



LEARNING Lingo

The ASTD Tallahassee Quarterly Newsletter

January 2011

VOLUME 1, NUMBER 1, PAGE 1



Upcoming Program Dates

- February 17
- March 17
- April 21
- May 19
- June 16

Techknow Expo

- May 4

Keep an eye out for ASTD Tallahassee emails & program announcements for more information.

ABOUT ASTD TALLAHASSEE

Our **vision** is to be the premier organization for the facilitation of performance excellence within the training and development community.

We **believe** in:

- Identifying and responding to the needs of our members and our community
- Equipping professionals to make a difference
- Motivating professionals to "go the extra mile" to help others achieve performance excellence
- Building relationships Having pride in the profession of training
- Active participation by our members
- Practicing what we teach, including: needs and wants assessments, continual improvement, working in teams, being systematic, feedback and evaluation, being a learning organization and providing recognition



Our **mission** is to promote excellence in human performance improvement by providing professional development and networking opportunities for individuals and organizations.

THE ASTD TALLAHASSEE BOARD

To learn more about the ASTD Tallahassee Board members, please visit the ASTD Tallahassee website or [click here](#).

Name	Position	Email address
Suzanne Ebbers, Ph.D.	President	president@astdtallahassee.org
Denise Wilson	Past President:	pastpresident@astdtallahassee.org
Maurine Kwende	VP Communications and Secretary	vpcommsec@astdtallahassee.org
Dr E Shen	Vice President of Finance:	vpfinance@astdtallahassee.org
Rhonda Register	VP Membership	vpmembership@astdtallahassee.org
Dr Melissa Mackal	VP Technology and Webmaster:	webmaster@astdtallahassee.org
Dale Weeks	Director At-Large	atlarge2@astdtallahassee.org

A LETTER FROM THE PRESIDENT

Happy New Year!

I can't believe that we're already 1/12 of the way through 2011! Your board has been really active, with our day-long strategic retreat on Saturday, January 8, and their agreement on an ambitious agenda on your behalf this year. I'd like to lay out for you our major plans in this letter.

And I hope that you will be sufficiently impressed by what we offer our members – at \$30 a year! – that you spread the word to your colleagues and friends about the great opportunities for them as members of ASTD-Tallahassee!

So – what's on the slate for 2011? We'll take a look position by position.

Professional Development

We had our first annual 'State of the Chapter' program the evening of January 20 at Dorothy Oven Park, thanking 2010 board members, installing 2011 board members, and having a great program with speaker Elizabeth Barbour, an "inspired" entrepreneurial and life coach, leading the year with a great demonstration of what it takes to be a coach.



Programs are always on the 3rd Thursday of the month, and all but the January evening program are held from 11:30-1PM at the Capital City Bank Auditorium. Most of the rest of the year's programs are planned – you can see what's up in programs for the year later in this newsletter.

We'll also be hosting two different networking socials a couple of times this year – time and location TBA!

CPLP Study Group and Leadership Program Service Project

The Certified Performance and Learning Professional (CPLP) credential is valuable in this time of cutbacks to give you the added leverage in a tight job market. Director at Large John Rushing is in the process of planning a CPLP study group, with the goal of start in April. Keep your eyes open for that announcement!

The CPLP credential is earned through success on a 150-question test and a significant portfolio project. We are in the process of identifying a large community service project that should provide study group members a meaningful and visible opportunity to build their portfolio item, if that is of interest to them

Special Interest Group – SIG

As part of the portfolio project, we are in the planning stages of a SIG in the area of governmental reform, and are considering bringing in relevant speakers on a bi-monthly basis that give us insight on what is going on in our government in the area of performance improvement and learning.

A LETTER FROM THE PRESIDENT, CONT'D**TechKnow**

This year we are partnering with long-standing Tallahassee organization, the TalTech Alliance to co-produce a **TechKnow Expo** on **May 4-5, 2011** at the stunning new **FSU Turnbull Center**. The evening of May 4, you are invited to a cocktail reception with hors d'oeuvres while you listen to a featured speaker and get to meet our exhibitors. Plan to spend all day May 5 at the Turnbull Center, starting with breakfast and a keynote speaker, followed by four different speaker tracks discussing various aspects of technology:

- Learning and Performance
- Executive
- Business
- Technical



Expect also a plated lunch, more time with exhibitors, a scavenger hunt, and another evening reception, where fantastic door prizes – iPads and such! – will be given away.

We're giving out "I'm In the Know" buttons at our programs – make sure you get several and pass them out to your friends!

Many thanks to Leesa Gibson, who is chairing this event, John Rushing, and Barbara Ann Cox who serve as the 'triumvirate' over a terrific group of member volunteers! If you want to be a part of producing this spectacular event – let us know!

Continuous Learning

We want to make sure that we support member performance and are using this year as an exploratory effort to figure out how to best support what program attendees take away from each event. At this time, we are recording all programs and making them available online. If you missed the program – no worries! If you want to hear the program again – with the slides – not a problem! Thanks to Director at Large Frank Broen for this growing effort!

Communications!

VP of Communication, Maurine Kwende, is working to make sure that you are 'In the Know' about what's going on with ASTD-Tallahassee. She has taken up the mantle from last year's VP Communication, Monica Lazo, and is full steam ahead with program announcements, these quarterly newsletters, and all the other communication-related activities that make this chapter hum.

Our Tech-Based Presence

VP of Technology, Dr. Melissa Mackal, has been doing a little wrangling with ASTD national regarding our web presence. Last year, if you'll recall, we worked to transition over to a website-portal national provided, but we learned in December – just a couple of months after the transition! –that the portal was going away and in its place was a bundle of services provided by Wild Apricot, including a website. So, Melissa is doing the research and planning right now to build members an awesome technology-based set of resources – including website and Facebook – so that you can always be 'up to the minute' on what's going on in ASTD-Tallahassee!

Money Matters

The truth is that running a chapter costs money, and if we are to provide regional and national speakers at our programs, it's going to take more money than we typically bring in. VP Finance, Dr. E Shen, is hard at work building a sponsorship package for our programs and for our website.



Strategy Behind the Scenes

Director at Large Dale Weeks, Past President Denise Wilson, and President Sue Ebbers have been hard at work revising our Bylaws to reflect national best practices. We are sending them to you to review, followed by a link to a 1-question survey asking you if you approve these new bylaws. The bylaws have been modified to even better reflect the values we seek to portray and embody as learning and performance professionals. Please take a moment to go through them – they are 10 pages long, plus we've included the board position descriptions.

Get Involved

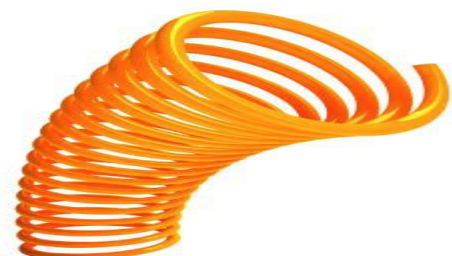
We could sure use your help! Every board vice president is required to build a committee of at least two others so that we can start developing a cadre of individuals who can be better prepared to step into positions as they come open. We also want to develop committees in the areas of student outreach and helping our 'in transition members' who have been negatively impacted by the economy. No amount of time is too small – please consider volunteering your time. It's a great networking and professional growth opportunity

Contact me at Ebbers@changebydesign.us if you are interested, or simply talk with one of the board members at an upcoming program.

Exciting things are happening at ASTD-Tallahassee, and I hope that this letter gives you a sense of the great things we're doing. This is YOUR organization. Be "In the Know" and get involved –bring friends along too! And don't forget our Feb. 17 program: "**The Role of Training and Development in Building a Sustainable Performance Framework**", presented by Kaye Kendrick of Kaye Kendrick and Associates and Warren Masters, who is President and Editor-in-Chief of a quarterly practitioner journal, *The Public Manager*.

Again, Happy New Year – and hope to see you soon!

Sue Ebbers
2011 President
ASTD-Tallahassee





ASTD Tallahassee 2011 Programs

<i>Date</i>	<i>Program Title</i>	<i>Description</i>	<i>Presenter</i>
February 17 11:30-1pm	The Role of Training and Development in Building a Sustainable Performance Framework	When is training truly “strategic” – particularly in the public sector? How can T&D’s value be demonstrated more competitively, particularly in a severely constrained budget environment? What is a “program logic model,” and what do trainers need to know to add this to their toolkit? This session will answer such questions, while considering the trainer’s role in helping build a sustainable performance framework.	Kaye Kendrick CEO of Kay Kendrick and Associates Warren Master President and Editor-in-Chief of a quarterly practitioner journal, <i>The Public Manager</i> .
March 17 11:30-1pm	Facilitation Skills...Use Them or Lose Them	Come renew and refresh your facilitation skills in a fun, relaxing atmosphere. Play "I Spy" ...Watch fellow facilitators in action and see if you can spot the common mistakes. You will leave with renewed energy for being a fabulous facilitator.	Denise Wilson and Rhonda Register Co-Directors of Star University @ Capital City Bank
April 21 11:30-1pm	How to Make Your On-Line Corporate University Bring Home the Bacon	Are you maximizing your ROI? Is your training program is bringing value to your business each month? Are your students are satisfied with the learning? Do you want to measure the success of your on-line learning management system monthly by simply reviewing one report? Come to this program for answers!	Tammy Carr Chief Learning Officer eLogic Learning, Tampa FL
May 19 11:30-1pm	Stress Management and Meditation	Aetna and other large corporations are looking at the mind-body connection as a cost-effective solution for employers who are seeking to lower health costs. It’s time we at ASTD-Tallahassee looked at that! Why meditation? Because regardless of the work we do, key to our professional and personal development is our commitment to slowing down, self-reflecting, getting clear and staying focused. During this interactive training Yolanda Fairell will focus on teaching a simple meditation technique.	Yolanda Fairell of Yolanda Speaks!
June 16 Time TBD	TBD	Stay tuned!	Speaker: TBD
July 21 8AM-1pm	Team Building with True Colors	True Colors is a ½ day training that develops team relationships and assists us to better meet the needs of a diverse population. This program is a team building, customer service, and communications workshop rolled into one!	Dr. Tippy Amick, Owner, Sarah Amick Training Company
August 18 11:30-1pm	Tentative: Enterprise Applications of Social Media	Stay tuned!	Tentative: Michelle Gardner University of Central FL

September 15 8AM- 4:30pm	Tentative: Using Meyers-Briggs to Build Leadership Skills	Stay tuned!	Speaker: TBD
October 20 11:30-1pm	Writing Awesome Multiple Choices – How to Truly Know Read Your Learner’s Minds!	Stay tuned!	Leesa Gibson, MA Consultant
November 17 11:30-1pm	Strategic Gratitude: Appreciating Your Way Towards Professional Balance	Gratitude sounds like a soft word, but strategically it can be essential, both professionally and personally. In this program, Judy will discuss the importance of gratitude in our everyday lives, and she will also introduce the concept of how individuals and companies can make an impact in their communities.	Judy A. Micale MS, ICPS, ICADC Project Manager of Southern Coast ATTC and the Authenticity Coach
December 15 11:30-1pm	Topic: TBD	Stay tuned!	Speaker: TBD



eLEARNING ESSENTIALS

Screenr– A screencast Tool

Screenr is a web-based tool that lets you create screencasts without installing any software. You just click the record button and your screen activity is recorded along with narration from your microphone. Screenr then publishes your screencast in high-definition Flash format. Screenr makes it easy to share your screencast on Twitter, YouTube or anywhere else on the web. Even iPhone users can view your screencast. Now you can create screencasts for your learners as easily as you tweet. Just click the record button and you'll have your ready-to-show screencast in seconds. Web-based recorder – nothing to download:

- Record on your Mac or PC
- Plays everywhere on the web, even iPhones
- Its completely free
- 1 minute learning curve
- Record your screen cast and more
- Instant screencast for tweeter

For **information on this product**, click [here](#). to watch a one minute tour.

More information on screenr is available online please visit screenr.com



New Members & Membership Renewals

The ASTD Tallahassee Board would like to welcome new members and thank members who have renewed their membership.

D. Gabrielle
Gabrielle Consulting

Jonathan Adams
Distance Institute

Pamela L Krohn
Dept of Community Affairs

Karen Goodlett
Dept. of Management Services

Regla Mompeller
Services

Alissa Drummer
Dept Financial Services

George Braswell
Consultant

Desiree Nero
Dept Financial Services

Lisa O'Donnell
Dept of Highway Safety

Steven Hornback
Mary Prentice
Karen Share
Kenisha Thompson
Ruth Godfrey
Alisa Carter

New Member Spotlight

Christy Crump

Christy Crump is founder and president of Crump & Associates. Crump & Associates enhances human capital through a unique, proven approach to staff education and training that improves performance and increases efficiency and effectiveness. She is an FSU Graduate and a certified government administrative manager. She is a charter member and immediate past president of Business & Professional Women of Tallahassee and serves on the state board of directors for Business & Professional Women of Florida. Christy was honored as one of Tallahassee's "Top 25 Women You Should Know" for 2010, and her business was one of the top three finalists for the Tallahassee Chamber of Commerce Small Business of the Year Award. Christy is married to a law enforcement officer and is the mother of two beautiful daughters. She envisions opening a career institute to empower individuals at all levels to receive the necessary professional development and continuing education needed to excel in their careers.

www.crumpanassociatesfl.com

Gail L. Lee-Carter:

Gail is VP/Training Specialist at SunTrust and has been with the company for 21years. She started with SunTrust in Pensacola, FL & has worked in Florida, Tennessee & Georgia for SunTrust. Gail Relocated to the Tallahassee area in June 2010 from Atlanta, GA. She Enjoys the beach, hiking, Disney World (J) : gail.lee-carter@suntrust.com

SUCCESS STORIES

ASTD Tallahassee would like to know what is happening at your organization!!! We would like to be able to share your accomplishments, not just ours! If you are interested in sharing successes you have had in the area of learning and performance, we would love to be able to showcase your accomplishments in future newsletters. If you have any questions or would like to submit your story, please contact Maurine Kwende at vpcommsec@astdtallahassee.org

Book Corner shared by Dr John Rushing

The Fifth Discipline, the Art and Practice of the Learning Organization

Peter M. Senge (1990) Doubleday Currency: New York.

We often freely use the term "learning organization", but how many of us can name the five disciplines necessary to being a learning organization? If you were challenged to give an "elevator" explanation of the learning organization, could you? ASTD-Tallahassee aspires to be a learning organization, so it is fitting, and better yet, fun to return to the well-spring of the concept, the Fifth Discipline. Filled with helpful diagrams, humorous examples and delightfully written, the book introduces the five disciplines necessary to the learning organization. Yes, we often read to learn new techniques, tools and practices, but sometimes it is refreshing go back to foundations. As a suggestion, read and enjoy the Fifth Discipline.

PS: After you enjoy the Fifth Discipline, read the Dance of Change, you will love it.



Easy as 911 +1!

Help the ASTD Tallahassee program grow by using the **code 9111** anytime you make a purchase through the ASTD online store.

Remember, our code is 911 plus 1!

THE "ChIP" PROGRAM

ChIP stands for the "**chapter incentive program.**" This program offers the ASTD Tallahassee chapter an opportunity to earn additional revenue, enabling it to accomplish its mission and by contributing to its financial health. Every person who uses the **ASTD Tallahassee ChIP code 9111** when making an online purchase on the ASTD store is ensuring that a portion of the revenue is shared with the ASTD Tallahassee chapter. Use the ChIP code 9111 anytime you do the following:

- Purchase a new ASTD National membership
- Renew an ASTD National membership
- Register for the ASTD National Conference and Expo
- Register for the ASTD National TechKnowledge Conference
- Register for the ASTD National Certificate Programs
- Purchase ASTD National Books & Publications
- Register for the COLP Learning System
- Register for the ASTD National Job bank Employer Posting

For more information on ChIP, please click [here](#).

VOLUNTEERS

ASTD Tallahassee is always looking for people with time to spare and talents to share. If you are interested in assisting ASTD Tallahassee in becoming a premier organization for the facilitation of performance excellence, we would love to hear from you! We are currently looking for volunteers to help us with:

- Membership
- Newsletters

To learn more about how you can help or if interested, please contact Sue Ebbers at president@astdtallahassee.org

CONTACT ASTD TALLAHASSEE

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Tallahassee, Florida

Website:

<http://www.astdtallahassee.org/>

