

ATD CI PROFESSIONAL DEVELOPMENT DAY 2018 SCHEDULE



OPENING REMARKS

Friday, February 02 - 08:30AM to 08:45AM

OPENING ACTIVITY

Friday, February 02 - 08:45AM to 09:00AM

KEYNOTE

Friday, February 02 - 09:00AM to 10:00AM

BREAK ON THROUGH: DOORS TO REAL LEARNING IMPACT

Friday, February 02 - 10:10AM to 11:00AM

Dan Topf, Dick Hannasch

Your client or boss expects results from training you deliver. Are you delivering? And are you doing all you can to deliver? Dan Topf and Dick Hannasch will share how they have used the "Six Disciplines of Breakthrough Learning" and other evidence-based principles to make an impact for their clients by delivering training that yields results. Dick applies his expertise primarily to internal clients, while Dan applies his expertise as an outside resource. Together, they bring a practical, real-world perspective to sound design, program implementation, and project evaluation that can help you deliver training results with impact.

POSITIVELY IMPACT MULTI-FACETED LEARNING AND CHANGE

Friday, February 02 - 10:10AM to 11:00AM

Kimberly Myers, Sarah Ennis

Organizational performance improvement and change can and do happen well and regularly – many times smoothly. But sometimes no degree of planning, discussions, skill development, template changes, or accountability measures can yield what we had hoped for. We can have textbook-perfect plans, good and knowledgeable people on our teams with excellent skills, a good track record of successful change implementation, and yet learning and change-adoption stalls, or worse, hits a brick wall of resistance. Why? Whenever we need to learn and grow in an organization, it

requires multi-faceted change. Change in thinking, change in behavior, change in people-systems and process-systems, change in habits, change in relationships, change in culture, and sometimes a change of heart. This session will describe the journey of an Iowa organization that experienced a swift and negative reaction to change – trust across the organization was broken, factions gained momentum, morale and culture suffered. We will discuss the process of needs assessment, education, communication, coaching, collaboration and accountability that this organization took to begin mending itself, better managing its change and improve performance. Regardless of your current state, the issues and resistance to learning and change that existed in this organization are the same everywhere to varying degrees. Building awareness for and skills to affect true change can help any performance improvement or learning specialist make an authentic and greater impact on their teams.

PROJECTING YOUR LEADERSHIP EDGE: MANAGEMENT DEVELOPMENT AND SOFT SKILL TRAINING

Friday, February 02 - 10:10AM to 11:00AM

Roxanne Kanne-Roush, Stephanie Salasek

Projecting Your Leadership Edge rolled out in Fall 2015 as a 3-hour session to all Fareway employees in the management training program. The success of this program was tied to the internal leaders and their participation along with Roxanne's passion and persistence to incorporate soft skill training in the organization's professional development. In this session we will share what trainers need to do when interacting with a client and introduce soft skill training. We'll also provide tips on encouraging attendance and participation in on-site training and discuss making a change in the work culture.

WRITING FOR LEARNING: HOW TO MAKE YOUR INSTRUCTIONAL WRITING ENGAGING AND EASY TO UNDERSTAND

Friday, February 02 - 10:10AM to 11:00AM

Cecelia Munzenmaier

The test of good instructional writing isn't whether your prose could win a Pulitzer. Good instructional writers make it easy for learners to understand and apply the content they need to know. This session will present simple strategies for engaging readers, writing clear instructions, and assessing how easy your writing is to understand. The result for you will be greater confidence in your ability to write effective instructional content. The result for your readers will be greater engagement and deeper learning.

COMMUNICATE WITH IMPACT

Friday, February 02 - 11:10AM to 12:00PM

Tyson Greiner

An interactive and fast-paced workshop in which novice and seasoned trainers will learn tools to communicate in a more clear and compelling way. Attendees will learn how to captivate learners, increase engagement and deliver more memorable training sessions. These skills can be used immediately in classroom and online/virtual training settings.

THE BREAK-UP STORY: LEAVING PERFORMANCE REVIEWS IN SEARCH OF GREATER COMPATIBILITY

Friday, February 02 - 11:10AM to 12:00PM

Kai Gillespie, Marsha Aldridge

Like many companies around the world, performance reviews have failed our organization. Performance reviews did not accurately gauge performance and unleashed unintended side-effects to our organizational culture. In 2016, our company made a bold move and decided to walk away from the ineffective methods of performance reviews. Our session explores what happens after you have made the decision to break up with performance reviews. We offer our company, IMT Group, as a case study. This shift is one that many organizations are gravitating towards and has the potential to greatly impact how people gauge performance.

THE MILLENNIAL WORKFORCE: TOOLS FOR LEADERS

Friday, February 02 - 11:10AM to 12:00PM

Rowena Crosbie

Rarely a day goes by when we don't read or hear about how the work ethics, behavior, and attitudes of millennials differ from the generations that preceded them. The fascination with millennials has led to the publication of a staggering number of books, articles, and training programs designed to understand the members of this new largest generation to enter the workforce and provide guidance on how to lead them. What about when the tables shift and the millennials are called upon to lead? Millennials will be called to lead in organizations where the pace of change is breathtaking. As leaders, they will be faced with challenges they've never seen in the past and no leaders that preceded them have dealt with. The ability to acquire leadership skills through experience or from mentors who have "walked in their shoes" will be profoundly insufficient. Never has leadership been more important. How can leaders ensure this largest cohort entering the workplace becomes their

greatest asset? What about when the tables shift and millennials are called upon to lead? Will they be ready? Attendees at this session will discover answers to these and other important questions.

ALL THE WORLD IS A CLASSROOM: ENSURING EXPERIENCE REALLY IS THE BEST TEACHER

Friday, February 02 - 01:00PM to 01:50PM

Paul Smith

The goal of workplace learning should not be to merely train a person for a current job, but rather to create self-sufficient, self-sustaining, lifelong learners. Businesses have been shown to be stronger when their employees are motivated to continually improve. Through developing a well-designed Structured On-the-Job training program we can empower individual learners to be fully invested in, and assume control of, their personal development while also laying a foundation of on-going benefits for the employer.

DON'T CROSS YOUR FINGERS...MANAGE AN EMPLOYEE DEVELOPMENT PROGRAM LIKE YOU KNOW WHAT YOU'RE DOING!

Friday, February 02 - 01:00PM to 01:50PM

Cathy Belmont

As talent development professionals, many times our business partners and clients (both internal and external) have a people development need or a gap but they don't know how to articulate it. They have no idea where to start when it comes to the "fix" and get frustrated when after the "fix" nothing has changed -- resulting in a negative impact! The "impact" is also frustration on behalf of employee because they don't know there's a problem/gap and the "fix" seems to be a one-size-fits-all, with no follow up or support once back on the job. So how do we ensure our efforts pay off with a positive impact? Much like other significant goals we are charged with in our work as well as personal life, it takes thoughtful planning with a vision supported by tactical goals and detailed actions, milestones and benchmarks, champions/supporters, contingency plans, follow up, and due diligence afterwards to learn what worked/didn't work. That's what we've had the good fortune to do over the past few years with one of our out-of-town clients...manage their year-long leadership development learning program. In this session, we share our best practices to help you: • confirm what you're doing is being done by other professionals in the field with success, or • see what you should consider as you take on managing your first learning program. Join us as we share what to consider from "gap" to "fix" and everything in between, so that you provide a learning program with maximum impact and results. We will steer you clear of just delivering a training session and keeping your fingers crossed!

MAKING TRAINING STICK - STRATEGIES TO SPICE UP YOUR FACILITATION SKILLS

Friday, February 02 - 01:00PM to 01:50PM

Laila Hajii Down, Rachel Kagay

Let's discover how to make a lasting impact through your facilitation. All too often employees attend training sessions that are ordinary and expected. As facilitators and leaders of talent development, we are often stretched thin and don't feel there is time to "spice up" our facilitation techniques. Now is the time to invest in you and your ability to make an impact in the classroom through experiences that stick. Join Rachel Kagay and Laila Hajii Down for a session that will grow your ability to facilitate. They will draw on their combined 20 years of facilitation experience in a session that is sure to make you laugh, think, and grow!

THE PSYCHOLOGY OF CHANGE

Friday, February 02 - 01:00PM to 01:50PM

Alan Feirer

As leaders, you've likely developed skills at being proactive and reactive, but times of change call for leadership to be interactive. Changes in the workplace must be handled delicately, with added emphasis on intentional words and actions. Stages of the change curve include Denial, Frustration, Depression, Experiment, Decision, and Integration. This workshop will help people learn what is precisely needed at each stage and how to offer it. When people are in Denial, they need to understand alignment. When they are in Frustration, they need more information. When they are in Depression, they need motivation. When they are Experimenting, they need to develop capability. And when they are in Decision-mode, they need to learn how to share knowledge. While many leaders know that team members need different things during change, they often misidentify what is needed. For example, they may work hard at motivation during the denial or frustration phase instead of creating alignment and maximizing communication. This will be an interactive and upbeat workshop designed to empower and equip you with tools to successfully navigate in a changing environment. Delivery will be fast-paced, high-energy, and combine story, discussion, and activity to answer the question: "How do I put this into action?" Make an impact by understanding where your team is at in terms of the change curve, and how to best support them during this time of change. At the same time, ensure your team's continual work output meets and exceeds expectation.