| Technical Training Skills | Personal Development | Program Development | Negotiation & Change Management |
|---|---|---|---|
| **Dot to Dot to Development**<br><br>There is no one single solution that can build the best training program – the solution is actually how you pull together the myriad of resources available to you in the way that best supports the need of your organization.  This session will look at the various resources that were combined to create what has become a solid, respected, and award-winning training curriculum within The Principal.  But more importantly, this session will discuss the 'why' some resources were used where others were not; and how this process can help anyone who is in seeking to build, or rebuild, a training program.  Establishing a successful training program really can be as simple as connecting the dots.<br><br>Presented by:<br>**Paul Smith**<br>L&D Manager<br>Principal Financial Group<br><br>Competencies:<br>Integrated Talent Management, Managing Learning Programs | **Narrative Intelligence in the Workplace**<br><br>This presentation will discuss the results of a study that explored what (if any) link exists between narrative intelligence (one's storytelling capability) and occupational role.  Although not generalizable and perhaps by chance, the findings revealed that relationships may exist between narrative intelligence and industrial sector, management role, and gender.<br><br>The analysis of relationships between narrative intelligence and occupational role is just beginning, but further development in narrative intelligence research could be poised to impact workplace learning and development strategies.  For example, training professionals could deploy narrative intelligence assessments in order to gain more information about the potential effectiveness of a learning strategy for certain employees.<br><br>Presented by:<br>**Sarah Hinzman**<br>Iowa Department on Aging<br><br>Competencies:<br>Business Skills, Interpersonal Skills, Personal Skills | **Resolution Revolution: How to Create a Workplace Culture of Health & Wellness**<br><br>As we kick off a new year, healthy habits are a priority for many individuals as they make their resolutions.  More employers are also beginning to realize the economic value of their human capital and the important role the workplace plays in helping to improve and sustain employee health and wellness, particularly Iowa with its "Healthiest State Initiative."<br><br>Companies that incorporate education, employee involvement through wellness committees, and healthy activities realize the value of keeping healthy people happy and how it impacts bottom line.<br><br>This session will focus on five fundamental pillars that support a successful health-management strategy and crate measurable, sustainable health improvements across the organization.<br><br>Presented by:<br>**Denise Forney**<br>Training Consultant<br>ATW Training & Consulting<br><br>Competencies:<br>Managing Learning Programs | **Strategic Negotiation: Going Beyond Compromise**<br><br>While negotiations are often thought to be reserved for top executives and formal boardrooms, we all negotiate all day, every day. From negotiating a weekend activity with our family members, to negotiating solutions to customer requests, to procuring products and services for an employer, to negotiating assignments on a team, negotiation skills are a critical part of our daily interactions.<br><br>When asked about negotiations, most people describe a desired and productive outcome as a compromise. Many even begin negotiations by advising the parties that compromise is essential.<br><br>At Tero, we believe there is a better way. Between aggression and accommodation and beyond compromise lies a set of steps and skills that lead to win/win outcomes.<br><br>Presented by:<br>**John Amato**<br>Director of Integrated Training<br>Tero International<br><br>Competencies: Knowledge Management, Coaching<br><br>Also offered during Round 2. |

Round 1

| Technical Training Skills | Personal Development | Program Development | Negotiation & Change Management |
|---|---|---|---|
| **Round 2** | | | |

**Round 2**

### Technical Training Skills

**Don't Just Treat the Symptom, Find the Performance Cure**

In today's globally competitive, continuously improving, yet cost / resource cutting work environment, it has become more important than ever to be able to expediently and accurately identify the pertinent issues inhibiting optimal achievement. Identifying the issue is only the first step. Taking action to accurately determine causes with correct solutions while throwing in effective implementation approaches and evaluation methodologies gives you the recipe for Human Performance Improvement: a systematic approach to achieving a desired performance state at an individual up through an organizational level.

This session will introduce Performance Improvement and Technology as a means of determining optimal solutions to performance issues the first time around.

Presented by:
**Julie Caspar**
Assistant Clinical Professor
Drake University

Competencies:
Performance Improvement

### Personal Development

**An Overview of Crucial Accountability**

The Crucial Accountability session, an overview of a VitalSmarts program, authors of Crucial Conversations, teaches a step-by-step process for enhancing accountability, improving performance, and ensuring execution. By learning HOW to talk about violated expectations in a way that solves problems while improving relationships, you'll improve individual, team, and organizational effectiveness.  This 50-minute session will give a brief overview of this workshop and participants would walk away having learned a valuable skill.

Presented by:
**Pam Dykstra**
Independent Trainer and Consultant
Poertner Consulting Group

Competencies:
Performance Improvement,
Interpersonal Skills

### Program Development

**Developing and Integrating Leadership Competencies**

During the last 2 years, Kum & Go has been on a fast-paced talent management journey.  With no formal learning and development department or strategy in place, what lay in front of us was a green playing field with seemingly unlimited possibilities. Armed with excellent leadership and organizational support, we began building our foundational talent management programs.

This presentation will focus on one specific aspect of our journey in which we identified and built our leadership competency model and how we're continuing to ensure that it's not a "check the box and put on the shelf" event within the organization.  We will share information about how the competencies and associated behaviors were identified and defined, how we used our competencies to perform a 360 leadership assessment, and how we plan to integrate competencies throughout the entire talent management process.

Presented by:
**Karee Vernon**
Director of Learning and Development
Kum & Go

Competencies:
Integrated Talent Management

### Negotiation & Change Management

**Strategic Negotiation: Going Beyond Compromise**

While negotiations are often thought to be reserved for top executives and formal boardrooms, we all negotiate all day, every day. From negotiating a weekend activity with our family members, to negotiating solutions to customer requests, to procuring products and services for an employer, to negotiating assignments on a team, negotiation skills are a critical part of our daily interactions.

When asked about negotiations, most people describe a desired and productive outcome as a compromise. Many even begin negotiations by advising the parties that compromise is essential.

At Tero, we believe there is a better way. Between aggression and accommodation and beyond compromise lies a set of steps and skills that lead to win/win outcomes.

Presented by:
**John Amato**
Director of Integrated Training
Tero International

Competencies: Knowledge Management, Coaching

Also offered during Round 1.

| Technical Training Skills | Personal Development | Program Development | Negotiation & Change Management |
|---|---|---|---|

**Round 3**

### Technical Training Skills

**5 Tips Every Designer Already Knows But Doesn't Know … You Know?**

Your brain is constantly trying to make sense of this crazy world around you. Using simple techniques like color blocking can help your target audience understand your material and help you get your point across. This and many other practical design concepts are discussed in the book 100 Things Every Designer Needs To Know About People by Susan M. Weinschenk, Ph.D. During this session, we will present five core learning objectives from the book, and demonstrate these eye-opening ideas in action at Nationwide Insurance. We will also incorporate multimedia and examples from mainstream publications as we deliver an impactful session with content that will be useful in designing classroom, off-the-shelf, on-line, or virtual training. Weinschenks's book explains that people receive 40 billion sensory inputs every second. Retaining all of that information can be a heavy task. We will ensure at least some of those 40 billion inputs every second are valuable to our fellow ASTD professionals.

Presented by:
**Amy Lennie** and **Sarah Onnen**
Instructional Designers
Nationwide Insurance

Competencies:
Instructional Design

### Personal Development

**Enneagram: A Tool for Self Discovery**

The Enneagram is a geometric figure that maps out nine fundamental personality types of human nature and their complex interrelationships (Riso & Hudson, 1999). The core truth of the Enneagram is that we are more than our personality; it helps us let go of the limiting mechanisms of our personality so that we can more deeply experience who we really are (Riso & Hudson, 1999).

In this session, participants will learn what the Enneagram is and how it can be used as a tool for personal development.

Presented by:
**Tabby Hinderaker**
dailyARC Coaching and Consulting

Competencies:
Personal Skills, Interpersonal Skills

### Program Development

**Building a Leadership Academy in Your Organization**

Is your organization looking to establish leadership development programs for high potential employees? Gain exposure to an organization's process establishing their new program. Learn how to:

- Establish Overall Purpose for a Leadership Program
- Get Key Stakeholders Involved
- Research Programs Outside of Their Organizations
- Build an Application/Selection Process
- Design & Align Content to Program Objectives
- Work Effectively with Outside Vendors
- Follow the Dos & Don'ts of Facilitation
- Use Feedback to Evaluate & Redesign
- Prove ROI for the Program

Presented by:
**Amanda Young**
VP, Training Officer
Bankers Trust

Competencies
Integrated Talent Management, Managing Learning Programs

Also offered during Round 4.

### Negotiation & Change Management

**Drivers and Preventers: Identifying What Creates a Positive and Respectful Work Environment**

We each have the capacity and obligation to shape an intense and intentional culture of excellence and ethics. Employees may understand this on the surface, but may not understand how to identify those behaviors and situations that contribute to or detract from a productive, positive and respectful work environment. This session will introduce a tool from the Center for Excellence and Ethics that can help with this.

The presentation will introduce participants to the *Drivers and Preventers* tool. Participants will have the opportunity to use the tool with scenarios. There will be discussion about how the tools can be used for: improving the work environment; project management; performance improvement; and in environments experiencing change. Time will be allotted for questions.

Presented by:
**Georgia Sheriff** and **Mark Wills**
Program Directors
Character Counts in Iowa

Competencies:
Coaching, Performance Improvement, Change Management

| Technical Training Skills | Personal Development | Program Development | Negotiation & Change Management |
|---|---|---|---|
| **Round 4** | | | |

## Technical Training Skills

**Rubber Chickens and Hee-Bee Gee-Bees: Integrating Experiential Learning into Your Training and Development Programs**

How can you use rubber chickens, ten acres of woods, ropes and an activity called the *Hee-Bee Gee-Bee* to increase creativity, innovation and create a fun, safe and supportive learning environment?

A recent study by the University of Kansas, supports the notion that people who spent more time outdoors are more creative, innovative and better problem solvers. Danfoss Power Solutions has developed a unique partnership with the Adventure Learning Center to provide adventure education programs outdoors and on site at our location. Participants will learn how one company has integrated experiential and outdoor learning into their leadership development programs, team development, new employee orientation, internship experience, people development programming and more!

Presented by:
**Eric Martin**, Sr. Learning Specialist
Danfoss Power Solution
and
**Will Shelton**, Challenge Course Director, Adventure Learning Center

Competencies:
Training Delivery, Instructional Design

## Personal Development

**Presenting in the Present: How Mindfulness Can Strengthen Your Facilitation**

Mindfulness means "paying attention in a particular way; on purpose, in the present moment, and nonjudgmentally" (Jon Kabat-Zinn). Too often in our classrooms, as in life, we have to manage a large number of shifting priorities. We are already thinking of our next activity or our next questions before we finish the task at hand. What if there was a way for us to connect in the present moment more deeply to allow us to more clearly see what is going on in our classroom and with participants?

By exploring the practice of mindfulness, participants will discover techniques to:
- Improve mindful listening
- Facilitate from the moment
- Reduce anxiety and stress

Presented by:
**Sarah Noll Wilson**
Talent Development Business Partner
ARAG

Competencies:
Training Delivery

## Program Development

**Building a Leadership Academy in Your Organization**

Is your organization looking to establish leadership development programs for high potential employees? Gain exposure to an organization's process establishing their new program. Learn how to:
- Establish Overall Purpose for a Leadership Program
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- Follow the Dos & Don'ts of Facilitation
- Use Feedback to Evaluate & Redesign
- Prove ROI for the Program

Presented by:
**Amanda Young**
VP, Training Officer
Bankers Trust

Competencies
Integrated Talent Management, Managing Learning Programs

Also offered during Round 3.

## Negotiation & Change Management

**Managing Change – Some Moments More Than Others**

We all know that some people are more resistant to change than others – sometimes, whether we have intended to or not, we teach them to be change resistant. Even with those individuals who adapt to change pretty quickly we may still be surprised to find resistance. The volume and rate of change has increased in our workplaces so much in recent years that one of the most critical success factors we have is to successfully (and as gracefully as possible) navigate change. We have found that many official and unofficial leaders are not aware of how they negatively impacting their team's ability to effectively and more quickly adapt to change.

Presented by:
**Sarah Ennis**
President & Owner
SparkPoint, Inc.
and
**Amy Boyce**
Instructional Designer
SparkPoint, Inc.

Competencies:
Change Management