

Monthly Learning Event Creating Cadre Excellence

By Jennifer Shirkani

Wednesday, January 24, 2007
 11:00 a.m. - 1:00 p.m.
 Turnip Rose
 300 S. Flower, Orange


Have you ever been at the mercy of unprepared trainers who must deliver a critical learning event? Do you dread planning for a train-the-trainer session? Have you heard complaints from participants that your trainers are out-of-touch or too unfamiliar with the real world of learning application? Creating a team of well qualified internal or external trainers can be difficult, but when it is done well you can insure the ROI of your organization's development and secure support for future programs.

In *Creating Cadre Excellence*, you will learn how to create a strong training team who works interdependently instead of a group of independently strong trainers. Facilitator Jennifer Shirkani will provide strategies for creating a successful train-the-trainer program that includes internal cadres, external cadres or a mixture. You will cover critical topics such as pre-training session planning, team member selection, train-the-trainers content inclusion, and dealing with conflict; including common pitfalls to avoid.

Learning goals are:

- Design a train-the-trainer session that produces results.
- Create a strong training team versus a group of strong trainers.
- Avoid common pitfalls of running training teams.

Jennifer Shirkani has been working in the field of adult education since 1990, specializing in the areas of hiring and selection, emotional intelligence, interpersonal skills and leadership development. As President of Penumbra, she has authored/ marketed a variety of independent training materials and programs, including the co-creation of two training videos on emotional intelligence and hiring. Jennifer has provided training and organizational development consulting to over 50 organizations in nine industries.



ASTD-OC Events Calendar	2
TechKnowledge	2
President's Message	3
Leadership Index	4
Leaders' Voice	5
Volunteer Walk of Fame	6
Using Behaviorism Flexibly ...	7
Spotlight on SIGs	10
SIG Roster	11

At the Crossroads of Leadership and Emotional Intelligence

By Sue Padernacht

"If you can keep your head when all about you are losing theirs..."

Rudyard Kipling (1865-1936), "If", from Rewards and Faines, 1910

02/22/07

Register today!
 Early Bird
 Expiration Date: 02/16/07



Calendar

January 23, 2007 - Board Meeting

Contact Donna Jensen at OCPresident@astdoc.org if you wish to attend.

January 24, 2007 - Monthly Learning Event (11:00 am to 1:00 pm) • *Creating Cadre Excellence*

See page one for details. Register before January 19 for the early bird discount!

January 24, 2007 - Delivery Skills Workshop

Each of us has taken a course that inspires us, challenges us, and drives us to learn. We've probably also experienced a class that drags on and on, and at the end, we find ourselves unsure if we learned anything at all.

The difference between the two classes? It's usually the delivery skills of the instructor.

ASTD-OC is proud to announce a new program that focuses on that potential performance gap in a facilitator – Delivery Skills.

Following in the footsteps of ASTD-OC's Total Trainer program, Delivery Skills will be a six-session course, each facilitated by a veteran ASTD-OC facilitator. The course will address not only presentation skills, but active learning and facilitation skills that are crucial to engaging your audience in the learning process.

02/27/07 - Board Meeting

Contact Donna Jensen at OCPresident@astdoc.org if you wish to attend.

02/28/07 - Monthly Learning Event

At the Crossroads of Leadership and Emotional Intelligence by Sue Padernacht

Visit the ASTD-OC website for detailed information.

ASTD TechKnowledge

January 28 - February 2, 2007

This year's conference will be held at the Riviera Hotel & Casino in Las Vegas, Nevada. **General Session Speakers:**

Thornton May

Executive Director and Dean of IT Leadership Academy

Rick Borovoy

CTO of nTag Interactive

January 28 through January 31, 2007 TechKnowledge Pre-conference Certificate Courses

As of this print, space still available for:

- Measuring and Evaluating Learning
- Human Performance Improvement in the Workplace
- Managing Organizational Knowledge
- ASTD Training Certificate Program

January 30, 2007 ASTD TechKnowledge Pre-Conference Workshops

Full Day:

- Designing and Adapting Virtual Classroom Solutions to Deliver Business Results
- Engaging Learning: The Learning Simulations / Game Design Workshop
- Getting Started with Flash
 - Designing Text, Graphics, and Multimedia for E-Learning: The Craft of Instructional Message Design

Half Day:

- Keys to Successful E-Learning Implementations
- WBT Using Powerpoint
- The Learning Eye: Visuals and Graphics in E-learning
- Creating "Flow" in Distance Education

January 31, 2007 through February 2, 2007 - ASTD TechKnowledge Tracks & Sessions

Concurrent Education Sessions take place from Wednesday through Friday and are organized into five Tracks: E-Learning Design, Platforms and Authoring Tools, Virtual Delivery and Facilitation, Implementation and Marketing Strategies, Emerging Technologies and Methods. The overall schedule is designed to provide maximum time for sessions, visiting the Expo, and networking throughout the day.



President's Message

by Donna Jensen

As I write my first column for 2007, I can't help but look back on the very memorable year that has just drawn to a close. Not only was 2006 a very exciting year, it also marked an upturn in membership and produced a variety of innovative programs and products.

The dedicated efforts of Rich Wong and the 2006 Board of Directors will be a hard act to follow. Yet I am confident the new Board of Directors will be able to build and strengthen the foundation that has been laid in the past year.

To build on that foundation, the new Board of Directors has adopted a theme of "Relevance to Chapter Members and Organizations" for 2007. This will allow the board to develop a variety of programs, products and services that meet the specific needs of members and organizations who are a part of ASTD-OC. Organizations and individuals the board plans to focus on in 2007 are:

- Internal Practitioners
- External Consultants and Vendors
- Masters (Experienced or Senior members)
- Corporations, Businesses, and Education in Orange

County

How will we focus on relevance?

Through the Programs we offer our members. The Total Trainer Program continues to receive high marks as a valuable service for those in the Training community. And starting January 2007, we're launching another workshop

for our members: Delivery Skills.

Through Monthly Learning Events. We'll seek out top quality speakers for each monthly meeting, and make sure the topics are relevant to the industry. Additionally, we're planning to have two or three specialized workshops, in conjunction with the Monthly Learning Events, if possible. We're also focusing our efforts to locate a meeting place more centrally located for our membership. Finally, we plan to schedule six lunch and six dinner meetings in 2007.

Through new features in the newsletter. The Trainer's Casebook will debut in this issue. We're working to provide additional forums for you to share with and learn from your peers.

Through corporate memberships and discounts.

Through increased volunteer recognition. Our volunteers are the lifeblood of this organization. We've said it — we intend to show it in 2007.

As you can see, we have a lot planned for 2007. While the board is responsible for planning and organizing the year, it is the individual contributions you as volunteers make that ensures each program or product is a success. Perhaps more importantly, your contributions help you develop your training skill set, perhaps in ways you hadn't thought of. Plan now to volunteer in 2007.

I look forward to serving as your President in 2007.

The very best of good health, happiness and continued success in the New Year.

Orange County Chapter

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Anaheim, CA 92804

Phone: 714.527.4785
Fax: 714.527.4210
Email: office@astdoc.org
Website: www.astdoc.org



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!

Leadership Index

President • Donna Jensen

(714) 664-0253 • OCPresident@astdoc.org

Past President • Richard Wong

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Communications Vice President

Paul Venderley

(949) 230-8478 • VP_communications@astdoc.org



Volunteers Seeking Volunteers

Marketing VP seeks Public Relations

Manager Must like: promoting public awareness of ASTD-OC within the community. If you're ready to foster goodwill relationships with potential corporate sponsors, give me a call!

Looking for a good geek. President Elect of ASTD-OC needs someone with computer savvy.

Communications VP seeks Communications

Editor. Me: the hub of communication for a great circle of volunteers. You: the spokes in the wheel. Spend a few hours a month gathering relevant information for ASTD-OC professionals, and deliver them through the Monthly OS and Website.

Marketing VP seeks Advertising guru. If you believe in the power of word of mouth and print, we need to meet.

Connect with ASTD-OC volunteers in your area! Send an e-mail to Get_Involved@astdoc.org. Provide your name, contact information, and the position you are interested in.

Leader's Voice: 2007 Board

Chief Financial Officer - Anthony Harmetz

I will focus on managing our budget with quality and care to ensure fiscal responsibility. Additionally, I will look for opportunities to suggest, promote or develop new and existing chapter programs, products and services that will benefit our members. Please feel free to provide myself or any other board member with thoughts, feelings and suggestions around anything that might enhance our offerings to you or other members. No idea is too big or too small to mention! We will welcome the input.

Communications - Paul Venderley

I've been the managing Editor of the OrangeSpiel for the past year and a half. My goal for each edition was to make certain that you learned something about a) the chapter; b) the field; c) a learning opportunity.

To that end, our team's vision melds perfectly with our President's theme. In 2007, the Communications team will examine, enlighten, and elucidate. I want to make sure that any communication ASTD-OC sends out either examines a training issue, furthers your knowledge, or informs you about what's going on. Preferably, all three.

The Communications Team would like to collaborate with you, the members, to make sure that we meet that vision. Work with us to provide valuable articles in the newsletter. Correspond with us to let us know what's going on in your neck of the training woods. We look forward to hearing from you, and look forward to ensuring that you look forward to hearing from us.

Marketing Vision – Kari Caldwell

The 2007 marketing team is committed to promoting the personal and professional learning experiences that the Orange County ASTD Chapter provides. Our chapter's innovative programs, professional development resources and member dedication is a story that all workplace learning professionals in the county need to know.

Through advertising, public relations, and corporate sponsorships, the marketing team will support our chapter programs and lead the effort to increase the awareness in the community about the vast resources we provide.

Our messaging will be powerful and aligned with the

internal communications plan. We will integrate this year's theme of "relevance to members" into the marketing materials, and work closely with the other departments to ensure consistency in our branding.

As a member, you can be included in this effort! The marketing team has volunteering opportunities in the areas mentioned above. Please contact Kari Caldwell at 714-564-5529 for more information.

Our chapter is offering significant programs and the marketing team looks forward to sharing this message with the community!

Membership Vision - Lysa Stewart

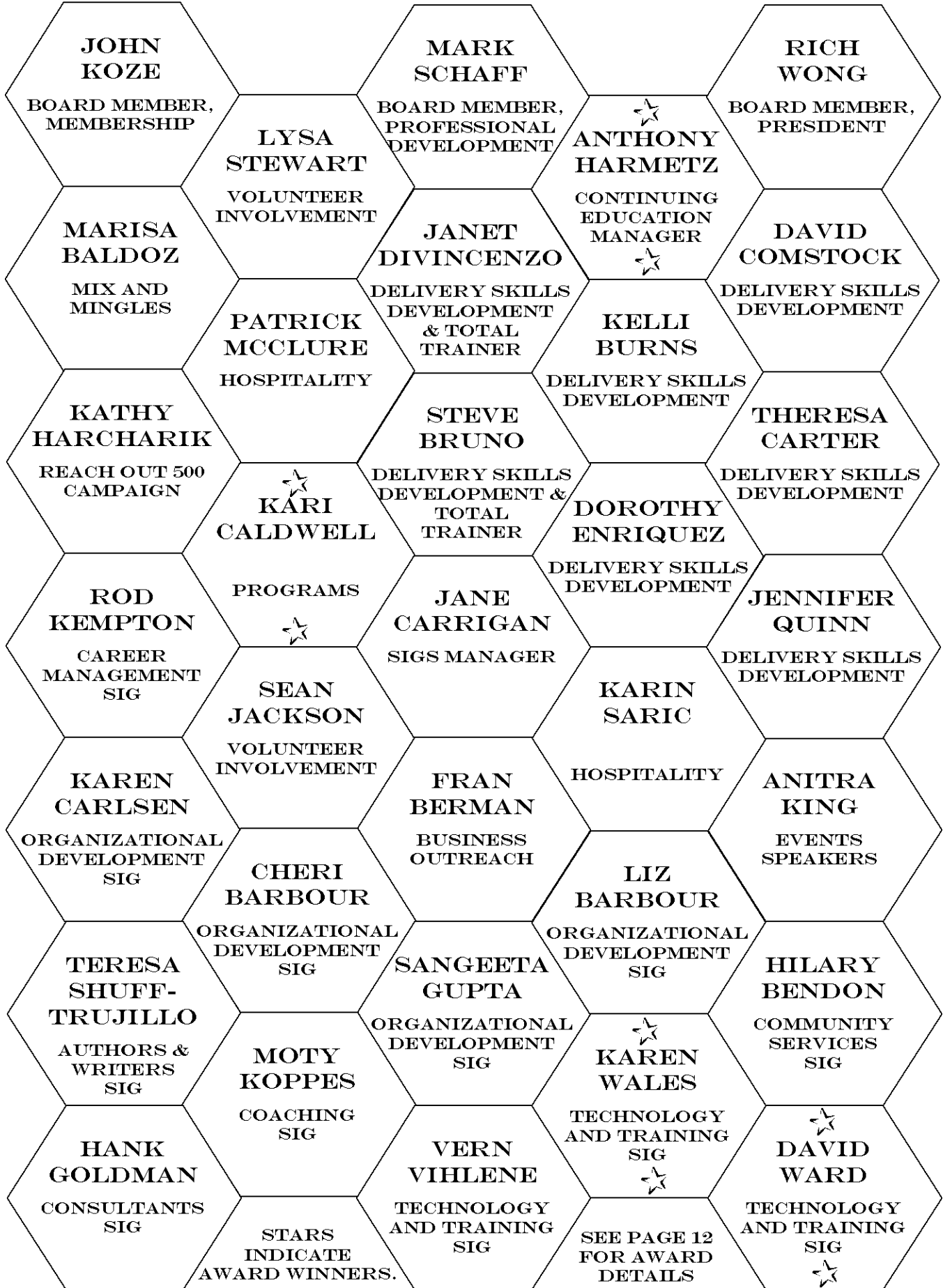
The Membership Team is excited about the coming year and its theme, "Relevance to Chapter Members and Organizations." We take seriously each member's needs and strive to make everyone feel valued and wanted. From our New Member Manager's initial contact with new members, to our Hospitality and Networking Managers reaching out to members at the monthly Learning Events, we strive to make each member feel welcome.

The Membership team enjoys helping those who wish to take a more active part in the Chapter find volunteer activities that are useful and fun. As everyone knows, membership is most meaningful when you are actively involved in something worthwhile. We have many wonderful opportunities that our Membership Involvement Manager will tell you about to help you find the perfect role. We greatly appreciate all that our volunteers do, and this year we will strive to recognize and thank those who contribute their time.

Our 'Mix & Mingle' Coordinator and Business Outreach Manager will highlight Orange County companies whose work reflects ASTD's mission of providing broad based learning experiences in a collaborative manner, utilizing new technologies that are most relevant today. One of the places where we will do this is our quarterly Mix & Mingle informal social gatherings.

Stay tuned to hear more about how important you are to us and how we can help you have a significant, fun, and relevant experience with your Orange County ASTD chapter. Please let us know any ideas you have for how we may improve our service to you.

ASTD ORANGE COUNTY CHAPTER



2007 VOLUNTEER WALK OF FAME

<p>GERI GIRARDIN BOARD MEMBER, PAST PRESIDENT</p>	<p>GREG FRICHETTE BOARD MEMBER, MARKETING</p>	<p>DONNA JENSEN BOARD MEMBER, PRESIDENT ELECT</p>	<p>☆ PAUL VENDERLEY BOARD MEMBER, COMMUNICATION</p>	<p>SUSAN GERKE BOARD MEMBER, CFO</p>
<p>LAURIE REINHART BOARD MEMBER, SECRETARY</p>	<p>SUSAN FORMAN MARKETING MATERIALS MANAGER</p>	<p>JOHN SHALMOU WEBSITE COORDINATOR</p>	<p>☆ CHERYL WYRICK RFP COORDINATOR</p>	<p>ERIC PALMER JOBS COORDINATOR</p>
<p>☆ LEANN ZAMBRANO RESOURCE FAIRE COORDINATOR</p>	<p>SHAE BALLOON RESOURCE FAIRE COORDINATOR</p>	<p>JENNY GROSSGOLD ORANGESPIEL EDITOR</p>	<p>DENISE KLOMP TOTAL TRAINER PRESENTER</p>	<p>ERIC SCHRAM BOARD MEMBER, COMMUNICATION</p>
<p>☆ MARISA BALDOZ TOTAL TRAINER TEAM</p>	<p>JESSICA HECHT TOTAL TRAINER TEAM</p>	<p>DEBRA VAJCNER RESOURCE FAIRE COORDINATOR</p>	<p>GERI LOPKER TOTAL TRAINER PRESENTER</p>	<p>JEAN BARBEZETTE TOTAL TRAINER PRESENTER</p>
<p>KELLI BURNS TOTAL TRAINER TEAM</p>	<p>NORA GOMEZ TOTAL TRAINER TEAM</p>	<p>LAURIE JEROME TOTAL TRAINER PRESENTER</p>	<p>LORI BOBER TOTAL TRAINER PRESENTER</p>	<p>GREGG MAX TOTAL TRAINER PRESENTER</p>
<p>SUSAN FORMAN TOTAL TRAINER TEAM</p>	<p>JENNY HYATT TOTAL TRAINER TEAM</p>	<p>ERIC PARKS TOTAL TRAINER PRESENTER</p>	<p>EDWARD BRANDT TOTAL TRAINER TEAM</p>	<p>PEI-WEN FU TOTAL TRAINER TEAM</p>
<p>DIANE JONES TOTAL TRAINER TEAM</p>	<p>STARS INDICATE AWARD WINNERS.</p>	<p>BECCA RODGERS TOTAL TRAINER TEAM</p>	<p>SEE PAGE 12 FOR AWARD DETAILS</p>	<p>VOLUNTEER FOR 2007, & JOIN THE WALK OF FAME!</p>

Are We Rewarding the Right Things? Using Behaviorism Flexibly

Steve Davidson, PhD

Introduction

It's hard to underestimate the power of rewards! If anything drives the engines of commerce, it's positive reinforcement! Rewards and behavioral analysis can be so basic that it's easy to assume that all the "good stuff" must be getting its due attention, and to assume that none of the problems could possibly be getting rewarded in any way.

But if we analyze a system, we may readily find that positive behaviors and positive consequences aren't quite aligned. This happens partly because in any organization there are a lot of behaviors to keep track of, and also because things change. The organization suffers.

Trainers are in a pivotal role in teaching what will be rewarded in an organization, since most people think of their jobs as basically what they learned in training. Trainers can ensure that desired on-the-job behaviors are cued and reinforced in training. Trainers just need to make sure there is a good match between what behaviors the training says will get rewarded, and what behaviors are assessed during performance appraisals!

Behavioral thinking can be applied by most members of the organization in a flexible, adaptive way. Let's review a few of the basic behavioral concepts, and then take a look at a couple of scenarios. We'll end with a 5-point checklist of "rewarding" questions that can help keep the organizational "goodies" going where they belong.

Concept Refresher

Cue: A stimulus that signals, or elicits a particular behavior. Cues can be pictures, instructions, statements of principle, slogans, or even voice tone or body language.

Behavior: A defined individual activity that is "countable". Examples could be — arrival at work in the morning, greeting clients and coworkers, or completing a document in excess of a quality standard. Counting behaviors helps us be less vague about what people actually are doing.

Consequence: An event that follows a behavior, and which affects the frequency of the behavior. In some cases, the absence of a consequence when a consequence would be appropriate, can affect behavior.

Reward: A positive consequence. These are expected to increase the frequency of associated behaviors.

Extinction: If a behavior is never followed by any kind of positive consequence, that behavior can disappear — become "extinguished", or put on an extinction schedule.

Blocking: Often the best approach to dealing with negative behaviors is to block them — that is, identify the negative behaviors, and then design the environment such that carrying out the negative behaviors is very difficult.

Scenarios

Scenario One

Jill expends a lot of effort, money, and time to get ahead. She dresses sharp, conscious of the organization's image. She always parks her car

where she's supposed to, never in someone else's reserved spot nearer the door. She's always at her desk at least half an hour early. She takes classes in report writing on her own initiative to make her communications crisp and focused, so she can make the best impression on her company's clients. She makes a point of welcoming any clients in the waiting room, as she wants to be sure they have been helped. She brings in issues of popular magazines for the waiting room. She goes out of her way to give clear, timely requests to clerical people, always adding "please" and "thank you", and helping them feel like an important part of the team. Just the kind of person the organization wants to keep, right?

Jill is excited as she steps into her supervisor's office for her quarterly performance appraisal. "Jill — your productivity is down about a half a percent this quarter. Get on it, will you?"

Scenario Two

Jack is nobody's fool. He knows precisely how performance is assessed in his organization, and what gets ignored. He dresses a little disco, or something, but who's counting? He frequently "forgets" that he has been assigned to a distant parking structure. "Traffic is pretty bad" most every morning, but he's usually slouched behind his desk by 10 or so. Whatever. His reports reflect his own unique view of grammar and often make clients wonder who is minding the store. He breezes past clients in the waiting room, and often snatches up the latest magazines. He barks last-minute orders at clerical

people, treating them like the servants he wishes he'd had as a child. Just the kind of person who saps an organization of its team spirit, optimism, reputation, and talent, right?

Jack is confident as he steps into his supervisor's office for his quarterly performance appraisal. "Jack – your productivity is up about a half a percent this quarter. Good job."

Behavior Analysis

The scenarios above were a little broadly drawn to make the point. But the idea is that, statistically, the difference between Jill's and Jack's single, formal productivity measure may be negligible. However, Jill is carrying out numerous behaviors that help make the wheels of her organization go around faster. Jack is carrying out numerous behaviors that slowly, invisibly corrode his organization's ability to successfully compete and move forward. If these are important behaviors, they need to be trained, consciously tracked somehow, and "consequenced" — say, with discretionary bonuses or perks for helpful types of positive behaviors.

Jill's behavior is to a great extent on an "extinction schedule". That is, though nobody planned it that way, most of her helpful organizational acts are just ignored. They don't appear on anyone's "reward radar screen". It's as if they don't exist, even though they may well be having an ROI-measurable impact on the organization's overall performance and reputation.

This is the kind of situation that causes people to ask, "Why do I try?" Or, worse yet, leave. Or, even worse than that, take good people with them.

By contrast, Jack's system-sabotaging behaviors are in effect being rewarded, because they are personally gratifying, and there are no relative costs to him for what he is doing.

This is the kind of situation which causes people to ask, "What's going on? We can all see that there's a problem. Why isn't the system catching it?"

Of course, HR, supervisors, and the formal performance appraisal process altogether are constantly trying to capture the specific contributors to organizational success and reward them accordingly. This is a meticulous, complex, and time-consuming process.

However, the market and the competition are moving targets. Correspondingly, the little behaviors that will advance, or impede, the company at any particular point in time are constantly shifting.

So, it probably makes sense for everyone in the organization — perhaps especially trainers — to be routinely asking themselves and each other these five behavioral questions:

- What are the positive staff behaviors — today — that contribute to this organization's greatness?

- What are the negative staff behaviors — today — that detract from this organization's greatness?

- Are the positive behaviors getting their just rewards?
- Are the negative behaviors being appropriately blocked or extinguished?
- Is there anything else we can do to make sure that the heroes are being recognized? (You can get creative!)

If you and your training team are doing all this already, give yourselves a pat on the back! Heck — call the caterers! Greatness deserves its accolades.

Steve Davidson, PhD, is a psychologist in Newport Beach, who does counseling (specializing in drug and alcohol treatment) as well as personality testing. He can be reached at 949-233-0234.

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**BELISLE &
ASSOCIATES**

Spotlight on SIGs

There were many enriching and intellectually-stimulating special interest group sessions in 2006 and we look forward to many more in 2007.

Training and Technology

On November 14, the Training & Technology SIG facilitated a Roundtable Discussion focusing on issues of particular interest to the SIG members. The planned topics were:

- Rapid Development in e-Learning.
- e-Learning Authoring Tools – What's out there? How do I choose?
- Turning Classroom Trainers into Online Facilitators.

Members of the SIG shared their expertise with others on how challenges have been overcome or how we have used technologies to improve our programs. The depth of knowledge within the group was impressive — we could learn so much from each other. The unique format made this SIG's final 2006 meeting one of the most satisfying SIG event of the year.

Karen Wales and David Ward are looking for a new SIG leader to work with them. If you are interested, contact Karen or David.

Organizational Development

Marilen Coughenour, Director of Employee Relations and Education, Hoag Hospital, was the guest speaker for the OD SIG's November 7 meeting.

Marilen spoke about where Hoag was seven years ago, recounting the challenges facing healthcare. Explaining that a staffing shortage was hampering Hoag's ability to provide the services needed for a busy healthcare provider, Marilen described numerous organizational and leadership solutions implemented to reduce employee turnover – on-boarding surveys used to assess how Hoag assimilated new hires; Leadership Principles and modules designed to retain key talent and develop leaders. Key to this implementation was that employee retention was no longer HR's job alone. As a result of these combined efforts, Hoag turnover was lower than other Southern California healthcare providers.

The rich content ensured SIG members left the meeting with several real world experiences to explore for their organizations.

Under the leadership of Cheri Sherman and Liz Barbour, the OD SIG has grown into a successful educational forum. After two years, Cheri and Liz have passed on the SIG leadership to Karen Carlsen and Sangeeta Gupta. A special "Thank You" to Cheri and Liz for their good leadership and giving spirit.

Consultants Forum

The focus of this SIG is to be an information resource forum for the multi-facets of being a consulting practice and an independent business. Topics included Why Consultant Must Learning Networking.

We thank Hank Goldman for his leadership with this SIG. Hank made a life-changing decision to move to the Kansas City area.

Community Service

ASTD Members participated in a special community service event with AmeriCorps and VISTA in November about career development. Participants facilitated sessions such as Dealing with Change; Corporate versus NonProfit Careers, Effective Workplace Communications, to name a few. This was very well received. We thank Hilary Bendon for her involvement with the Community Service SIG.

This SIG is looking for new leadership. Anyone interested in getting involved, please contact Jane Carrigan at jmcarrigan84@yahoo.com.

Coaching

Motty Koppes has worked hard throughout 2006 to provide a forum for practicing coaches and for those who will incorporate coaching into their repertory of services. Topics included: How Coaching is a Vital Tool for HR Professionals, Career Coaching, and A Gestalt Way of Coaching, to name a few. Thank you, Moty, for your help.

Career Management

The Career Management group has new leadership and a new meeting date and place. You can meet with Rod Kempton on the 2nd Thursday of each month at Diedrich's Coffee House, University Town Center, Irvine (next to Trader Joe's)

Thank you, Rod, for your help with members who are in transition or who want to make a career change.

Authors and Writers

Teresa Shuff-Trujillo continues to host the Authors and Writers SIG. She brings nearly 30 years of experience in the printing and publishing industry to this group. The year begins with discussions on how to identify paid publishing opportunities. SIG meeting also include very insightful critique group to provide a support system of peers and mentors who can provide help in the creative process. Thank you Teresa for your good work with authors and writers.

SIG Roster

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: 2007 publishing opportunities

Meeting Dates: 2007 dates are at www.ASTDOC.org • **Time:** 7:00 pm

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

Contact:

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

CAREER MANAGEMENT

Purpose Statement: 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.

Meeting Date: 2007 dates are at www.ASTDOC.org • **Time:** 7:30 am

Location: Diedrich Coffee, 4213 Campus Dr. (University Town Center) in Irvine.

Contact:

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

COACHING

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

Location: Chapman University Satellite Campus, 7545 Irvine Center Dr., Ste. 150

Meeting Date: 2007 dates are at www.ASTDOC.org • **Time:** 12:30 pm – 1:30 pm

Contact:

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

COMMUNITY SERVICE & STUDENT OPPORTUNITIES

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

Meeting Topics: • Matching practitioners & students to non-profit projects.

Meetings: 1 time per quarter

To take a leadership role in this valuable SIG , contact:

Jane Carrigan • jmcarrigan84@yahoo.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: 2007 dates are at www.ASTDOC.org • **Time:** 11:30 AM – 1:00 PM

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

Contact:

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

TRAINING & TECHNOLOGY

Purpose Statement: We will explore different aspects of technology as each applies to the training field. Future meeting topics on the planning board include: Flash for non-programmers, rapid development in e-learning, and more.

Meeting Date: 2007 dates are at www.ASTDOC.org • **Time:** 4:30 PM – 6:00 PM

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

Contacts:

Karen Wales • kwales@knowledge-flash.com
(949) 770-2383
Vern Vihlene • vern@vihlene.com
(949) 582-0937
David Ward • david.ward@aacn.org
(949) 551-2062

Volunteers win awards in December Recognition Event

On Wednesday, December 13, the ASTD-OC Board acknowledged the many volunteers who helped make our Orange County Chapter successful. They particularly acknowledged the following volunteers who stepped out of the box and into challenging roles.

Belisle Chapter Leadership Award: Paul Venderley

Provided outstanding leadership to ASTD-OC for improving the effectiveness, efficiency or influence of the Chapter. Paul stepped up to the plate to fill a vacancy as Vice President of Communications, demonstration himself as a true "fit" in the role.

Chapter Torch Award: Karen Wales / David Ward

Given for members who assume responsibility for project leadership and continual involvement in a management, co-management or SIG management position. As Co-Managers of the Technology and Training SIG, they equally demonstrated consistent quality, ability to operate independently, and

provided tremendous follow-through. They're people you can count on.

Award of Merit: Leann Zambrano

Member is good standing for three years that assumed responsibility for project leadership in the Chapter. Leann owned the Resource Fair project with a positive, dedicated work ethic.

Distinguished Service Award: Anthony Harmetz

A member who has been continually involved in numerous Chapters Projects/Programs and who has made a significant contribution. Anthony led the development of the Train the Trainer program, which has become the pride and paragon of the ASTD-OC Chapter

Rookie of the Year: Kari Caldwell

An outstanding new member who has been active in numerous projects. This was evidenced by her devotion to delivering dynamic orators and distinguished guests to educate our Chapter during the Learning Events.



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