

September Thiagi Schedule

**September 26:
Learning Event
Faster, Better, Cheaper**
11:00 am to 1:00 pm

**September 26: Workshop
Interactive Strategies for
Improving Performance**
9:00 am to 4:00 pm

**September 27: Workshop
Pragmatic Creativity**
9:00 am to 4:00 pm

**September 28: Workshop
High Performance Teamwork**
9:00 am to 4:00 pm



Lite Edition

Thiagi Visits Orange County

Sivasailam Thiagarajan, aka Thiagi, is internationally known for his innovative approaches to activate learning. From card games to interactive lectures, his sessions embrace his mantra that "Activities balance passivity," when approaching training design. For a few days in September, he will join ASTD-OC to teach these techniques to you.

In ***Interactive Strategies for Improving Performance***, he will address his Continuous, Concurrent, Creative, and Co-Design model of Instructional Design. This isn't a procedural model, as the traditional Define, Design, Develop, and Deliver model, but an outline of Thiagi's beliefs and principles with regards to training design.

First, that instructional design doesn't have a clear beginning or end; second, that the analysis, design, evaluation, and revision stages of development are not exclusive stages, but can happen even during the training itself! Let's acknowledge that while designing material, the Instructional Designer often becomes an expert in the subject, absorbing much of what is involved in a process through the design process.

While the designer becomes an active learner, the course participant often falls into the role of passive receiver. How to overcome this challenge? Thiagi believes: make the participant the designer!

This is the essence of Thiagi's third principle: creativity. He works during his session to have the participants show off their mastery of the subject matter through creative responses. With the knowledge that adult learners need to be provided learning via different techniques, it can be easy for a designer to decide to insert an activity for the sake of having the activity.

Pragmatic Creativity addresses this concern. Here Thiagi establishes a systematic process to enhance creativity, from Initialization to Implementation.

In ***High Performance Teamwork***, Thiagi puts this creativity in action. He uses the Mattel board game Break the Safe as the heart of this workshop because it reflects multiple elements of today's workplace. Using the game as a metaphor for high-performance teamwork, Thiagi then focuses on debriefs to encourage learning from the experiences encountered during the game.

Activities may balance passivity for Thiagi, but learning comes from the open discussion of the results of those activities.

If you are interested in learning more about any of these workshops, or would like to register for one or more, please visit us at www.astdoc.org.





SAVE over \$175

on Thiagi multi-workshop discounts!
Visit us at www.astdoc.org for detailed information and online registration.

Register today to ensure you get a seat at these highly sought-out workshops.

ASTD-OC Calendar of Events

September 18, 2007 through
November 13, 2007
6:00 pm – 9:30 pm
Total Trainer

ASTD-OC's Total Trainer program is a series of eight workshops designed to help training professionals develop, facilitate and implement training programs. Workshop attendees learn how to include structural design in their training material, analyze training needs, and, perhaps most important, determine if the client's request is truly a training issue. Taught by some of the highest caliber training professionals from the ASTD-OC chapter, the program takes participants from the initial needs analysis to developing training materials, presenting training and conducting the final evaluations.

September 26
8:00 am – 5:00 pm
Designing Interactive Strategies/Conducting Training Games and Activities

Two Thiagi Workshops on one day! Learn to design engaging training that encourages your participants to interact with you, each other, and the content!

Facilitator: Thiagi
Location: Doubletree Club Hotel, 7 Hutton Centre Dr., Santa Ana

Faster, Cheaper, Better –
Alternative Approaches to Instructional Design
11:00 am – 1:00 pm

In this walk-the-talk Thiagi workshop learn when, why, and how to apply principles from chaos, creativity, and self-organizing complex systems to develop instruction for the next generation.

Facilitator: Thiagi
Location: Doubletree Club Hotel, 7 Hutton Centre Dr., Santa Ana

September 27
8:00 am – 5:00 pm
Pragmatic Creativity

"Pragmatic Creativity" with Thiagi, addresses how to solve problems and profit from opportunities in today's workplace.

Facilitator: Thiagi
Location: Doubletree Club Hotel, 7 Hutton Centre Dr., Santa Ana

September 28
8:00 am – 5:00 pm
High Performance Teamwork

The goal of this Thiagi-facilitated workshop is to empower you to become an effective member of a high-performance team working in an unpredictable environment.

Facilitator: Thiagi
Location: Doubletree Club Hotel, 7 Hutton Centre Dr., Santa Ana

October 11
9:00 am – 12:00 pm
The HALO Organization: Five ways to move from Survive to Thrive in Today's Economy
Are you identifying a process that makes what you do stand above and beyond "just training?" Or are you reacting to your organization's training requests. In this day and age, the High-Performance, Agile Learning Organization will be the one to thrive. But how to get there? In *The HALO Organization*, Bob Pike will share five strategic challenges that can move an organization from "survive" to "thrive," and ten ways to gain management support for your efforts.
Facilitator: Bob Pike
Location: Turnip Rose, 300 S. Flower, Orange

October 11
9:00 am – 12:00 pm
Unlock the Power to Learn – Unlock the Power to Perform
There's more to performance improvement than strategy. In this fast-paced session, Bob Pike will share with you his Performance Cube.
You'll walk away with at least 17 practical tips and strategies for making sure that you're not only implementing the right performance improvement strategy, but that when that strategy includes training — it's training designed and delivered in the most powerful way.
Facilitator: Bob Pike
Location: Turnip Rose, 300 S. Flower, Orange

Spotlight on SIGs

Technology and Training

Psssssst! – Just a reminder!! The Technology and Training SIG returns from its summer hiatus on September 12 to a new location! The September event will feature “An Introduction to eLearning 2.0” with Dr. Tony Karrer, CEO TechEmpower Inc.

This session will introduce you to several relatively new tools being used today as part of learning solutions. Participants will look, in particular, at wikis, social bookmarking, blogging, and other e-Learning 2.0 type tools, and how you can use them both in personal learning solutions as well as part of broader e-Learning initiatives.

In this session, you will learn:

- The basic capabilities of important new tools that should be part of your tool set
- To recognize examples of when and where these tools may fit
- To identify trends that suggest new learning focus areas for you personally

Presenter Dr. Tony Karrer, CEO TechEmpower Inc., is considered one of the top technologists in e-Learning and Performance Support and is particularly known for his consulting, writing and speaking on “ePerformance.”

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

September Event: Introduction to eLearning Technologies v Wednesday, September 12 ❖ 4:30 pm – 6:00 pm

Location: O.C. Fire Authority Headquarters: 1 Fire Authority Rd., Irvine, CA

Organizational Development

SIG Leaders: Sangeeta Gupta (714) 962-0190 and Karen Carlsen (949) 930-3277 Email: odsig@astdoc.org

September Meeting: Ensuring Leadership Success, with Marian Anderson of Washington Mutual

Tuesday, September 11 ❖ 7:30 am – 9:00 am

Location: Washington Mutual Home Loans ❖ 17838 Gillette Avenue v Irvine, CA 92614

Career Management

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

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. No specific meeting topics are prepared. Rather, Rod prefers to focus on the individual needs of meeting attendees to ensure that each is given a path to succeed.

Next Meeting: Thursday, September 13 ❖ 7:30 am – 9:00 am

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

Authors and Writers

SIG Leader: Teresa Shuff-Trujillo v (714) 525-0882 ❖
TAShuff@aol.com

The Authors and Writers SIG meets monthly to discuss publishing opportunities, both fiction and non-fiction. SIG Leader Teresa Shuff-Trujillo shares her years of experience in the book publishing industry for budding authors and writers.

Next Meeting: Contact Teresa at (714) 525-0882.

Location: Book Workshop: 1501 E. Orangethorpe Ave., Suite 130, Fullerton, CA.



Where you go with ASTD Orange County
depends on one person:

YOU

If you would like to serve ASTD-OC during 2008, or know of someone who would be great at filling a Board position, nominate someone to the 2008 ASTD-OC Board today.

Nomination forms can be found online
at www.astdoc.org, in the Leadership page.

ASTD-OC's Total Trainer provides an opportunity unlike any other – the opportunity to learn, to practice, and to evaluate training skills necessary to excel in this career.



Total Trainer 2007

Sessions Begin September 18!

- Performance Consulting
- Facilitation
- Needs Assessment
- Training Evaluation
- Training Program Design
- Distance Learning
- Document Design
- Class Presentations



The difference between a course that inspires and a course that bores? Usually, it's the instructor's delivery skills.

Delivery Skills

Classes begin October 2007.

Registration online at www.astdoc.org