

Volume 9 • Issue 5 • March 2010

President's Corner

On behalf of the board and our program planning committee, I sincerely hope you have enjoyed the past programs offered by our chapter and look forward to your attendance at our two upcoming programs—scheduled for March 24 and May 12.

In the interest of enhancing the value of our chapter's professional activities, we recently completed a survey (with 40 responses) to determine your expectations and our success in meeting your professional needs. A more comprehensive summary will be shared with you, but a brief summary of some major findings include the following:

- Respondents reported that their most important benefits of membership in any organization were (a) professional development opportunities (b) networking opportunities and (c) learning from professional colleagues. All of these benefits received over a 90 percent satisfaction level from membership in GTAC-ASTD.
- Topics reported as being of most interest to respondents were (a) current technologies and their application (b) adult learning and (c) human performance improvement.
- The preferred method of receiving information about chapter events was e-mail, with over 97 percent preferring this option over several others.
- By almost a 2:1 ratio, respondents stated that having meetings during late afternoon is preferred over morning or lunch meetings.
- The current location of our programs, Brandywine County Club, continues to be the top choice of nearly 50 percent of respondents, with west Toledo and the Perrysburg area given as other significant possibilities.

Based on these results and others received, we will continue to respond to your expectations and provide quality learning opportunities. We always welcome your opinions and hope to see you at our next meeting.

Dr. Dave Hyslop

ASTD International Conference 2010

Broaden your network, expand your skills and knowledge, and refresh your thinking of value to your work through the ASTD 2010 International Conference & Exposition (ICE).

This year's conference will be held in Chicago, IL on May 16 – 19, 2010. Register before March 31, 2010 to save \$250 on registration.

The conference is an excellent opportunity to expand your skills and network with performance professionals from more than 70 countries. The conference features over 300 educational sessions, and an expo with demonstrations of products and services from top suppliers. The ASTD ICE conference works to provide knowledge and skills of the latest trends and best practices in the field of workplace learning and performance.

There are five conference tracks that sessions will follow:

- Developing People
- Implementing Solutions
- Learning Design & Facilitation
- Learning Technologies
- Personal Development

Don't miss this opportunity to participate in the international conference, being hosted this year so close to home, just a few hours away in the windy city of Chicago. Hope to see you there!

Check it out at www.astdconference.org



Networking, LinkedIn and ASTD

Reflections on Roundtable Discussions GTAC-ASTD Program – January 20, 2010

As the theme for our January 20th meeting, the following five topics were discussed during the roundtable sessions:

- Leadership Development
- Instructional Design
- Managing Transition
- e-Learning
- Talent Management



These topics, identified as being some of the “hot topics” today, were discussed and key points collected, focusing on defining the topic, reviewing challenges present in today’s environment, and identifying strategies for overcoming these challenges. A summary of each group’s discussion will be available on our website for your use.

However, to provide an introduction to one of the topics, **Managing Transitions**, here is a brief summary of points covered:



What are critical elements in transition?

- (a) Possessing the ability to learn best practices
- (b) Developing skills for improvement
- (c) Understanding that transitions are ongoing and must be addressed
- (d) Being aware of changes forthcoming and how to deal with change

What challenges are faced today in managing transitions?

- (a) The stress that many feel with work overload
- (b) The constant communication required to handle transitions
- (c) The need to overcome fears or concerns regarding the personal impact of transition
- (d) The fast pace of change expected in today’s organizations

What are some strategies to increase our ability to manage transitions?

- (a) Need to learn from the success of others
- (b) Willingness to remain positive--accept the future and let go of the past
- (c) Ability to develop a good understanding of the vision / mission / goals of the organization
- (d) Necessity to expand current capabilities and coping skills and
- (e) Willingness to seek and use the wisdom of experts who have knowledge and experience in managing transitions



GTAC-ASTD in Action

ATTENTION STUDENTS!

The Greater Toledo Area Chapter of the American Society for Training and Development Spring 2010 Scholarship

GTAC-ASTD is committed to assisting students at colleges and universities in the greater Toledo area and will provide one scholarship to an individual majoring in one of the following disciplines: Workplace Learning and Performance, Human Resource Development, or a related field.

AWARD: One scholarship award of \$500 will be awarded at the May 2010 GTAC-ASTD Program Meeting. The scholarship is to assist in paying the expenses of education including tuition, general fees, books and living expenses. Although the scholarship is not renewable, past recipients are eligible to reapply. Applicants are required to complete a Scholarship Application Form and submit it along with their essay by May 1, 2010 to: Courtney Tolson via email at: ctolson@ssoe.com or via fax at: (419) 843-224. Recipients will be selected by the Scholarship Committee of the Greater Toledo Area Chapter of American Society for Training and Development and notified prior to the May 2010 program meeting.

GTAC-ASTD Upcoming Meetings to Attend

March 24, 2010

Late Afternoon Chapter Meeting

Time: 4:00 p.m. to 6:00 p.m.

Location: Brandywine Country Club, Maumee

Topic: "[Communicating the Value of Training](#)"
[with Brian Lambert, National ASTD](#)

April 13, 2010

Board Meeting

Time: 5:00 p.m. to 7:00 p.m.

Location: Buckeye CableSystem

April 22, 2010

Members Only Networking Session

Time: 5:00 p.m. to 6:30 p.m.

Location: Red Wells Degage Cafe
301 River Road, Maumee

ASTD National News Professional Development Opportunities

For more information log onto the ASTD web site at
www.astd.org.

We are on LinkedIn!



We have great news!

The GTAC-ASTD chapter is now officially on LinkedIn. We have created a networking group called ASTD - GTAC. What does that mean for you? If you join, you will have electronic access to Northwest Ohio's professionals who design and implement training, workplace learning, change management and human performance technologies.

Get connected with GTAC-ASTD members from all types of organizations: major corporations, medium and small-sized businesses, non-profit organizations, government, academia, consulting firms and product and service suppliers.

LinkedIn is a FREE service that gives you the ability to search for people, information, jobs and also network with colleagues. LinkedIn groups are an excellent way to find and join communities of professionals based on common interest, experience and goals. Within LinkedIn groups you are able to view and participate in discussions, view jobs being posted within the group, and to communicate with members of the group by sending them direct messages.

To add GTAC-ASTD to your Groups, simply sign in to your LinkedIn account and click on 'Groups' in the top toolbar. From there, select 'Groups Directory' from the drop down menu. Type in 'GTAC-ASTD' in the keyword search. Once you've selected the Group's link, click on the yellow box that says 'Join Group'. You will get a choice to display the Group's logo on your Profile page along with how frequently you would like to receive emails, announcements and messages from the Toledo chapter.

Here is a description of the Group:

This LinkedIn Group is for members (or friends interested in learning more about membership) in the Greater Toledo Area Chapter of ASTD.

ASTD is the world's largest professional association for human resource development professionals who design and implement training, workplace learning, change management, and human performance technologies.

We welcome all individuals in the Workplace Learning and Performance disciplines. Our members come from all types of organizations: major corporations, medium and small-sized businesses, nonprofit organizations, government, academia, consulting firms, and product and service suppliers.

Please keep your discussions on topics related to Workplace Learning and Performance.

Spotlight on Chapter Members

Spotlight on Frank Zenner



Frank Zenner is the Manager of Training and Organizational Development for Midway Products, a Tier 1 automotive parts manufacturer, headquartered in Monroe, MI. Frank has been with Midway since 1995, beginning his career as a Continuous Improvement (CI) Champion, delivering technical skills and teambuilding training. In 2000, he became Midway's Training Manager, initially managing the function and training front-line supervisors and later becoming more involved with leadership development, performance management and succession planning.

Frank entered the training field from an Industrial Engineering position at Westinghouse in Lima, OH. He completed a Master's in Education with a specialization in Training and Development in 1995 through BGSU's Career and Technology Education program. After being in the training function for a number of years, he enrolled in Eastern Michigan University and completed a second Masters in HR/OD (2005) so he could learn about organizational development and increase training transfer and effectiveness.

Frank became associated with the Toledo chapter of ASTD as a student member while at BGSU and has been a national member since 1993. Frank maintains his membership to connect with training professionals and to keep current on the latest training trends. His desire to see people grow and build skills, along with a desire for organizational improvement has combined to make the learning and development field a good fit for Frank.

Although Northwest Ohio has been home for Frank since 1986, he is originally from the Pittsburgh area. His recreational interest is sailing small sailboats on local rivers and the bay.

Spotlight on Nick Nigro



Nick Nigro has been the Career Services Director at Davis College for the past 10 years. In that capacity he assists students and graduates with career development and job search issues: portfolio development, resume writing, interview techniques, and professional attire. Previously, Nick worked at Sunshine Children's Home as the Spiritual Life Coordinator and has 25 years of Church related ministry in his background.

Nick joined ASTD as a representative from The Collegiate Employ-Net Consortium --composed of career services professionals from 17 two and four-year colleges and universities located in NW OH and SE MI -- which provides a cost effective and efficient networks to connect with employers and help college students, recent grads and alumni find satisfying work in their field of study.

Nick loves coaching Davis College students and graduates and interacting with community employers to find ways to make the local workforce stronger. He says seeing students and graduates reach their personal and career goals is the most satisfying part of his job.

Nick also serves as President of the Board for Family Promise of Greater Toledo which operates the Interfaith Hospitality Network, an emergency shelter for families experiencing homelessness. He is also on the Board of Trustees for Nature's Nursery, a center in NW Ohio for wildlife rehabilitation and conservation education.

Nick and his wife Pat have a daughter in 7th grade and 6 pets – 3 cats and 3 dogs – a little family circus. One thing that people don't know about Nick is that he loves to write and has a children's book, *Once Upon a Tree*, published.

Brian Lambert has fifteen years of experience in sales, sales management, and sales training and is an internationally recognized expert on transforming sales team systems, processes, and people through learning.

Brian joined ASTD's senior staff in 2007 to launch the Sales Training Drivers initiative. He leads the global sales research agenda and sales competency modeling initiative for ASTD. Brian is responsible for creating content, tools, and resources that help individuals design and deliver more effective sales training, implement sales talent management strategies, develop sales leadership programs, improve the ROI of training initiatives, and improve overall performance within their own organizations.

As a sought-after keynote speaker and trainer, his work has taken him to Europe, Africa, the Middle East, and South America and he has worked with major corporations such as France Telecom, Hewlett Packard Company, EMS/Microsoft, and Harris.

Brian has authored four books on professional selling, including *World-Class Selling: New Sales Competencies* and *10 Steps to Successful Sales* published by ASTD Press. He has been recognized by Sales & Marketing Management Magazine as one of the most influential people in professional selling and received winner's circle awards for sales performance and Air Force medals for effective leadership.

Brian has a Master's Degree in HR from Central Michigan University, and a Ph.D. in Management from Capella University.

Contact gtac-astd@bex.net to be added to our mailing list.
Fliers with details are sent monthly to those on our mailing list.

Please give us your feedback!

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