

A Message from the President

Greetings ATD Memphis Members,

I hope you has enjoyed the summer with your family. In our ATD Memphis Chapter, we had already two events in August, Establishing Meaningful Goals in Leadership Development: The VA Coach/Mentor Model, and a Master Mind and Networking Event: Do the KIND Thing. Both events were outstanding.



We have some very exciting events taking place over the next few months. September will be a great month in ATD Memphis. We have two programs in one: Using Social Media for Learning and Creating Engaging eLearning with PowerPoint. The presenter is the well-known author, speaker, trainer and guru Jane Bozarth. In October, one of our Board members, Jennifer Snyder, will share with us, Learning Management Systems: The Pains and Pluses. In November, Bob Bennett, will present What Is Leadership Really?. To register for each event, please go to our website www.tdmemphis.org.

Finally, our ATD Memphis Chapter is need of your help. We urgently need assistance with the Newsletter Chair, Logistics Chair and Networking Chair. You can reach me at 372-5683 or by email at president@tdmemphis.org. I look forward to hearing from you.

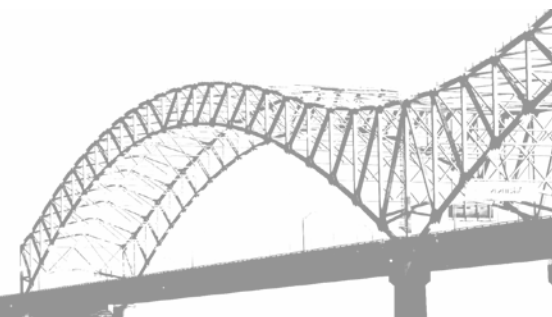
Sincerely,

Dickmar Tejada
President

Quote for the Month

“Tell me and I forget.
Teach me and I remember.
Involve me and I learn.”

Benjamin Franklin



Member Spotlight: Meet One of Our ATD Memphis Members!

Chuck Jones

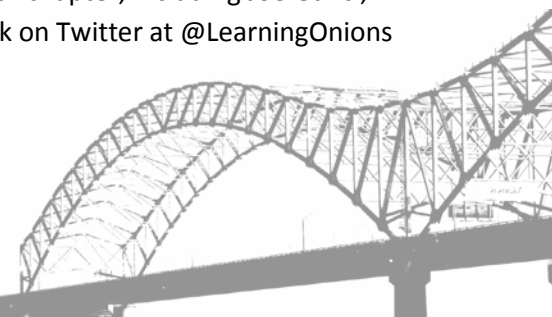


As the founder of LearningOnions.net, Chuck develops e-learning and performance support solutions for a variety of organizations. He is also a professional voiceover artist and maintains a profile on voices.com. As an Instructional Systems Specialist with a large federal agency, Chuck has created e-learning since the late 1990's when it was still called CBT (computer-based training) and the primary delivery method was CD-ROM. Since then, he has worked as a training developer, instructional designer, and webmaster. He has developed numerous custom e-learning courses and performance support solutions, including traditional e-learning courses, software simulations, serious games, and performance support videos. As a professional e-learning voiceover artist, Chuck also serves as the primary narrator for many of his projects.

Chuck has also facilitated a number of courses as part of a federal government leadership training program, including sessions on strategic planning, operational planning, and project management. He also helped implement a new coaching certification program at a federal government facility, and served as one of its instructors, and he has designed and developed various training programs (including competency demonstrations) for telephone call agents and coding technicians. Chuck's work has been recognized with a number of major awards including three e-Healthcare Leadership Awards from the Strategic Healthcare Communications Group for Intranet and for Business Process and Improvement. He was named Outstanding Program/Project Manager of the Year by the Memphis Federal Executive Association in 2006, 2007, and 2010. Two of his software simulation courses have received awards, including Best in Show, at two major national training conferences. And in 2004, the intranet site which he managed was named by the Nielsen Norman Group as one of the World's Top Ten Government and Public Sector Intranet Designs.

Chuck holds a Bachelor of Arts Degree in Psychology and a Master of Arts Degree in Education: Curriculum and Instruction with a specialization in adult education and distance learning. He speaks regularly at national conferences, has conducted various webinars, and has facilitated a number of sessions for ATD Memphis. Earlier this month, Chuck facilitated a session entitled Build a Performance Support Video Solution with Peanut Butter and Jelly at the 2015 ATD Atlanta Conference and Exposition. He has also facilitated a session with the ATD Kansas City chapter's Heart of America Regional Training Conference.

Chuck currently serves the ATD Memphis chapter as President-Elect and co-Vice President of Programs and has brought several nationally and internationally recognized thought leaders to our chapter, including Joe Ganci, Jane Bozarth, and Kevin Thorn – and is working on more for 2016. Follow Chuck on Twitter at @LearningOnions or on LinkedIn at <https://www.linkedin.com/in/learningonions>.



Upcoming Events

Using Social Media for Learning/ Creating Engaging eLearning with PowerPoint

September 14th, 2015 | 9:00 – 1:30 pm
Bethel University, 5885 Ridgeway Circle
Registration: tdmemphis.org

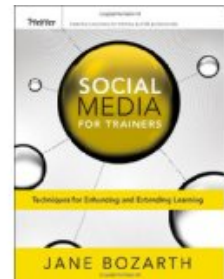


In an ongoing effort to bring you the highest quality and relevant professional development experiences around timely topics, ATD Memphis is excited to announce that we will be hosting noted thought leader, author, speaker and trainer, Jane Bozarth. She will lead a 2-1/2 hour social media workshop before lunch, then speak about creating engaging eLearning with PowerPoint after lunch. Please plan on joining us for both of these informative and valuable sessions! LUNCH IS PROVIDED.

About the Speaker: Jane Bozarth

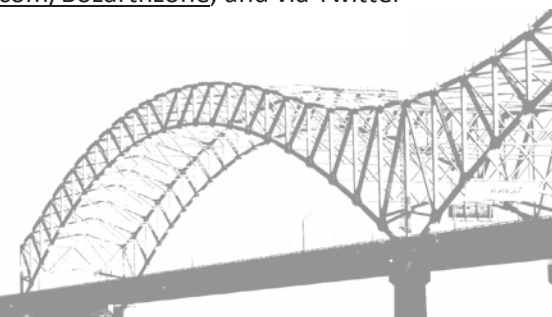
Jane Bozarth is an internationally known trainer, speaker, and author. A training practitioner since 1989, Jane holds an M.Ed. in Training and Development and a doctorate in Adult Education. She is the author of several books: *Pfeiffer's E-Learning Solutions on A Shoestring*; *Better Than Bullet Points*; *From Analysis to Evaluation*; and, with Jim Kouzes and Barry Posner, *The Challenge Continues* workshop package.

Jane Bozarth's new book, *Social Media for Trainers*, offers concrete ideas for using social media tools to enhance and extend workplace training efforts. Following a 10-year stint as a member of Training Magazine's "In Print" book review team, she began writing *Learning Solutions Magazine's* popular "Nuts and Bolts" column.



She serves as the eLearning Coordinator for the state of North Carolina's Office of State Human Resources. Jane Bozarth is the recipient of a Live and Online Award, a Training Magazine Editor's Pick Award, and a North Carolina State University Distinguished Alumni Award for Outstanding Contributions to Practice.

Jane Bozarth and her husband live in Durham, NC, USA. She can be contacted via her website <http://www.bozarthzone.com>, via Facebook at <http://www.facebook.com/Bozarthzone>, and via Twitter at @janebozarth.



Upcoming Events

Learning Management Systems: The Pains and Pluses

October 13, 2015 | 11:30 – 1:00 pm

Bethel University, 5885 Ridgeway Circle

Registration: tdmemphis.org



Jennifer Snyder, Manager of Corporate Learning and Development, at MicroPort Orthopedics in Memphis will share her extensive experience with Learning Management Systems (LMSs): The Pains and Pluses.

The current and future wave for most of us with extensive training for our employees and customers is a LMS or software application for the administration, documentation, tracking, reporting and delivery of training programs, e.g., e-learning, facilitator led, blended, etc.

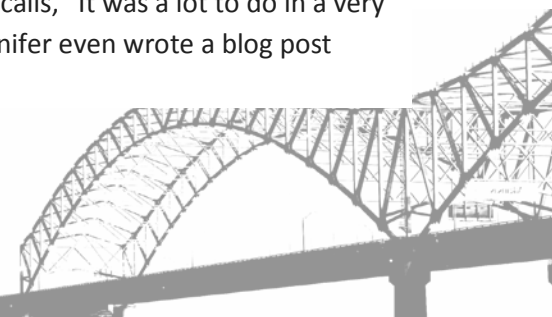
About the Speaker

“I can train dogs; I can train horses; but people learn.” This has been Jennifer Snyder’s mantra since she moved into her role as Manager, Learning & Development for MicroPort Orthopedics in Arlington, TN in 2013. With over a decade in the learning industry, Jennifer’s passion for learning is fueled by seeing the passion ignited in others.

A Memphis transplant since 1996, she cut her teeth in learning at a training company in Memphis. The professional development opportunities there, including support for her master’s degree in Curriculum & Instruction, sparked the flame. She is fascinated with the shift in learning because of new technologies. Most recently, she presented “Scavenging for Engagement: Mobile Uses in Learning” at the 4th Annual Life Science Engagement and Innovations in Learning Technologies Conference in March 2015.

Her focus for 2015 was to build a sound learning strategy for her company – a 60-year-old company that hadn’t had a corporate learning department before her arrival. “I have a clean slate to build a learning program from the ground up,” Jennifer said.

In 2013, she implemented an LMS for a medical device manufacturer, then implemented it again within four months, when MicroPort Scientific purchased a branch of the company. She recalls, “It was a lot to do in a very short amount of time, but I learned some valuable lessons along the way.” Jennifer even wrote a blog post about her experience, “9 Lessons Learned from Standing Up an LMS (Twice).”



New and Renewal Members

Thank you!

On behalf of our chapter we want to express our thanks to the people who either joined or renewed their membership during July 2015.

NEW MEMBERS

Brian Bastin
Rich Calvert
Jana Cardona
Keith Kinman
Lauren Rogers Miller
Rick Vincent
Michael Wilbourn

RENEWAL MEMBERS

Felicia Boyd
Nicole Duffee

Get Involved with ATD Memphis

Member Recognition

If you are interested in nominating someone for the monthly member spotlight, please email us at marketing@tdmemphis.org with a brief bio and professional headshot. Each month we will select and recognize one member from the local chapter. This is an excellent opportunity to get to know others in the organization and grow your network.

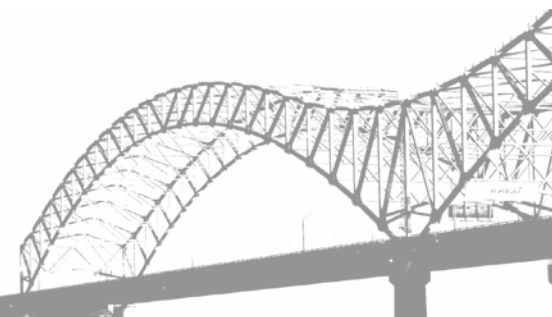
Newsletter

ATD Memphis is searching for training and e-learning professionals to submit articles and reviews for publication in the ATD Newsletter. If interested, send an email to newsletter@tdmemphis.org.

Join the Board

We have vacant positions, Newsletter Chair, Logistics Chair, and Student Relations Chair. Becoming an active ATD Chapter member is the best way to get the most from our Chapter.

Send an email to president@tdmemphis.org if you are interested in getting involved.



You Should Have Been There!

July Luncheon - Dave Kaiser - President of H2H Dynamics

Dave Kaiser, Founder and Principal of H2H Dynamics actively engaged our audience with an interactive exercise called the “The Assessing Matrix”. The assessing matrix is just one of the social-emotional leadership tools based upon the Process Communication Model (PCM). PCM was used for Astronaut selection and training for the NASA Space Shuttle Program, and most recently used by PIXAR studios for character development and their leadership.



Dave began the presentation by asking us two questions;

“Where are most of your problems in the workplace are they technical problems or people problems?” The majority of us answered people problems!

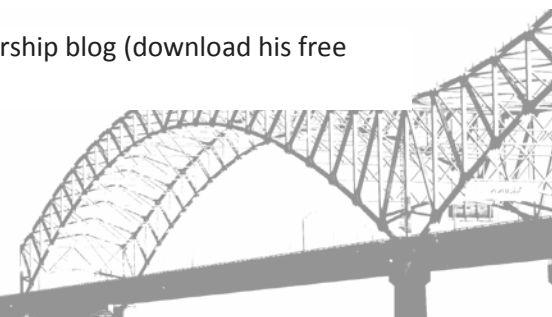
Dave then asked us, **“Where do you spend most of your training resources (time and \$\$)?”** The majority of us answered that most of our training has been focused on technical skills.

He then responded, “And we wonder why we have so many people problems” and that Gallup’s research as shown that 70% of employees in the US are disengaged form the workplace.

Dave laid out on the floor a 20 foot matrix with four quadrants and then explained the six distinct and unique perceptions that all people possess that result in highly predictable human behavior. He explained each of the characteristics, motivations, percentages, and distress sequences of each of the six perceptions. He then invited us into the matrix and had us stand on the perceptions that we mostly relate with. He had us go through scenarios of how this matrix environment can positively or negatively affect us in communication, motivation, drama, and inspiration in the workplace. It was fascinating as we were able to identify ourselves and our co-workers through this interactive exercise that brought to life our most typical pain points such as;

- Lack of motivation/engagement
- Miscommunication or lack of communication
- Wasted time and energy spent on negative drama
- Why meeting after meeting without any tangible forward progress
- Why we have disconnects between leaders and employees, i.e. employees don’t feel “heard” and leaders don’t think employees are “listening”.

For more information check out Dave’s [website](#) and also subscribe to his leadership blog (download his free eBook on “How to Conduct an Inspirational Debrief”).



Good Readings for Learning Professionals

How Do Social Tools Offer Many Opportunities for Learning? Join Us in September to Find Out.

by Jane Bozarth



A space after a class for alumni to ask questions of each other and get support from instructors as they are working to implement their new learning. A quick in-the-moment live streaming video of the leadership academy's graduation ceremony, so others in the organization can "attend", applaud, and send good wishes. A community where customer service staff can share tips for dealing with challenges. A video channel where sales reps can access product updates anytime, anywhere. An anytime-chat on a popular business book open to anyone in the organization. And anyone outside the organization. And maybe the book's author.

New social tools have opened up so many opportunities for expanding the reach of the training facilitator and learning department. We've talked forever about wanting to see workplace training shift from event to process; now have easy means of getting into those important spaces before, between, and after scheduled courses and such. It's a great way to reach learners as much real-world learning is happening.

I'm coming to ATD Memphis on September 14 to offer some hands-on work in using social tools to enhance our practice, engage our learners, and expand our repertoires. We'll take a look at how some popular tools can be used to broadcast information, support social and collaborative learning, and provide crucial performance support at the moment of need.

Create More Engaging PowerPoint Presentations

Later, I'll be staying on to offer a fast, fun session "Better Than Bullet Points: Creating Engaging eLearning with PowerPoint". You'll leave this session with a 3-part model for building more engaging, interesting eLearning regardless of the tools you are using. The key? Remembering that great eLearning is about design, not software.

I am looking forward to returning to Memphis and hope to see many of you on the 14th! Register today!

If you would like to share with our ATD Memphis Chapter members a good book summary and/or an article, please send us an email to newsletter@tdmemphis.org. Your knowledge and expertise are greatly appreciated.

