

Learning Event: Humans in Training – Everything you need, you already have

Wednesday, October 24, 2007
Learning Event: 11:00 am to 1:00 pm
Turnip Rose - 300 S. Flower, Orange



THE BOTTOM LINE - business comes down to people and relationships. People:

- generate business
- create new ideas
- establish loyalty
- sell, manage, and buy products and services.

The most profitable investment a company can make today is in the quality and integrity of its people. A company can only go as high up as the foundation is strong. Take your business to the next level by taking your people to the next level.

Typical corporate training consists mostly of technical skills and techniques. “Humans in Training” understands that “skills alone are not enough”. If performance is 80% mental and emotional, why do we spend 100% of our time focusing on 20% of the results? “Humans in Training” builds people.

In October’s Learning Event, Jay D. Allen will introduce the Humans In Training approach and how we can apply the rigor of athletic preparation, conditioning and focus to business and life. He will be sharing the founding principles that create the formula *Awareness + Understanding + Action = Realization*, the story behind them as well as how to integrate them. You will walk away from the presentation with a new perspective and reference point to compare what you are currently doing.

Jay D. Allen is the author of Humans In Training - Everything You Need, You Already Have. You must simply learn how to use what has already been created within. Jay has shared his message with thousands of professionals throughout Canada and the U.S. both as a keynote speaker as well as teaching his program InnerPower.

Jay has recently keynoted and trained for Nationalease, Prudential, Realty World, Home Life, World Financial Group and others including Fidelity, KPMG, Investors Group and Costco.



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2007 ASTD Events Calendar

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

October 17 • 6:00 to 8:00 pm

ASTD OC Mix and Mingle

Our last Mix and Mingle was replete with lively discussion, food that may soon come with more warning labels than a hair dryer, and good spirits. This October, we'll add bowling balls to the mix!

On Wednesday, October 17, join us at the Lucky Strike in the Block of Orange. We'll meet at 6 pm, chat, bowl, and generally have a good time.

The event is free, but if you register at www.astdoc.org, you can help us manage our headcount!

Location: Lucky Strike, The Block at Orange

October 22 • 6:00 –8:00 pm

ASTD OC Board Meeting

The Board Meeting is open to all ASTD Orange County Members. Contact Donna Jensen @ OCPresident@astdoc.org if you are interested in attending.

October 24 • 11:00 am to 1:00 pm

Humans in Training – Everything You Need, You Already Have

Typical corporate training consists mostly of technical skills and techniques. "Humans in Training" understands that "skills alone are not enough". If performance is 80% mental and emotional, why do we spend 100% of our time focusing on 20% of the results? "Humans in Training" builds people.

Facilitator: Jay Allen

Location: Turnip Rose, 300 S. Flower, Orange

November 1 • 9:00 am to 4:00 pm

Inner Circuit Training

Inner Circuit Training is a workout like you've never experienced before – a study of life that reveals how to master the fundamentals and discover what we are all "in training" for. Founding Principles of what you will discover: In order to excel at anything – music, math, chess, sports – we must become a student of it. Life is no different.

Awareness + Understanding + Action = REALIZATION

Facilitator: Jay Allen

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

November 12 • 6:00 PM – 8:00 pm

ASTD OC Board Meeting

The Board Meeting is open to all ASTD Orange County Members. Contact Donna Jensen @ OCPresident@astdoc.org if you are interested in attending.

November 14 • 5:00 pm

Resource Fair: "Relevant Solutions"

ASTD-OC has connections with a wide variety of companies and resources available to help you develop top-notch training programs. For exhibiting information, contact Resource-Faire@astdoc.org. (Preceding the monthly learning event.)

Location: DoubleTree Club Hotel, 7 Hutton Centre, Santa Ana

November 14, 2007 6:00 pm to 8:00 pm

Seeing the World Through Others' Eyes

Looking for a powerful tool to address the issue of discrimination? Whether focusing on racism, sexism, ethnocentrism, or sexual harassment, you should attend this session.

Facilitator: Richard Wong and Kammy Haynes

Location: DoubleTree Club Hotel, 7 Hutton Centre, Santa Ana

November 28, 2007 7:00 to 9:30 am

Overcommitted, Overwhelmed and Over It! Success Skills for the Overwhelmed HR Professional

Has your To-Do list become a novella? Does an avalanche of email bury you every morning? Do you think that you and your staff can work this way without a cost? You can't! In 2001, American companies lost \$150 billion dollars to stress related disability, and even more with pressure related drains that wasted time, lowered morale and raised employee turnover. Call in the cavalry now with constructive solutions, and more than a few laughs.

Facilitator: Juliet Funt

Location: The Radisson Hotel, 4545 Macarthur Blvd., Newport Beach

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Leadership Index

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Don't forget to vote!

A vital part of the organization, the ASTD OC Board counts on you to fill its ranks with future Chapter Leaders. As 2007 winds to a close, we seek to elect a new board. Let your voice be heard! Vote for ASTD OC members running for office.



Orange County Chapter

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Learning Events held monthly. Information is available in the Orangespiel and at www.astdoc.org. ASTD-OC presents topics pertinent to maximizing human potential. Guests welcome!

Change of Address: If you have a new address, please send your changes to the ASTD-OC office.
All changes must be received in writing.

Membership Information

New Member: \$120 (\$100 dues + \$20 one-time processing fee)
Renewal: \$100 annually
Student: \$65 annually (Must prove current full time status. Exempt from processing fee.)
Company: \$350 (+ \$20 one-time processing fee)

Checks, money order, Visa, MasterCard and American Express are accepted as payment.

ASTD is committed to maximizing human potential. In the spirit of diversity and in accordance with state and federal guidelines, the Society supports the principles of equal opportunity.

Use the Orange County Chapter Code - CH8091

Don't forget your CHIP! Support ASTD-OC!

Every time you register for an ASTD conference or workshop, renew your ASTD International membership, or make a purchase on the ASTD International website, be sure to look for a field called "Chapter Code" or "Source Code," and enter CH8091.

Our chapter will receive a portion of your expense to help with our operating costs, keeping membership fees low!

President's Message

Leading Change through the Fire Culture and ASTD-OC

The fire service is a quasi-militaristic culture steeped in many years of tradition. Change has typically moved slowly through this type of culture since traditions die hard, and what has worked in the past is highly regarded. The question then becomes how do you manage, design, and lead change in fire organizations.

Several years ago, my fire organization embarked on a journey towards change, not change for change's sake, but because it was needed to move the organization forward. To begin this journey, it was critical to set the foundation and direction for the organization and the people who are part of it. This was done by creating the following:

- A Vision (Have a clearly articulate vision and talk about it with everyone)
- Organizational Values (Have employees participate in the process of creating so you have shared values.)
- Organizational Mission (State what you're about and understand this too may change in time)
- An Ethical Philosophy (Create a clear foundation of how you wish to be treated and will treat others), live it.

- Involve all the employees in different phases as the changes are developed and communicated. (This establishes the basis for success).
- Update the strategic plan to reflect the changes.

As with any organization, change is inevitable especially if the organization is to survive. Let's draw a nexus to the Orange County Chapter of ASTD. There are always some changes going on and it's important for the Board to know how you feel about these changes. It is equally important for the Board to know what other changes you would like to see in order to provide the best and most meaningful benefits to our membership. For example, what is meaningful to someone born in the Traditionalists Generation to someone in the X Generation may vary greatly.

Your input is important if we are to succeed. This month, we will send you a survey to complete. The Board and I encourage you to complete the survey and provide input on changes you'd like us to work on. Please work with us to make our chapter all it can be.

Linda Kulp
President Elect 2008

Have you heard?

Dr. Cherney Offers Wellness Workshops at No Charge!

Stress ♦ Nutrition ♦ Posture

These 1-hour "lunch & learn" wellness programs are offered as part of Dr. Cherney's Community Outreach Program to ASTD member organizations.

Are they really no charge? Yes, these programs (valued at \$500) are complimentary because of his passion for providing wellness education and the resulting benefit of creating more health in our community.

Interesting Topics:

- **S.W.A.T.: Stress Weapons and Tactics**
- **Stay Fit While You Sit: Keeping Desk Work From Being A Pain**
- **Dine & Dash: Eat and Exercise Your Way to Peak Health**
- **Back School: Higher Education For Your Lower Back**

"Dr. Cherney is an excellent speaker, I really enjoyed the time spent with him."

"Great seminar. Very Informative!"



Greg Cherney, D.C.

For more information or to schedule a program, call (949) 315-1313 or visit www.DrCherney.com

Square Peg in Round Hole, No More!

Developing Options into Integrated Success Strategies

By Rod Kempton

Why is the culture inconsistent across our organization? Why do high potential employees in our Succession Plan leave after we move them to another department for a skill expanding experience? Why was I successful in one department and then crash and burn in another? How do I recruit and select prospective employees that fit in here? Why do I feel like we keep trying to shove a square peg in a round hole?

In recent ASTD meetings, I presented an Employee Performance, Selection, and Engagement Business Model that demonstrates the answers to these questions. It visually presents how cascading Values, Mission, and Strategies throughout an organization inherently creates multiple environments. It serves as a framework for discussing the different environments and how they impact applicant job search, employee recruitment, selection, retention, engagement, and succession planning.

Top leaders establish an organization's values, mission, and strategies. As middle managers interpret the mission and strategies into actions specific to their department's responsibilities, they further define those values, mission, and strategies. So, by nature, organizations create different internal environments that need to be understood for the elements that make them unique.

Consider the inherent nature of Accounting. Its actions are to maintain the fiscal accountability of the organization. Consider Sales and Marketing. Their actions are to attract customers and ensure they buy the product. Consider Manufacturing. Its actions are to construct the product the customer buys. Each set of actions are critical to the overall organization's success. Each represents a necessary interpretation of the organization's values, mission, and strategies. Each creates a unique environmental within the organization.

Competency Models frame the grouping of skills, knowledge, and abilities required in employee jobs/roles. These are effective tools used for consistency in employee recruitment, selection and performance management. However, because of multiple environments as described above, the same role may be experienced differently across the organization. While identified competencies, skills, knowledge, and abilities are present; other elements of human dynamics such as personal values, strengths and attributes impact employee success.

The "right hire, right fit, right job, and right organization" is the vision of every job seeker, employee, and employer. What makes "fit" right? When people clarify their values, strengths, and attributes, they are better able to define an environment where they will flourish. When they find the best environmental "fit" for their values, strengths, and attributes they can better use their competencies, skills, knowledge, and abilities.

The same value may differ in definition across an organization. Take the value of Integrity. It's claimed as core by most organizations. A common definition of integrity for an organization could be, "doing the right thing at all times." Might that show up differently in different departments? How might integrity be experienced in Accounting, Sales and Marketing, or in Manufacturing (or any other operations department) in your organization? What are different ways in which integrity may present itself across an organization?

Consider the case of a wall covering wholesaler with a \$1 million order to be used in hotel guest rooms. The wall covering rep has been working with the client for two years on this sale as the design process and early construction continued. The customer, having experienced several construction delays, is now ready to sign and they need the product in 7 weeks to meet their construction schedule. The Accounting Manager is concerned about payment as this particular construction project is reputed to have financial problems, so they press for a standard three week financial review of the sale before any production supplies are purchased. The fabrics have an 8 to 10 week production schedule including purchase of various materials required before production can begin.

In this case, consider integrity in Accounting – consistently follow established policy and legal procedures to maintain fiscal accountability. Consider integrity in Marketing and Sales – do what is needed to make the sale and satisfy the customer. Consider integrity in Manufacturing – faithfully follow production process to create a product of consistent quality. Are they different? How does this help define each environment?

Along with values, employees demonstrate certain strengths and attributes that bring success in their environment. A manager might ask her/himself, what are the strengths or attributes demonstrated by successful members of this department?

Consider the following examples of strength or attributes of employees. Accounting – an employee has a strong process focus and attention to detail, can interpret possible client problems and patiently explain correct procedures to a client who might use them infrequently. Sales and Marketing – a salesperson has the ability to listen to a customer, help the customer select the best product, and collaborate across the organization to resolve any issues that might delay delivery. Manufacturing – a line person shows attention to production detail so that each

Square Peg Continued on page 6

Square Peg Continued from page 5

build procedure is followed specifically, each component is installed correctly, and all quality control measures are verified to produce a customer-satisfying product.

From these brief examples, we can see that the environment of each department is actually defined by a combination of values, strengths, attributes, competencies, skills, knowledge, and abilities required of and exhibited by successful employees. They are in an environment where they can use their strengths and attributes, along with their skills, knowledge, and abilities; and can fulfill their responsibilities in alignment with their personal core values. This alignment is what creates employee engagement. This combination of elements is actually the most complete description of the specific environment. Then, a hiring manager must use this information to recruit and select prospective employees that are a best "fit" for the department. Organizational managers must look at internal succession plans with alignment in mind. Stronger alignments create stronger employee engagement.

As job seekers clarify personal values, strengths and attributes, they can further define the environmental alignment where

their competencies, skills, knowledge and abilities can be best used.

The model demonstrates why culture will be different across an organization. Succession plans will be successful as they verify strong alignment of critical environmental elements when considering skill-expanding experiences for high-potential employees. Employees considering internal career opportunities will be more successful when they verify strong alignment of critical environmental elements in another department. Hiring managers can recruit and select prospective employees that fit when they verify strong alignment of their critical environmental elements. Job seekers can investigate the environment as well as the job through informational and applicant interviewing. These are the answers that remove the problem of trying to shove a square peg into a round hole.

Rod Kempton is a Coach, Motivator and Success Strategist in Irvine, Ca. To help your organization's performance, recruiting, selection and employee engagement, contact him at rkempton@integratedsuccessstrategies.com or 949.387.6850. Visit his website at www.integratedsuccessstrategies.com.



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9 Secrets To Increasing Employee Retention

By Karen Carlsen, CEO,
National Rewards

Creating an environment where people love to come to work is not an easy task. Maintaining high levels of employee morale and productivity is equally challenging. So, with demands from all areas, how do you come up with the right equation? Just pay your employees above industry average? Not so fast. While having a competitive salary is certainly a part of the equation, "compensation is not the predominant reason why people leave their jobs for supposedly greener pastures" according to a recent survey by Robert Half International. In an economy where businesses are hard pressed to maximize every payroll dollar, recognizing and rewarding employee contributions can be an excellent way to boost morale and productivity.

Here are nine secrets revealed on increasing employee retention and boosting productivity:

1. Show Appreciation

Give positive praise and recognition for a job well done. Reward when you see it! It has the most value at that time. Many times employees leave a company because they don't feel appreciated or simply didn't get the feedback they needed on how they were doing.

2. Demonstrate Genuine Care And Concern As A Manager

Recognize that your employees are human. They come to work with personal lives on their mind. Create an environment that supports them. I once heard Bob McKnight, the CEO of Quiksilver, recount how he has made it a part of the culture to embrace the personal challenges of his employees. He reasoned that if his employees are not happy, they are not pro-

ductive. In order to be productive they must have balance at home, work, and play.

3. Conduct Employee Surveys On A Regular Basis

This will help you keep your finger on the pulse of your workforce and whether they are satisfied and challenged in their jobs. This can also help you identify areas of improvement.

4. Conduct An Exit Interview After The Employee Has Left

By hiring a third party company to help you with this, you will often get a more candid response to why they left.

5. Interview Your Best And Most Loyal Employees

Find out why they stay. Work to increase and maintain the practices and atmosphere that have contributed to their productivity and that they have enjoyed.

6. Create An Incredible Working Environment

We spend over 50% of our waking hours at work, commuting to work, or thinking about work. It is critical that this time is spent in a positive environment. When we talk about environment we are not only referring to the physical elements, but the mental and emotional as well. Do your employees understand the mission statement and values of the company? Do they agree with them and embrace them?

Do your employees have to come to work in three layers of clothing because the air conditioning system doesn't work properly? It sounds simple, but take inventory of things like heating, air conditioning, noise level, privacy and office configuration.

7. Identify Your Highest Area of Turnover

Is it in a particular job function, department, or business unit? Studies show that it costs between 50 and 200 percent of an employee's annual salary to replace lost talent. Think about the costs for paying overtime to get the work completed, recruiting for the position, interviewing, training, and the time it takes to get the new person up to speed.

8. Communicate With Your Employees

Involving employees at all levels helps to create a sense of loyalty and commitment to the vision of the company. Oftentimes employees are the most knowledgeable of the market pulse if they are on the front line as receptionist, sales executive, operations or customer service rep. Employee task forces and committees are great ways to involve your employees.

Keep your employees informed about changes that can directly affect them such as policy changes, procedure or rule changes, product information changes, and performance changes. If there is sensitive information to be delivered, make sure they hear it from you as the manager first, not from a co-worker or newspaper article.

9. Trust And Respect Your Employees

Always treat your employees with respect. Value all employees for who they are, and recognize the contribution each person makes to the overall organization. If you expect your employees to respect and trust you, you have to respect and trust them. Giving them the tools and ability to make timely decisions will increase your profitability and performance.

In Conclusion

While these nine steps can certainly go a long way to dramatically improving the performance of your employees, don't forget the most important element to this process. The senior management team must be committed and eager to not only address the issues of improving employee performance but also in the execution and follow through on the steps they choose in making their company a place where their employees LOVE to work!

Karen Carlsen is the CEO of National Rewards and Associate Partner of Advantage Performance, an Experiential Learning Company focusing on Employee Engagement and Leadership Development.
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Mind Mapping

by Ted Cragar, MBA

Mind Mapping is a creative cure for procrastination and brain lock. It stimulates action and movement in a free and easy way.

Let's say you are stuck on any project. First, take a piece of paper and draw a circle in the middle. Place the focus words or working title in the center of the circle. Surround your main circle with approximately three to six satellite circles. Ask yourself: what do you think of when you see, or hear, the focus words? Write those words in the satellite circles. Again, ask yourself: what do you think of when you see, or hear, the words in the satellite circles? Write those words down in satel-

lite circles tied to the associated word.

Allow yourself a free flow of ideas without editing. This releases your mind to explore possibilities. Later you can refine and polish those ideas.

You may say that this sounds a lot like brainstorming. It is. The difference comes from the way the brainstorming is represented. In a brainstorming session, ideas are often captured on a list. This linear representation of our thoughts traps our ideas to focus on what comes next on the list. By expanding beyond a list into a large space filled with possibilities, we allow our minds to jump from circle to circle, and only after our mind is tapped out, to then draw the necessary connections.

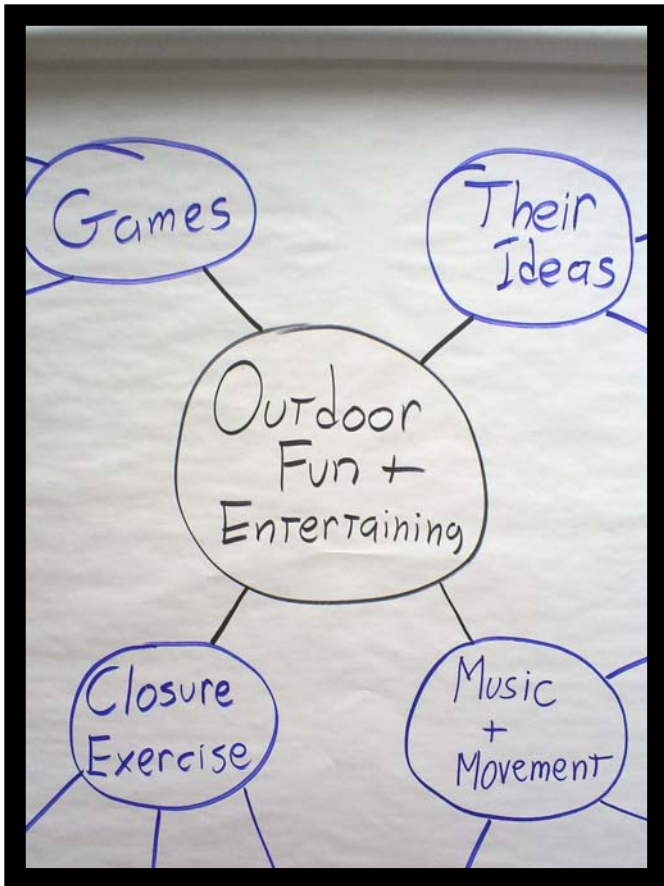
Here's an example of my successful use of a Mind Map. I was requested to do a fun and interactive presentation at a conference for psychologists to be held in Idyllwild. The Program Chairperson was aware of my Life Designing, DiSC, and Time Mastery Workshops. At that time I was busy writing a long and important proposal. I was not certain I could take on another project. At first I said, "No,

thanks," and told the client I was too busy. He persisted and convinced me that my services were really needed. I finally agreed but on my terms. Due to my time constraints I told him I would prepare a draft which he could edit it to his satisfaction. He quickly agreed.

The Mind Map became my approach for a quick and creative design. Using a flip chart, I drew a large circle in the center filling it with the working title which evolved to become "An Energized Frolic." I continued to fill my satellite circles with the words "games," "music," "movement," "interaction," and "participant suggestions." The brainstorming went on from there, energizing both my design and the psychologists in Idyllwild.

Using the Mind Map approach I freely and easily developed an engaging program for the client. The evening of the presentation I spent quality time with new friends. Later that night I enjoyed sleeping under the sparkling Idyllwild stars.

Ted Cragar is a long term ASTD member and former ASTD Board member. He held training positions internally for ten years before founding The CragarOdet Co. in 1980. Ted is a leading distributor for Inscape Publishing Training Assessments. He can be reached at (800) 779-8079.



Sample Mind Map: The central circle includes the Focus Words or Working Title. Many Mind Maps are more detailed.

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Employee Learning Week

Workforce Development is Everyone's Business™

Training is more important now than ever before. In today's rapidly changing environment, the need for employees to continually learn and to update their skills is becoming more and more apparent. Even if an employee is hired with the expectation of utilizing a particular skill set, that employee is now likely going to be required to learn new skills, not just to keep up with innovations in an industry, but also to meet changing business needs. Retail clerks may be required to track inventory. Administrative assistants may need to manage databases. The growing skills gap and the increased need to compete in today's economy require organizations and senior leadership to develop a highly-skilled, versatile workforce.

Employee Learning Week is an opportunity for companies to demonstrate their commitment to workforce development by introducing new employee learning opportunities. During the week, showcase the progress your company has made in the last year to bridge employee skills gaps. Or you can highlight upcoming educational programs to employees and senior management!

Here are a few ideas for recognizing

Employee Learning Week in your organization:

- Use data from ASTD's 2006 State of the Industry report to benchmark your organization's learning programs.
- Invite employees to a "Lunch and Learn" event to discuss learning opportunities in the office and the community.
- Help employees create individual

development plans based on a skills inventory.

- Remind employees of new training opportunities within the company.
- Remind employees about tuition reimbursement benefits.
- Send an email each day of the week with a new employee learning tip.

Recognize Employee Learning Week, December 3-7, 2007, and be part of the ASTD effort to help organizations demonstrate the important connection between building a highly skilled workforce and achieving organizational results.



Showcase Employee Learning: December 3 – 7, 2007



Notes from the Field

Coaching 2.0 – Your Participation Requested

In a business environment world that's often entrenched in routine and the "same-old, same-old", three self-proclaimed renegades are looking to blaze new trails and take the field of coaching into the next generation.

"The way coaching has always been done won't work in the future," stated Michael Bungay Stanier, the 2006 Canadian Coach of the Year. "The tried-and-true is done — what businesses are looking for are more dynamic and effective approaches to motivate their teams. This is the basis for Coaching 2.0."

Mr. Bungay Stanier is currently exploring what will allow coaching to really flourish in organizations and corporate structures. Part of his research includes identifying those barriers that get in the way of coaching having the impact that it could.

As part of his research, Mr. Bungay Stanier invites you to participate in an online survey on coaching inside organizations. You should be able to complete the survey in five minutes or less, and your input will be anonymous. It is located at <http://supaz.notlong.com>. We've included this article with the link, in the online version of the OrangeSpiel at www.astdoc.org.

The results of the survey will be shared at a workshop called "Coaching 2.0" at the OD Network Conference in Baltimore later this year, and in a future edition of the OrangeSpiel.

Quotables

A recent survey on our website asked the following question: "Which of the following quotes best describes your interpretation of the meaning of life?"

The quotes:

1. "Live as if you were to die tomorrow. Learn as if you were to live forever." ~~Mahatma Gandhi
2. "Don't be too timid and squeamish about your actions. All life is an experiment." ~~Ralph Waldo Emerson
3. "What lies behind us and what lies before us are tiny matters compared to what lies within us." ~~Ralph Waldo Emerson
4. "Life is a succession of lessons which must be lived to be understood." ~~Thomas Carlyle
5. "The meaning of life is not simply to exist, to survive, but to move ahead, to achieve, to conquer." ~~Arnold Schwarzenegger

As of press time, Thomas Carlyle's quote (number 4) had 33% of the votes. A close second was Emerson's "Life is an experiment." quote.

We asked the question to prompt some thought to your own philosophy, and perhaps to challenge yourself to see how you're addressing it. If the most popular quote challenges us to learn from the experiences around us, and the second most popular quote challenges us to experiment, what does that suggest about those who participated in the survey? How do they enact that philosophy in what they do, in what they teach?

You can view the results of this opinion poll, and the others that we'll be putting up throughout this year and the next, on our website at www.astdoc.org.

Chapter Website Comes Alive!

In order to fulfill this year's board theme of Relevance, the ASTD OC Communications team took a look at the chapter website to determine what could be done to make it more than a Learning Event reservation resource. The vision? To make the chapter website a one-stop shop for our membership looking for some resource or piece of information.

"What I really wanted to do was make the website a resource for our membership again. We noticed that quite a few of the web pages hadn't been touched in years, and needed a good digital dusting to be brought current," Paul Venderley, Vice President of Communications reports. "Also, we identified quite a bit in the website that we weren't using properly. A lot of the changes in the look and feel of the website simply come from the realization that we could use something there."

The team paid specific attention to the Resources pages, updating not only links to the ASTD National website, but also

links to other web sites dedicated to career resources, and to learning and development. Additionally, the chapter revitalized the web site's Job Board by entering into a partnership with JobIng.com. "Our partnership with JobIng.com will increase awareness of our chapter's benefits and services to the broader community, and add value to our members by expanding the reach of our job listings," says Kari Caldwell, Vice President of Marketing.

The Communications team has also started posting to a Chapter blog, supported by JobIng.com. "We envision the blog as another means for ASTD OC Leadership to add to the knowledge base of our members," says Paul.

The ASTD OC Chapter website still serves as a tool to communicate ASTD OC events. The Events Calendar lists local events that may be of relevance to our members and ASTD National events such as ICE and TechKnowledge.

Special Interest Groups (SIGs) Event 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

CAREER MANAGEMENT

Purpose Statement: 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, October 11. 7:30 am – 9:00 am

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

Contact:

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

ORGANIZATION DEVELOPMENT

Next Meeting: Tuesday, October 2, 2007 ❖ 11:30 am – 1:30 pm

Topic: Leadership Planning in Your Organization., presented by Ed Cardenas, Plant Manager for 3M ESPE Dental Products in Irvine

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

Contact:

Karen Carlsen • kcarlsen@nationalrewards.com
(949) 930-3277
Sangeeta Gupta • sangeetacla@yahoo.com
(714) 962-0190

TRAINING & TECHNOLOGY

Next Event: LMS 1.0 to LMS 2.0, and Beyond - Backward and Forward Thinking Innovations ❖ Wednesday, November 7 ❖ 4:30 pm – 6:00 pm

New solutions in LMSs and Learning Platforms have been acquiring a "bad reputation," the main reason being that they are cumbersome to implement and demand large-scale implementation, so the cost of expanding LMSs is untenable. The challenge is where to find innovations that are easy to implement. There are successful cases of LMS innovations. Though they are quite small experiments, and incremental in nature, they yield significant efficiencies and improvements in learning and performance. Participants will learn how to assess and implement LMSs to expand their current capabilities, reduce costs, and increase the return on their LMS investment. You will see five case studies representing both backward-thinking and forward-thinking innovations.

For more information, please visit the Training and Technology SIG page on the ASTD-OC web site.

Location: The Training and Technology SIG event will be held in a new location this month. Do not go to UCI for the meeting this month. Instead, please attend with us at:

American Association of Critical-Care Nurses • IOI Columbia • Aliso Viejo, CA 92656

Contacts:

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Relevant Solutions – ASTD OC Resource Fair 2007



The 2007 Resource Fair features vendors who display state of the art resources that matter to the training and development profession. Join this year's event to experience first-hand the products, services and companies that can support you in your profession. Held in conjunction with the November Learning Event.

Wednesday, November 14, 2007

Resource Fair begins at 5 pm.

Learning Event begins at 6 pm.

Return Service Requested