

February
Learning Event
Wednesday,
February 27, 2007
11:00 am to 1:00 pm
Turnip Rose
300 S. Flower,
Orange, CA 92868



Facilitation Skills for Training that Lasts

You have been tasked to ensure that the learners attending your class leave having achieved specific objectives and are able to apply them on the job. If, at the end of the class, your learners are able to provide the right answers or are successfully applying the appropriate skills, you leave the class with the justifiable feeling of a job well done.

Have you ever subsequently chanced upon one of the learners in your class, only to find him or her not applying their learning to the workplace? Or, even worse, have you had a learner retake the class, either for a “refresher,” or simply because “he didn’t get it?”

Even the most motivated learners can be found to struggle with retaining information obtained in training courses. What can be done to improve this retention? How can we encourage learners to apply their gained knowledge as they return to work?

There are three levels of learning:

Level One: Content Delivery, which results in the cognitive understanding of the material presented

Level Two: Experiential Learning, which results in putting the content into practice

Level Three: Process Learning, which results in internalizing information about how one functions within the context of a working/learning environment.

Most trainers only facilitate training at levels one and two, missing out on the opportunity for deeper levels of learning that help participants retain, practice, and implement their acquired skills.

Julie Orlov will demonstrate facilitation skills that enrich the learning process. By personally participating in a demo training session, you will learn how to identify and track group dynamics, including ways in which participants:

- Perceive information,
- Integrate new knowledge,
- Engage with others,
- Manage differences and conflict,
- Apply course material to their specific job functions.

You will leave with new and improved methods to feed back data, encourage open discussions, and promote deeper levels of learning.

Julie Orlov is an organizational consultant and a licensed psychotherapist, providing services to both individual and corporate clients since 1988. Julie provides comprehensive analyses, interventions, and training that address issues such as change management, performance, retention, communication, team building, leadership development, and conflict resolution. Julie Orlov Consulting Services is designed to develop and transform the Individual, Team, Organization, and Community.

ASTD-OC Events Calendar



February 7, 2008

6:00 pm – 8:00 pm

Mix and Mingle – ASTD-Orange County's premiere networking event of 2008

The premiere ASTD-Orange County networking event of 2008! Join us for some food, drinks, and great company at The Winery Restaurant in Tustin. This is a social and networking event for training professionals, consultants, human resource professionals, and business leaders.

Location: The Winery Restaurant, 2647 Park Ave., Tustin (at The District in Tustin)

February 25, 2008

6:00 PM – 8:00 PM

ASTD-OC Board Meeting

The Board Meeting is open to all ASTD-Orange County Members. Contact Linda Kulp at President@astdoc.org if you are interested in attending.

February 26 through

February 28, 2008

ASTD TechKnowledge®

ASTD TechKnowledge® emphasizes developing and managing e-learning. The educational program includes more than 80 sessions including hands-on computer labs and corporate case studies. Visit <http://tk08.astd.org/> for more information, and to see the TK2008 Schedule at a Glance.

Support your local chapter when you register for this opportunity! Give 'em the ChIP (CH809I)!

Location: San Antonio, Texas

Facilitator: ASTD National

February 27, 2008

11:00 am – 1:00 pm

Learning Event: Facilitation Skills for Training that Lasts

What level of facilitative training do you provide your learners? Is your training translating to the workplace? Learn and practice facilitation skills that will enrich the learning process.

Location: Turnip Rose, 300 S. Flower, Orange, 92868

Facilitator: Julie Orlov

March 5, 2008

6:00 PM – 8:00 PM

ASTD-OC Board Meeting

The Board Meeting is open to all ASTD-Orange County Members. Contact Linda Kulp at President@astdoc.org if you are interested in attending.

March 26, 2008

6:00 pm – 8:00 pm

Communication: Is Your Motive Clean or Dirty?

Your communication skills will significantly improve when you recognize the inner core of a person. When you speak to the inner core of person you will get and hold their attention. You will leave with tools to recognize your own inner core and that of others.

Location: DoubleTree Club Hotel, 7 Hutton Centre Dr., Santa Ana, 92707

Facilitator: Tom Bay

June 1 through June 4, 2008

ASTD 2008 International Conference and Exposition

This premier event for workplace learning and performance professionals welcomes attendees from more than 70 countries. The conference features 200+ educational sessions from industry-leading experts, and a world-class EXPO filled with the latest products and services available from top suppliers.

Support your local chapter when you register for this opportunity! Give 'em the ChIP (CH809I)!

Location: San Diego

Facilitator: ASTD National

There's Something

About Mary

A Trainer's Casebook Challenge



In the Winter 2008 OrangeSpiel, we shared the case of Mary, an employee who was experiencing increased talk times, frustrated customers, and increasingly frustrated supervisors. Our narrator had just received a request to enroll Mary in a new hire course, for the second time.

We challenge you to provide your insight to this case.

- What would you do?
- How would you ensure that Mary “got it?”

Share your ideas with us, either by :

- responding to GetPublished@astdoc.org, or:
- Signing onto our Message Board at www.astdoc.org, and replying to the post entitled: “There’s Something About Mary...”

SIG Events

Organizational Development

February Meeting Topic: Diversity and Inclusion: Developing an Effective Strategy, with Jennifer Cummings Martin of ABC Disney. This practical, interactive workshop will engage participants in constructing a framework for developing an effective diversity and inclusion strategy.

Date and Time: Tuesday, February 5 ❖ 11:30 am – 1:30 pm

Location: Chapman University College, Irvine Campus: 7545 Irvine Center Drive, Suite 150, Room 11, Irvine

January Meeting Recap: Work-Life Balance for the New Year Dr. Matt Griffin (Lead Organizational Effectiveness Consultant at Raytheon Space and Airborne Systems) defined work-life balance as an environment in which “each life area is receiving adequate attention, such that each area contributes to – not detracts from – the others.” He shared three strategies for achieving balance:

Separation: Work is an “escape” from home, or vice versa. One area can make up the deficiencies in another.

Coordination: Primary focus is on effectively managing time. One area may be viewed as more important.

Integration: Focus is on gaining meaning from all areas. Emphasizes synergy – areas should be mutually enhancing.

What does balance mean to you? Make sure you’ve determined your own priorities, that you understand your style and how it fits with your organization’s and manager’s approach.

As HR/OD representatives, we can do a number of things to enhance the work-life balance of corporate employees, depending on the strategy they have adopted. We would need to examine employee opinions about the organization’s supportiveness, and design an approach that meets the needs. It’s important to examine leadership and cultural assumptions that might conflict with a selected approach, as well as to examine policies to determine how well they are used, and by whom. Finally, ensure the approach fits the strategy.

Technology and Training

SIG Leaders: Karen Wales ❖ (949) 770-2383, Susan Forman ❖ (949) 551-2389 and David Ward ❖ (949) 362-2050 ext. 305

March Meeting Topic: Teaching Soft Skills with eLearning, with Janet Emmendorfer

Date and Time: Wednesday, March 12 ❖ 4:30 pm – 6:00 pm

Location: OC Fire Authority Headquarters, 1 Fire Authority Rd., Irvine

Career Management

SIG Leader: Rod Kempton ❖ (949) 387-6850
rodkempton@yahoo.com

The Career Management group meets monthly to provide professional career coaching for those who want to remain current in managing their careers, or who are in the midst of a career transition. Life Coach and SIG Leader Rod Kempton provides a community of support for those who seek assistance during a transition, or resources for individuals who are in a season of career exploration.

Next Meeting: Thursday, February 14 ❖ 7:30 am – 9:00 am. Call Rod first to RSVP.

Location: Diedrich’s Coffee House: University Town Center, Irvine (next to Trader Joe’s)

ORANGESPIEL — WINTER 2007/2008
ASTD-Orange County Your Learning Partner

ASTD
American Society for Training & Development
Click here to return to astd.org

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Leader's Voice
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Front Page

Thank you for checking out the OrangeSpiel Online!

We're excited to share with you our efforts to expand the Communication front for our membership. The new OrangeSpiel Online is the tip of the iceberg.

Our **Cluster Blog** will boast several authors and frequent posts of interest to trainers and developers.

Our **Message Board** will give you the opportunity to provide feedback, either to what you've read in the OrangeSpiel, or to other ASTD-OC events.

For example, this issue's Trainer's Cookbook encourages you to **share your insight to a training request** — what would you do when a client asks for more training for someone who's already taken the class?

Finally, we've updated many of our online resources for your benefit. Check out **Diagnose**, with its articles focusing on how technology is impacting training. Or review our **Trainer's Cookbook**, and find an on-line mind mapping program.

Plus, to help you find these things and more, we've created an **online website tool**.

Heck. You're already on-line. Take a moment to check these out!

To contact us:
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January's Learning Event is on the fifth Wednesday of the month!

Get your OrangeSpiel Online!

Connect to interactive web content and valuable articles on training and development from the latest issue of the OrangeSpiel Online!

Visit the Communications page in www.astdoc.org.

**JOIN US FOR FOOD, DRINKS, AND GREAT COMPANY
AT THE WINERY RESTAURANT IN TUSTIN**

**THIS IS A SOCIAL
AND NETWORKING
EVENT FOR
TRAINING
PROFESSIONALS,
CONSULTANTS,
HUMAN RESOURCE
PROFESSIONALS,
AND BUSINESS
LEADERS.**

**THURSDAY, FEB 7
6:00 P.M.**

**BE SURE TO BRING
PLENTY OF
BUSINESS CARDS!**

