

CHAPTER MEETING

THURSDAY

April 21

Olympic
Collection

11301 Olympic Blvd.
West LA, CA 90025

Financial Armageddon or Training Opportunity? How Financial Industry Training Departments are Navigating the Modern Economy

A Panel Discussion Moderated by Armin Pajand

The stock and housing market crashes instigated the changes, but the financial services industry continues to undergo a transformational change, affecting everything from how companies are regulated to how the public perceives compensation. Although the economic downturn has impacted all industries, the financial services industry has been one of the first to drastically restructure*.

How have all these changes affected the learning and development functions of this industry? Join us for our April Chapter Meeting panel discussion with training professionals from a variety of financial services companies as they talk about the changes that have occurred and what the future holds.

Our moderator will be Armen Pajand, Global Leadership and Learning Director at Haig Barrett Inc. and current Co-Director of Learning for ASTD-LA. The featured financial services organizations and panelists are:

- Intuit – Michael Nehoray, Leadership & Organizational Development Manager
- Toyota Financial Services – Jane Cook, Curriculum Developer
- Wescom Credit Union – Paula Markgraf-Katz, Director of Staff Development and Recruiting

Registration: 5:45 pm

Orientation: 6:00 PM

**Dinner & Informal
Networking:**
6:30 PM

**Pre-paid by 2 days
before meeting:**
Members \$40
Non-Members \$50

**After 5 PM 2 days before
meeting:**
Members \$50
Non-Members \$60

**Reservation, Map and
Directions:**
www.astdla.org



Michael Nehoray leads Learning and Organization Development for Intuit Inc.'s Online Banking, Payments, and Global divisions. Intuit, the leading provider of business and financial management solutions, has ranked on Fortune's 100 Best Companies to Work for 10 years straight. Michael's work focuses primarily on leadership development, executive coaching, and organizational development, with an emphasis on high-potential talent and leadership transitions. Additionally, he works closely with Intuit's senior leadership to continuously develop the learning and development

strategy for the company. Prior to joining Intuit, Michael successfully led similar efforts in the Technology, Finance, and Healthcare and Government industries.



Jane Cooke is an accomplished professional developer creating cutting-edge training curricula targeted to move stalled metrics and is currently a Curriculum Developer for Toyota Financial Services. She has developed programs for such diverse industries as finance, entertainment, hospitality, and fitness. Jane has traveled throughout the northern hemisphere facilitating workshops on Collections, Customer Service, Cross Sales Skills, Customer Retention Skills, Negotiation, and Cultural Diversity. She is an accomplished public speaker who mentors aspiring professionals in polishing their presentation and platform skills. Jane holds a Bachelor of Arts in history with minors in English and psychology and a Master of Education, with a specialty in Instructional Technology. Jane is currently Co-Director of Marketing for ASTD-LA.

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Paula Markgraf-Katz, MA, is Director of Staff Development and Recruiting at Wescom Credit Union. She is a career Human Resources professional who is accomplished in instructional design and training facilitation as well as organizational development, employee relations, HR Operations, and recruiting. Paula's work in training has been both as an "insider" in corporations and as a consultant. She has designed and delivered courses for employee development, tools and programs to enhance managers' ability attract, develop, and retain quality employees and large-scale

programs and communication materials to support firms working through change during mergers and acquisitions. Paula assumed management of the training function in the financial services industry in 2009, a year when the full impact of the recession challenged corporations and hit training teams hard. Her prior work in Human Resources was in new media, traditional media, non-profit and engineering industries for firms such as Disney, General Motors-Hughes Electronics, The Los Angeles Times, and other client firms, such as Boeing and Jacobs Engineering. Paula is currently Co-Director of Membership for ASTD-LA.



An industry veteran, Armin has worked with some of the major financial services organizations, where he facilitated large-scale change including training and development initiatives and talent management. Armin holds a graduate degree in Organizational Development from a joint program at Oxford University and HEC School of Management.

Don't miss out on this opportunity for a financial industry insiders' up-to-the-minute view of learning and development's challenges and future!

**THERE'S MORE
ON THE WEB!**
astdla.org

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**BECOME A
MEMBER!**
(562) 908-3020
astdla.org

* 2009 MetLife, Inc., "Benefits Trends Industry Spotlight"

Encouraging Community

What's New with ASTD-LA?

ASTD-LA's new website is on the way! We'll have a new look, improved functionality, and added features – all designed to make the site more valuable to you. If there's anything you always wished was part of the chapter's website, drop us a line at communications@astdla.org.

Keep up-to-date on the latest ASTD-LA activities by friending us on [Facebook](#), checking us out on line at ASTDLA.org, LinkedIn and more! Go to page 4 for more online details!

What's New with ASTD National?

You don't always have to be a member of ASTD National to take advantage of what they offer (although it doesn't hurt). Here's an upcoming date to know about:

- **ASTD 2011 International Conference:** This premier event for workplace learning and development professionals welcomes 8,000 attendees from more than 70 countries. The event features more than [230 educational sessions](#) from industry-leading experts and [a world-class EXPO](#) filled with the latest products and services from top suppliers. This year's event will take place in Orlando, Florida, from May 22 - 25, 2011. IF YOU ARE THINKING ABOUT GOING, THERE MAY BE CHAPTER DISCOUNTS AVAILABLE. REMEMBER TO REGISTER USING ASTD-LA'S CHIP CODE: **CH8028!** Click to [learn more](#) about the Conference.

Some benefits are for members only: Did you know that your ASTD National Membership now includes access to a series of webcasts addressing critical industry topics?

THE ASTD PROFESSIONAL DEVELOPMENT WEBCAST SERIES

- Register now for any or all of the available webcasts and watch for additional presentations throughout 2011! (Sessions will be recorded and a link will be sent to all registrants.)

Recent and upcoming topics include:

- Globally Savvy Leaders
- The World of Mobile
- Green Choices: Building A New Corporate Culture
- Rebuilding Trust in the Workplace
- The Agile and Changing Face of Learning
- Blending 2.0: Leveraging New Technologies to Optimize Learning Design
- Making E-Learning Stick: Techniques to Increase Transfer of Training
- Yippee! It's Free! Open Source Tools for Training and Development
- **More! View full descriptions and the complete webcast schedule.**

Quote of the Month

The true sign of intelligence is not knowledge but imagination.

Albert Einstein

Factoid of the Month

A recent survey by ASTD of 2,000 mid-level managers found that only 11% felt well prepared to handle their increased responsibilities and challenges over the next two years. That means that almost nine out of every 10 mid-level managers lack confidence in their own ability to fulfill their job responsibilities!



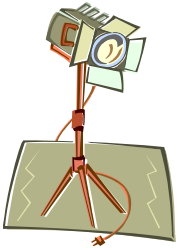
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MISSION STATEMENT The *InterChange* is committed to giving our readers timely access to news and events regarding ASTD-LA and to meet the professional development needs of our constituents through leading-edge articles. As ASTD-LA's central communication resource, the *InterChange* consistently links people together to facilitate the exchange of information. We welcome your contributions and comments.



Volunteer Spotlight – Anthony Lewis

What is your current job function?

I've been at Time Warner Cable for 13 years. Currently I am the Regional Director for Learning, Development & Inclusion, West Region. I lead the function that delivers various skills and development training courses to cable employees throughout a section of the Western United States.

How long have you been involved in the ASTD-LA Mentoring program, and what has been your past and current role in the program?

Having been a mentor at NAMIC (National Association for Multi-Ethnicity in Communications) for three years, and managing the mentor program at Time Warner Cable, I have a definite passion for mentoring. When I was starting my career as an instructor 22 years ago, I was very inquisitive and leaned on the shoulders of other leaders and teachers. Mentoring is my chance to share the lessons I've learned over the past years – it's my way to pay it forward.

The ASTD LA mentoring program originally launched with the chaired efforts of Jane Holcolmb, Harriet Cohen, Michael Baroff, Dino Ferrare and dedicated pioneering mentors like: Tom Henschel, Pauline Arneberg, Dave Jensen, and Scott Wimer. Originally, Walter Jacobson, a former Chapter President, was the first to introduce mentoring concepts to the chapter; but he was unable to implement a mentoring program. I originally started as a mentor in the program's 2009 first cycle. Then in 2010, I joined Jane Holcolmb and Harriet Cohen coordinating the program. Now, the Co-Directors of Community Services are assisting me in coordinating this year's program.

Do you volunteer anywhere else within the learning and development community?

I still am a volunteer mentor at NAMIC, L. Patrick Mellon Mentorship Program. NAMIC is a trade association that was founded in 1980, that educates, advocates, and empowers on behalf of multi-ethnic diversity in the telecommunications industry. Through NAMIC, I currently mentor a mentee that resides in North Carolina. We have never met face-to-face, so we leverage our technologies to meet virtually by phone, email, or instant messaging.

What have you gained from your volunteer experience within ASTD-LA?

Volunteering is a commitment both personally and professionally. Personally, finding the time to participate is a challenge with a busy schedule, so I rely heavily on my calendars and iPhone. Another insight I've gained is my comfort with self-disclosing pieces from my career. I've learned to share both my positive and negative stories and other anecdotes that have occurred throughout my career during my one-on-one interactions with my mentees, enabling them to learn vicariously from these experiences. Professionally, working as a volunteer means that teamwork is the anchor for most interactions. It's important to listen to other members of the team and give them time to weigh-in so that collaborative decisions can be made for the greater good of the program. I also bring to volunteering my ability to manage projects with a team. It's critical that program participants are kept updated with news and other commitments along the way.

For other ASTD-LA members who are considering or just starting to volunteer, what advice can you offer them?

The best advice I can share would be to step-up and willingly tell someone that you can help. Seems easy, but I was originally apprehensive because I was concerned volunteering would consume too much of my time, and I would become over extended. But, that's not the case. I'm able to volunteer and maintain a full schedule. I feel really terrific giving back to the community of learning & development practitioners.

Encouraging Innovation

Join us on the web, via your computer or smart phone and stay connected to ASTD-LA!

On Facebook

Have you joined us on Facebook yet? You can find the ASTD-LA Facebook site at <http://www.facebook.com/TrainingLA>.



Check out what's new on ASTD-LA's Facebook site right now:

- Video tab
 - New **Learning Bytes**
 - [Jo Lynn Feinstein discusses the 5 R's of Learning](#)

On LinkedIn.com



Are you part of the ASTD-LA LinkedIn community? Join the discussions, link with members, see the latest promotions, and review or post job opportunities. Some of the current discussions/requests:

- [Using Video to reinvent Education \(TED Video\). What are your thoughts on Video used in training?](#)
- [Ease of Use in E-Learning. Why isn't it universal?](#)
- [From Christiane Sentianin: As an MBA student at Loyola Marymount University, I am conducting a Workforce Performance survey for my thesis. I would be grateful if you would complete this 15 min anonymous survey. Thank you!](#)

On Twitter.com



Join the tweets on Twitter!



Follow ASTD-LA @ASTDLA or our Twitter page at <http://twitter.com/#!/ASTDLA>.

Online at www.ASTDLA.org

And of course, all the information about ASTD-LA on our website is available 24/7. View up-to-the-minute event info on the [calendar](#) including those amazing [Special Division](#) meetings; sign up for [emails](#) so you'll always know the latest ASTD-LA news, find links to [professional resources](#), and more!



Twitter for the Learning Professional

Written by Terrence Wing

Have you ever noticed people in crisis? I'm reminded of Steve Martin in some of his earlier films like, *The Jerk*. These people and often each of us take on some of Martin's shtick humor. They run around without direction, hands flaring in the air. Usually their first steps during the crisis and decisions are askew from their normal ability. They're in panic mode. As we look back using hind sight, we realize we could have avoided that last minute reaction. We realize the signs were there; we just chose to ignore them. Well, hindsight is 20/20. The reason I bring up that scenario is there are many signs in front of our nose, indicating we are on the edge (if not already over the edge) of a shift in learning.

The classroom may physically look the same. There's a presenter in the front with a podium and screen. The audience is seated in anonymity relative to the established traditional hierarchy of presenter as ruler. Lesson flow and interaction is at the grace of the mighty presenter. But as you pull back the curtain, you'll notice things are shifting. The learners are taking control of their destiny. They are gathering information from many different sources. In some cases, the learner is leaving an unskilled presenter in a pool of irrelevance. One of the weapons of this learning revolution is Twitter.

Following is a list of reasons why a Learning Professional should want to incorporate Twitter into the learning experience:

- During a presentation, it's like note taking on steroids. A key point captured can take on a life of its own. A notebook is closed channeled, twitter is open channeled.
- Content is king. You become privy to the intellectual capital of your network. Learning extends beyond the presenter.
- Distance becomes a myth. The classroom extends beyond the four walls.
- Feedback is instant. Inhibition is often less present in the virtual world versus the real world.
- Engagement is standard. The learner is engaged the entire presentation (and even after) due to the abundance of information.
- Learners become more connected to the community in the room and out.
- The presenter receives real-time level one and two evaluations.
- The learner will exist simultaneously in both the synchronous and asynchronous learning environment. As necessary, they'll be engaged by both the presenter and a catalogue of other resources provided by their network.
- Collaboration is as present as oxygen. Learners are joining together to enhance their learning experience as a community.
- Learners and presenters experience, "Presentation Ping." An idea is presented live, spreads via the backchannel, and returns back to the classroom changed into a bigger or more complete idea.
- Control is not conducive to learning. In the modern classroom, learners are released from presenter ego. When the presenter's ego is active, the learner can explore a more relevant use of their time.
- Informal becomes a partner of formal learning.

Although I am a huge advocate of Twitter and the backchannel, it's not as simple as just expecting it. There are some challenges to overcome. The following are some obstacles that the Learning Professional must negotiate to be successful in the new classroom.

- The new paradigm will change the way we facilitate learning. This introduces a new skill set to learning professionals in the old classroom.
- Reading the audience shifts from the physical to the virtual. Are they playing solitaire, taking close channeled notes or using the backchannel? They all look the same with faces in their laptop.
- Learning professionals can't rely on the hostage situations of the old classroom to hold their learners attention. The learner can be off anywhere in the virtual world on or off topic.
- Social norms like turning off cellphones don't make sense in the new classroom.

Fear not, all these warnings are the signs we want to see. You're in front of them now. We don't have to panic. We just have to act. Following are some solutions to incorporating Twitter into your modern classroom.

- Park your antiquated ego at the door or nail the coffin shut. Learners take ownership of the process today. They won't tolerate a presenter who won't engage them or who feels their opinions, thoughts, and feedback are less relevant than hers or his.
- Develop the skills to manage both the real and virtual environment.
- Partner with a facilitweeter during the presentation (someone willing to facilitate the tweet stream) to help validate the backchannel.
- Plan for the backchannel and invite it into every presentation.
- Use it to evaluate every aspect of your presentation. Be sure you don't become distracted by it.
- Take a break periodically to review the tweet stream. Answer any questions you see. Clear up any misunderstandings. Adjust your presentation as needed. You no longer have to wait till the end of the presentation to know if your audience connected with you.
- Develop an instant relationship with your learners before, during, and after the presentation by using the back channel.
- Open up the discussion on Twitter days or weeks before your presentation.
- Make your key points stand out to the learner. This typically encourages a flurry of tweets that jolt the backchannel. You can also tweet those points yourself either live or via tools like SocialOomph that schedule a tweet for you.
- Don't let your presentation die after everyone has left the room. Set up a blog (there are many free ones); post your slides on SlideShare; if you took video, post that on YouTube; post photos on Flickr; and bookmark your website links on Delicious.
- Open your Twitter account already.

Learning Professionals shouldn't be scared of this change. They definitely should not look at it as fad either. It has grounded itself in the classroom and refuses to be uprooted. Nor should it because of the tremendous value it brings to the learning process. There are still many learning events that don't have evidence of a technology supported backchannel. However, those numbers are diminishing. Now is the time to get in front of your peers and the inevitable change that is at bay. You can follow me on Twitter @TerrenceWing (www.twitter.com/terrencewing).

Unconferences - Brilliance from Chaos

Presented by Ben Eubanks & Trish McFarlane

Unconferences have been around for a while, but they are still relatively unknown. However, if you've ever attended one of them, you never forget it. The big thought behind these kinds of events is that there is more brain power in the audience than in a single speaker, and it's all about unlocking that knowledge for the benefit of all attendees. There are a range of structures for an unconference, from "let's discuss x, y, and z" to "let's show up and see what happens."

After covering the theory behind these events, we'll discuss a real life example of how an unconference works with a case study of HRevolution. This is an unconference for HR professionals, recruiters, and business leaders that has a nice mix of structure and chaos to add some flavor to the event.

Presenter Bios:

Ben Eubanks is an HR professional and blogger from Huntsville, Alabama. He spends his days in an HR generalist role for a startup company. In his spare time he writes upstarHR, a blog on human resources and leadership <<http://upstarthr.com>>, co-runs a social media mentoring program <<http://upstarthr.com/project-social>>, and dreams up ways to pursue his passions.

Trish McFarlane is a practicing HR professional with over 15 years of experience in Big 4 public accounting, PR, and healthcare. She is also an international speaker. Trish co-founded HRevolution (<http://thehrevolution.org>), a conference that highlights emerging trends and the future of HR, with the goal of providing an alternative networking and learning experience for business professionals who were tired of the traditional conference model. She also co-founded the Women of HR blog (www.womenofhr.com) in order to give a voice to practitioners who are passionate about issues affecting women in the workplace.

Trish has received numerous accolades for her blogging and online efforts including HR Examiner's Top 25 HR Digital Influencers, HR Examiner's Top 25 Most Influential Online Recruiters, Fistful of Talent's #5 in the top 25 talent management blogs, and being one of Monster.com's Top 10 Blogs to follow on Twitter for 2010. She writes guest posts for several sites including SocialMediaToday.com, Halogen's "Lighter Side of HR," and many others. She has also been cited in the *Business Journal* publications, *USA Today*, and *HR Executive Magazine* online.

LOGISTICS:

Date: Tuesday, April 26, 2011

Time: 12:00 to 1:00 p.m. pacific time (You serve yourself lunch while we serve up some knowledge!)

Location: Your nearest and most comfortable Internet connection

Pricing:

Members: \$10

Non-Members: \$20

Registration deadline is 11:00 a.m. on the day of the webinar

Click to Register: <http://guest.cvent.com/d/gdqb1x>

If you do not receive a reminder email by 4:30 p.m. the night before with the access instructions, please contact Denise at astdla@aol.com, immediately!



Holacracy: Organization at the Leading Edge

Presented by Brian Robertson, HolacracyOne, LLC

Conventional approaches to management tend to stifle agility and creativity. Predict-and-control techniques struggle to keep up with today's rapid change and dynamic complexity. Time and energy is wasted with painful meetings, ineffective decision-making, and rigid bureaucracy. This webinar introduces the core principles, structure, and practices used in Holacracy™, a new operating system for evolving organizations, highlighted by *The Wall Street Journal* as an innovative new organizational practice. Join us for a whirlwind tour, and leave with a new vision for what's possible in human organization.

Learn how Holacracy™ improves:

- **Meetings:** Rapidly get outcomes that are deliberate, needed, and embraced
- **Agility:** Go beyond managing change; make it a core capacity
- **Alignment:** Increase alignment, without sacrificing adaptability
- **Engagement:** Give everyone a voice, without getting stuck in consensus
- **Results:** Continuously increase clarity, expose waste, and harness learning

About Brian Robertson

Brian Robertson is an experienced entrepreneur, CEO, and organizational pioneer. He is most well-known for his work developing Holacracy™, an organizational operating system that concretely embodies the new capacities called for by many organizational thought-leaders today. Mr. Robertson's initial work with

Holacracy™ took place at an award-winning fast-growth software company he founded and led for seven years. The system he initially developed there has continued to evolve and spread in the years since under the stewardship of HolacracyOne, an organization Mr. Robertson co-founded to further develop the method and bring it to the world. He currently works with HolacracyOne to help consultants and change agents bring its evolutionary approach to organizations across the globe.

LOGISTICS:

Date: Tuesday, May 17, 2011

Time: 12:00 to 1:30 p.m. pacific time (You serve yourself lunch while we serve up some knowledge!)

Location: Your nearest and most comfortable Internet connection

Pricing:

Members: \$10

Non-Members: \$20

Registration deadline is 9:00 a.m. on the day of the webinar

Click to Register: <http://guest.cvent.com/d/1dqb1d>

If you do not receive a reminder email by 4:30 p.m. the night before with the access instructions, please contact Denise at astdla@aol.com, immediately!



Advanced Presentation Skills *Presented by Tom Henschel*

What is the Workshop about?

How much could you benefit if a master presenter focused his skills on you—and only you—during a limited-enrollment workshop? Whatever your skill level as a presenter, this one-day intensive workshop will sharpen your skills and help you understand what makes a good presenter great.

This is a highly individualized workshop with personal coaching and video feedback. Bonus: "you learn as much from Tom's feedback to others as you do from his feedback to you." Register today to share this expansive and exhilarating day!

Don't miss this change to receive individualized feedback from our March Chapter Meeting speaker and Past President!

Is this Workshop for You?

Who should attend?

- Anyone interested in going to the next level as a trainer and presenter
- Trainers of all levels and specialties
- Those interested in getting valuable coaching and feedback

Just a few of the things you will learn and experience:

- Tips to make your presentations more memorable and understandable
- Personalized feedback to make your impact even more powerful (Both personal coaching and video feedback!)
- A highly personalized plan for continued development

Who is the Facilitator?

Tom Henschel helps senior leaders achieve The Look and Sound of Leadership. He has delivered his trademark brand of feedback at such diverse organizations as The Ken Blanchard Companies, Universal Studios, Nissan Motor Sales, and Dole Foods. Prior to founding Essential Communications, Tom trained at the Juilliard School and worked as a professional actor in over one hundred plays, films, and episodes of television. He is proud to have served ASTD-LA as President and to have his column "Acting On The Corporate Stage" published in the ASTD-LA InterChange.

Date: Friday, June 3, 2011

Time: 9:00 a.m. to 5:00 p.m.

Location: TBD

Tuition: ASTD-LA Members: \$189 ·

Non-members: \$249 or

Workshop + new ASTD-LA membership: \$279

Tuition includes participant workbook.

Click to Register: <http://guest.cvent.com/d/bdqbh6>

Space is limited to 8 participants.

Pre-registration and pre-payment is required.

Cancellation/Refund deadline is May 27.

No shows will be charged in full.

1 Fri
SPECIAL DIVISIONS
South Bay Training Professionals Breakfast
 "The Hard Facts of Soft Systems"
 Presenter: Sue Gabriele
Location: Torrance
Time: 7:30 – 9:00 AM

SPECIAL DIVISIONS
Conejo Valley
 Topic TBA
Location: Agoura Hills
Time: 7:30 – 9:00 AM

WORKSHOP
Lights, Camera, Learn: Conquering Video Production for Training
Location: Culver City
Time: 9:00 AM to 5:00 PM

2 Sat
SPECIAL DIVISIONS
San Gabriel Valley
 Financial Stress Reduction Strategies
 Presenter: Chelli Campbell
Location: Pasadena
Time: 10:30 – 11:45 AM

5 Tues
SPECIAL DIVISIONS
USC Campus
 Graduate School Panel
Location: USC, Ronald Tutor Center, Forum
Time: 6:30 – 8:00 PM

SPECIAL DIVISIONS
Job Search
 To be announced
Location: Culver City
Time: 7:00 – 9:00 PM

6 Wednesday
SPECIAL DIVISIONS
Downtown
 To be announced
Location: Los Angeles
Time: 8:00 – 10:00 AM

8 Fri
SPECIAL DIVISIONS
Westside Breakfast
 "Selling Training and OD to the Senior Executive: Tools and Tactics to Gain their Commitment"
 Facilitator: Steven Phillips
Location: Westside
Time: 7:30 – 9:00 AM

SPECIAL DIVISIONS
External Trainers/Consultants
 "Getting Referrals"
 Presenter: Gerry Foster
Location: Playa Del Rey
Time: 2:00 – 4:00 AM

20 Wed
SPECIAL DIVISIONS
eLearning
 "New trends in eLearning Authoring and Learning Systems"
 Presenters: Tom Gafford and Ray Jimenez
Location: Online
Time: 10:00 – 11:00 AM

20 Wed
SPECIAL DIVISIONS
Virtual Worlds
 "Virtually Learning" with Debbie Newman
Location: The virtual world known as Second Life®
Time: 7:30 – 9:00 PM
 Please RSVP

21 Thur
CHAPTER MEETING
 Panel Discussion: "Financial Armageddon or Training Opportunity? How Financial Industry Training Departments are Navigating the Modern Economy"
Location: Olympic Collection, West LA
Time: 5:45 – 9 PM

22 Fri
SPECIAL DIVISIONS
Santa Clarita
 "Soliciting Information from Others: The Art of the Question"
 Facilitator: Peter Moen
Location: Santa Clarita
Time: 7:30 – 9:00 AM

26 Tues
WEBINAR
Unconferences- Brilliance from Chaos
 With Ben Eubanks and Trish McFarlane
Location: Your nearest Internet connection
Time: 12:00 – 1:00 PM

27 Wed
SPECIAL DIVISIONS
Non-Profit Professionals Special Division
 Topic TBA
Location: West Los Angeles
Time: 6:45 – 9:30 PM

28 Thu
SPECIAL DIVISIONS
Organizational Development
 Topic TBA
Location: Alliant International University, Alhambra
Time: 6:30 – 9:00 PM

29 Fri
WORKSHOP
E-Learning and Adobe Captivate
Location: Culver City
Time: 9:00 AM – 4:30 PM

COMING IN May

17 Tues
WEBINAR
Webinar: Holacracy: Organization at the Leading Edge
Location: Your nearest Internet connection
Time: 12:00 – 1:30 PM

COMING IN June

3 Friday
PROFESSIONAL DEVELOPMENT WORKSHOP
Advanced Presentation Skills
Location: TBD
Time: 9:00 AM to 5:00 PM

WE SUGGEST YOU CONFIRM ALL EVENTS AND DETAILS AT WWW.ASTDLA.ORG FOR ANY LAST-MINUTE CHANGES.

TRAINING PROFILES AND ASSESSMENTS THAT WORK!

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