

March 2006 Portland Program

The New Language of Performance Consulting

March 14, 2006, 3 – 5 pm, [\$25 members - \$35 others]

Providence Parkrose Med Plaza, 3510 NE 122nd, Ste 200, Portland, OR 97230

Cascadia Chapter

Serving Oregon and SW Washington



Most trainers speak the language of training. They talk about training needs assessment, workshops, and follow-up modules. To make meaningful contributions within organizations, professionals in the Training and Development field need to move beyond their traditional training roles to focus on performance. We must find ways to link our role—and the services we provide—to bottom-line business performance.

Can Old Trainers Really Learn New Tricks?...We Must!

In order to survive, trainers today are learning new tricks, taking on a new role dubbed Human Performance Improvement (HPI for short). Professionals who adopt the new model are called Performance Improvement Consultants. Dana Gaines Robinson, author of Performance Improvement Consulting: Moving Beyond Training, describes the shift in roles that must take place:

Traditional Trainer	Performance Consultant
Focus on Trainee's Experience	Focus on Business Results
Individual	System
Transfer Oriented	Outcome Focused
Training is What We Do	Avoid Training When Possible
Teacher – Lecturer	Facilitator
Specialist	Generalist

Can You Speak the Language of Executives?...YES!

In this skill-building workshop, you'll take a GIANT step toward establishing credible relationships with senior executives as an executive consultant. You will learn to use the Gap Map to identify organizational needs and develop a complete picture of the situation.

- ✓ Learn the new role trainers must play to be credible with senior leaders
- ✓ Learn to identify the four levels of need within organizations
- ✓ Use the Gap Map tool to analyze the full scope of organizational challenges
- ✓ Practice and apply the Gap Map to real-world business case situations
- ✓ Participate in hands-on exercises to develop your skill as a performance consultant
- ✓ Receive a take away glossary of consulting questions and the Gap Map

Core Competencies Learned in This Program

(based on the National ASTD Competency Model for Learning and Performance):

- ✓ Analyzing Needs and Proposing Solutions
- ✓ Applying Business Acumen
- ✓ Driving Results
- ✓ Thinking Strategically

TO REGISTER, go to www.astdcascadia.org. Early registration deadline is March 6, 2006.

THANK YOU to Providence Health System for hosting the program!



Dan Vetter
Vetter Solutions

As an experienced organizational chiropractor, Dan takes pride in eliminating pain and improving the performance of organizations. He aligns leaders, employees, and processes with what customers need and want. He brings the following experience and credentials to his Performance Consulting:

Dan served for 12 years in a Fortune 500 corporation in various HRD roles.

He developed an internal consulting team to do Performance Improvement work across a major corporation.

Dan was a pilot trainer for the ASTD National Human Performance Improvement Certificate Program.

He facilitated a 6-month HPI consultant training program with the NIKE USA internal trainers.

Dan is long-time member of ASTD, 2003 President of ASTD-Cascadia Chapter, a board member for Oregon OD Network, and an adjunct professor at PSU.