

February 18th: Kirkpatrick Roundtable

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Where: Homewood Suites
3990 Tecport Dr
Harrisburg, PA 17111

When: 6:00pm—7:30pm

Cost: \$20 for members;
\$25 for non-members
Dinner is included

Registration Deadline:
Tuesday, February 16, 2010

A challenge for professionals in the learning and performance field is to demonstrate results after training. October 2009 Central PA ASTD chapter hosted Donald and Wendy Kirkpatrick seminar. This program describes the major elements of the *Kirkpatrick Four Level Evaluation Model* that Dr. Don Kirkpatrick developed over 50 years ago. As a following up to this key topic,

the February 2010 monthly meeting will host a roundtable discussion on ROI. The discussion will include a review of Kirkpatrick's business partnership model and the level three and level four evaluations.

Learn how to apply the business partnership model.

Learn what parts of the guidelines fellow members are using the most and where the biggest gaps are.

Learn tips from fellow members on how they evaluate for behavior and results.

Speaker: Jim Waller, Manager of Training and OD, Adhesives Research, Inc., Tammy Newcomer, Manager, Medical Group Education, WellSpan

Health Education Services, and Rick Stamm, The TEAM Approach, Inc.

Cancellation Policy: Please notify Central PA ASTD by phone (717) 761-2595 or e-mail astdadmin@centralpaastd.org by 11:59pm, Tuesday, February 16th to avoid being billed for the program. Thank you!

Sponsor: No sponsor this month



Donald & Wendy Kirkpatrick

2010 Chapter Goals

Membership Goals

Troy Behlert and Lynn Wonsick, Co-VPs of Membership

1. Implement an on-line payment option for membership dues. Investigate options & costs with Pattie, Heather and Heather
2. Increase membership by 5%
 - a. Create a recruitment/marketing video for the web
 - b. Review benefits of membership to make sure membership is a value
3. Review new member on-boarding procedure for improvement opportunities (new member emails, phone calls, packet mailing)
4. Create a succession plan for V.P. of membership
 - a. Organize membership historical data and files
 - b. Provide a permanent storage to pass on
 - c. Mentoring process

In-Person Programs Goals

Martha Furness, VP of In-Person Programs

1. Organize social networking at 100% of the meetings utilizing icebreakers/introductions.
2. Schedule interesting programs resulting in a 5% increase in membership
3. Implement each of the four topics identified through the membership survey at 100% of the 2010 programs [leadership, ROI, change management and doing more with less (budget constraints)]

Virtual Programs Goals

Melissa Heath, VP of Virtual Programs

1. Schedule series of technical education virtual sessions (maybe Articulate or Captivate).
2. Survey at 100% of the 2010 Programs.
3. Work collaboratively with Harrisburg University to put on virtual programs.
4. Provide at least 1 webinar a quarter.

In January the new leadership team met to discuss our 2010 goals for the chapter. We hope that, through these goals, we will continue to make our chapter more useful, and therefore more valuable, to our members.

Overall Chapter Goals

Lynn Lehman, President

1. Establish regular participation in the quarterly regional chapter leadership conference calls by the end of Q1
2. Develop and implement a system to market events to and partner with other local ASTD chapters on events and/or webinars by the end of Q2
3. Send at least one person from our leadership team to the National ASTD leadership event at the end of September
4. Hold the 2011 elections by the end of Q3
5. Update chapter bylaws by the end of Q3
6. Hold a full-day program in October, 2010
7. Continue building partnership with Harrisburg University
8. Continue systematizing and improving chapter processes to increase effectiveness and efficiency of the chapter

Central PA ASTD Webinar:



Learn about the benefits of becoming a Certified Professional in Learning Performance!

Online When: February 10th

Time: 12:00n — 1:00pm

Learn more about the CPLP® can enhance your career prospects and identify the steps you should take — including test preparation — to pursue this professional recognition. There is no cost for this webinar held by the chapter in conjunction with Harrisburg University but registration is necessary. Please visit our website (www.centralpaastd.org) for more information.



Do you like to write?
Consider submitting an article for the March edition of the Hello Central Newsletter. The first person to submit an article to Tonya Aument at TAument@fult.com will receive a copy of ASTD's Infoline: "Designing for the Virtual Classroom."

Red Rose Learning Community

The group typically meets for coffee the last Monday of each month at 8:00am. The group discussions are centered around current Industry Specific Magazine Articles. To add your name to the mailing list or receive additional information please contact: Rick Stamm at rick@teamapproach.com.

"Any training that does not include the emotions, mind and body is incomplete — knowledge fades without feeling."

~ Anonymous

The Bucket and the Dipper

What kind of leader do you want to be? Like everyone a leadership life can be full or empty of meaning—the way a bucket can be full or empty of contents. But how does the "bucket" become full or empty? In other words, how do we ensure that our life's work, and for that matter even our whole lives, are full? We have to focus on how we interact with others, according to Tom Rath and Donald Clifton the authors of *How full is your bucket?*

In fact, the authors say that when we add to someone else's "bucket," our own bucket becomes fuller. Like wise, when we take from someone else's bucket, what is in our own bucket also diminishes.

The lesson? When we try to steal someone's thunder or make them feel bad in some way—it ends up being a drain on our energy and resources to live a meaningful life. However, when we help someone or make him feel good about something, or help her achieve something of value, we have plenty of the good stuff with which to live our own lives. Our energy surges, and helping hands seem to magically appear in our lives.

The bucket and the dipper—how do you want to live your life? Learn more by visiting www.BucketBook.com.



Just
for
Fun

Happy H₂O!

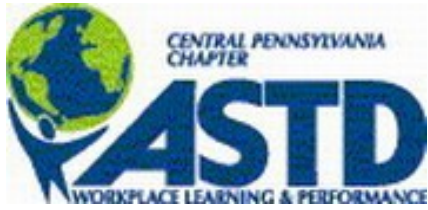
Feeling blue? Reach for a refreshing glass of water! Drinking water helps prevent mood swings, particularly those brought on by caffeinated and high-sugar drinks, which typically gives you a rush followed by a crash in mood and energy. "Water also tackles symptoms such as anxiety, depression and loss of mental agility," according to the Haynes Brain Manual.



Volunteer Opportunities — Get Involved!

Programs / Membership / Leadership Positions: The Central PA ASTD is committed to creative innovation and providing a variety of learning and networking opportunities for our members. If you have a desire to contribute to our chapter in any way, please consider joining the Programs or Membership Teams. Perhaps you have a unique service to offer! Contributing to ASTD in a leadership role is also a rewarding experience. For more information contact 717-732-1423 or astdadmin@centralpaastd.org.

Lynn Lehman, V.P. Programs
lynn@lynnsmail2.com



Central PA ASTD 60 Years as a Leader in Learning!

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Newsletter Guidelines:

Do you want to contribute to the Central PA ASTD newsletter?
We'd love to have your submissions! Please send your article in
Word format to either of the co-editors above no later than the
last Thursday of each month to be included in the next month's
newsletter. (For Example: March's newsletter information is due
by February 25th)

Thanks for your help and look forward to hearing from you! :)

Tips and Techniques for Learning and Performance Professionals

Save time and increase impact by carefully planning training delivery. It's likely there's often more on your to-do list than what seems manageable. Time is of the essence--for you and for the employees who will participate in training.

As a workplace learning professional (WLP) it is important to utilize various delivery methods for your training to be effective and to address the constraints on your time and that of the training participants. Here are several important considerations you should make when choosing delivery method(s):

- Recognize and consider different delivery options
- Select delivery technologies that encourage learning (and won't be a hindrance)
- Create the right learning climate
- Apply techniques that address adult learning preferences
- Address cultural differences and environmental barriers in communication
- Identify the legal and ethical issues affecting training delivery

By carefully selecting the best delivery method for the given audience and learning objectives, you'll increase the overall effectiveness and satisfaction your training will achieve!

-Martha Furness, CPLP
Product Training, Phoenix Contact USA
CPLP at HU Instructor



Topics like this one, related to delivering training, are identified by the American Society for Training and Development (ASTD) as core competencies for workplace learning professionals and comprise the areas of expertise covered by the ASTD Certified Professional in Learning and Performance (CPLP) credential. Earn the CPLP designation by taking the CPLP on Campus certification prep course at Harrisburg University.

CPLP on Campus Starts Tuesday, March 9, 2010.

\$50 Early Registration Discount available now.

For more information, go to www.HarrisburgU.edu/LearningTechnologies/CPLP
email ProfessionalEd@HarrisburgU.edu or call 717.901.5190!