

Monthly Learning Event Announcement - May

How Successful Leaders Make Better Decisions

Why don't we celebrate the birthday of *President George A. Custer*?
Probably because of one, ill-fated decision.

One hundred and thirty years after the fact, Custer is remembered for a catastrophic decision he made at Little Big Horn – one he made by himself, ignoring his scouts. As a result, a dashing young military officer and half the 7th Cavalry lost their lives on June 25th, 1876. Had he been willing to listen to others, we might very well be celebrating December 5th as the birthday of *President George Custer*.

Leaders are known by the decisions they make.

Great leaders know when – and how – to tap the brains of those around them. Consider the account of Harry S Truman's struggle with the decision on

May Monthly Learning Event
Wednesday, May 24
11:00 am - 1:00 pm
Turnip Rose, 300 S. Flower, Orange

whether to drop an atomic bomb on Japan. While he is famous for his declaration that "the buck stops here," Truman actively sought and weighed the advice of those around him before ordering the attack. His decision may have prevented over a million casualties and shortened the war by a year.

Or recall the Tylenol tampering scandal of the 1980s. Senior officers at Johnson and Johnson reached consensus to pull Tylenol from drugstore shelves. In the short-term, costs were steep - the company's stock plummeted. But, because they were committed to their decision, these executives stayed the course, Johnson and Johnson's decision is seen as the model for crisis management.

Successful leaders make better decisions because they:

- Are willing to let go of being in constant control
- See power sharing as vital, not a threat to their own legitimacy, and
- Embrace their own accountability for team-based decisions

At this presentation, we will explore five decision-making styles for leaders, unpack a simple but profound tool to test for consensus, and equip OD practitioners with new tools they can use immediately in their practice with leaders, whether they are coaching, team building, or facilitating a system-wide change effort.

Presenters

Gary Winters has facilitated interventions in a wide variety of organizations, both public and private. He is an executive coach, a team builder, and leadership development designer and facilitator. You can visit his website at www.garywinters.com.

Mr. Winters is past president of the San Diego OD Network, and former director of San Diego State University's Management Development Center.

And, of course, he is the co-author (with Eric Klein) of *To Do or Not To Do – How Successful Leaders Make Better Decisions*, published in 2005.



Monthly Lite Edition

Events Calendar

For additional details on all ASTD-OC events please go to our website at www.astdoc.org, and select "Events Calendar."

May 2006						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
April 30	May 1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31	June 1	2	3

Tuesday, May 23

ASTD-OC Board Meeting — E-mail Rich Wong at President@astdoc.org to attend.

Wednesday, May 24

Monthly Learning Event – To Do, or Not To Do: How Successful Leaders Make Better Decisions

Discover how successful leaders make better decisions, and add powerful tools to your coaching / consulting repertoire. Turnip Rose, Orange. 11:00 am to 1:00 pm

Wednesday, June 14

Summer Mix & Mingle 2006! Network with OC's finest Training and Development professionals. El Torito Grill, 951 Newport Center Dr., Newport Beach

Tuesday, June 27

ASTD-OC Board Meeting — E-mail Rich Wong at President@astdoc.org to attend.

Tuesday, June 27 (begins)

Assessment IOI On-line Course

Conducting an assessment of your employees' strengths and weaknesses can help you design training programs with greater impact. If you are a workplace learning and performance professional who uses or is considering using tests, this course will provide a comprehensive understanding of how commercially-available tests can be used to enhance training programs, and how to choose the assessment that's right for your organization.

<http://www.astd.org/astd/Education/AssessmentIOI.htm>

Remember to use Chip CH8091 when registering.

June 2006						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
May 28	29	30	31	June 1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	July 1

Wednesday, June 28

Monthly Learning Event – The Five Biggest Execution and Engagement Mistakes that Organizations Make: Translating the Organization's Vision into Committed Employee Action

A huge gap often exists between strategic initiatives (brand, marketing, leadership or other key issues) and the workforce's ability to deliver. How do you tap into collective intelligence to reach goals faster? Turnip Rose, Orange. 11:00 am to 1:00 pm

Wednesday, June 28 – 30

Analyzing Human Performance Seminar

Before you can solve performance problems, you need a systematic approach to get at the real performance gaps and the root causes. ASTD, in partnership with Platinum Performance Group, will introduce you to the new analysis model of Performance DNA. Go online to learn more! http://www.astd.org/astd/Education/hpi_certificate_program.htm ASTD National Event in San Francisco, CA! Remember to use Chip CH8091 when registering.

Wednesday, June 28 – 30

Measuring and Evaluating Learning Seminar

This comprehensive three-day certificate program addresses critical aspects of evaluation: gathering data, assessing the impact of individual programs, measuring learning, leveraging findings to increase effectiveness, and providing recommendations for change. This program focuses on developing the skills for measuring and evaluating learning solutions and other interventions.

Go online to learn more! http://www.astd.org/astd/Education/roi_network/measuringandevaluatinglearning.htm

ASTD National Event in San Francisco, CA! Remember to use Chip CH8091 when registering.

Special Interest Groups (SIGs) Calendar

The SIG's are specialized forums for on-going professional development, forums to share innovative ideas, share experiences, and explore future challenges. The purpose of the SIG's is to provide you with specialized learning opportunities, network opportunities with other professionals, educational resources, and outreach opportunities.

I invite you to learn more about the SIGs by going to the ASTD-OC website at www.astdoc.org, click on the menu Professional Resources, then Special Interest Groups.

Jane Carrigan, SIG Manager

AUTHORS & WRITERS

Purpose Statement: To develop a support system of peers and mentors who can provide guidance during the creative process and to get tips from published authors on writing, editing, and getting published.

Topic: 2006 publishing opportunities

Meeting Dates: Tuesdays, May 16 & June 6 • **Time:** 7:00 pm

Location: Book Workshop 1501 E. Orangethorpe, #130, Fullerton

Contact: Teresa Shuff-Trujillo • (714) 525-0882 • Tashuff@aol.com

COACHING

Purpose Statement: To provide practicing coaches with a forum, and to provide members with the opportunity of learning more about the coaching process.

Meeting Date: Tuesday, May 16 • **Time:** 12:30 to 1:30 p.m.

Location: Chapman University Satellite Campus, 7545 Irvine Center Dr, Suite 150 Irvine, CA 92618

Contact: Moty Koppes • (714) 390-9752 • motykoppes@coachmoty.com

COMMUNITY SERVICE & STUDENT OPPORTUNITIES

Purpose Statement: To develop and expand your training skills and expertise through facilitation opportunities available via volunteerism, and mentoring.

Future Meeting Topics: • Matching practitioners and students to non-profit projects. • Women's Day of Self Esteem • Career Development Day for AmeriCorps and VISTA

Meetings: 1 time per quarter

Contact: Hilary Bendon • hbendon@cox.net

CONSULTANTS

Purpose Statement: To provide professional development and "best practices" information for consultants who want to enhance their consulting skills and build an independent consulting practice.

Meeting Date: Thursday, June 15 • **Time:** 3:00 to 5:00 PM

Location: Webster University, Dupont & Michelson, Ste. 160, Irvine

Contact: Hank Goldman • (714) 349-2940 •

hgoldman@goldman-nelson.com

ORGANIZATION DEVELOPMENT

Purpose Statement: To provide a forum for internal and external OD practitioners to network and learn from other professionals in the field.

Meeting Date: Tuesday, June 6 • **Time:** 11:30 AM – 1:00 PM

Location: Chapman University Satellite Campus, 7545 Irvine Center Dr, Suite 150 Irvine, CA 92618

Contact: Cheri Sherman • (714) 264-0770 •

csherman@oddw.com

Liz Barbour • (714) 840-9382 • ebarbour@earthlink.net

TRAINING & TECHNOLOGY

Purpose Statement: To expand knowledge of members regarding the use of technology with learning solutions.

Topic: Mobile Learning

Learn what is driving mobile learning, and discuss its benefits as true anytime/anywhere learning that can enhance and improve results of your existing programs.

Meeting Date: Wednesday, May 10. • **Time:** 4:30 PM – 6:00 PM

Location: UCI Environmental Health & Safety BLD. 4600 Bison Ave. Irvine, CA 92697-2725

Contact:

Karen Wales • (949) 770-2383 • kwales@knowledge-flash.com

Vern Vihlene • (949) 582-0937 • vern@vihlene.com

David Ward • (949) 551-2062 • david.ward@aacn.org

CAREER MANAGEMENT

The Career Management SIG is on hiatus until a new SIG Leader volunteers their valuable time and expertise. How about you?

Purpose: 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.

Contact: There is a Leadership Opportunity for this vital group! E-mail SIGS@astdoc.org to volunteer today!

Remember your CHIP: CH8091!
when registering for an ASTD National Event.



Vendor Faire - Set Sail A Solution in Every Port

Vendors! Reserve a slip with ASTD-OC Vendor Faire and prepare to venture into uncharted waters of opportunity! You'll receive exposure in a dynamic Orange County community, and be able to network with vibrant group of people willing to talk to anyone about anything.

Contact our Port Authority, Debra Vajcner, at (714) 203-4321 to make your reservation, or receive further information about the event.

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