leader’s ability to be successful is heavily influenced by their ability to leverage their vulnerability as a self-awareness practice and means for building deeper connection with colleagues, stakeholders, customers and employees. The practice of vulnerability bridges off the time tested concepts of emotional intelligence and practices of difficult conversations. This workshop provides a synthesis of the topic based on established models (Lencioni, Covey, and others) and explores real world situations where leaders are experiencing success using it.</p> <p>The skill of expressing leadership vulnerability is key to the formation of trust, which is an integral ingredient of strong teams and companies. This interactive session will help participants explore the practice of vulnerability to inspire confidence, trust, and partnership in all of their key interactions.</p> <p>Session Highlights:</p> <ul style="list-style-type: none"> • Distinctions between skills and traits based learning • Explore openness/resistance to vulnerable expression and using both as learning assets • The practice of expressing vulnerability as a leadership trait • Emotional intelligence, game theory and presence based coaching • Practical applications and examples (brief case studies and lecture) 	<p>Jim Morris is a principal with Moementum, Inc., a coaching, leader development and training firm based in Bend Oregon whose motto is “Work Smart, Change Big”. Moementum works across sectors and geographies with leaders striving for positive change. In 2007, Jim published a book on traits-based leadership development - "The Five Insights of Enduring Leaders" and has spoken extensively on leadership across the country - urging leaders to focus on the elements of character and social responsibility in developing their leaders and strategies. Jim has served as adjunct faculty for Duke University’s Executive Leadership Development Center and worked as a facilitator for the American Leadership Forum. He served as the President of the Experiential Training and Development Alliance and co-authored numerous articles on the subject of leadership, social responsibility and organizational culture.</p> <p>Jim’s clients include ABB, Bendbroadband, Blommer Chocolate, Bovis Lend Lease, IDEO, Nintendo, Novozymes, PPG (Europe) and World’s Finest</p>	<p>Int / Adv</p>	<p>2,7</p>	 <p>Jim Morris</p>  <p>Moe Carrick</p>

Title	Description	Presenter Bios	Level	AoE*	Picture
		<p>Chocolate.</p> <p>Moe Carrick is the founder of Moementum Inc. Moe loves to help leaders transform themselves and their companies. Moe has woven a cohesive and provocative tapestry of personal leadership experiences, Fortune 100 consulting, academic and institutional learning, keynote addresses, authorship, strategic partnering, and masterful facilitation. She has 25 years of experience doing this work, which combines with her education to be what many folks laughingly call, “a senior practitioner.” She tries not to take those comments personally. When not working, Moe enjoys playing outside in glorious Central Oregon and can often be found digging in her garden or running local trails.</p> <p>Organizations such as the Central Oregon Partnership, the American Leadership Forum, Jesse Engineering, Housing Works, Nintendo of America, Prudential Financial, Altrec/Great Outdoors, PV Powered, and numerous other private and public entities are clients of Moe’s and serve as references to the excellence and energy she brings to the table.</p>			

Title	Description	Presenter Bios	Level	AoE*	Picture
Using Job-Focused Objectives to Improve Transfer to the Workplace	How do learning professionals help people acquire higher-level cognitive skills that transfer to the workplace in ways that help organizations meet business goals? How do they gain the organizational support they will need to create, implement, and evaluate this type of training? First, they focus on skills-to-be-learned, rather than content-to-be-covered. This involves writing learning objectives that describe successful on-the-job performance. Second, they work with others in the organization to generate support for training programs that develop job-related skills. This session provides information, practice, and job aids to help you write job-focused objectives and develop a plan for gaining support for this type of training within your organization.	<p>Don Stepich Steve Villachica</p>	Nov	2,3	 Don Stepich  Steve Villachica

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

Sponsors

Gold



Silver

