

Ways to Overcome Obstacles to Attending the ASTD International Conference & Exposition

(from brainstorming session during August 2004 Middle TN ASTD Meeting)

Obstacle #1 – Budget

- Plan way ahead / like right now for next year
- Develop a proposal to present to management
 - Purpose for attending
 - Skills that will be learned
 - How much money it will cost
 - The impact on your performance & others
- Make it part of your personal development plan
- Look for volume discounts
- Use tuition reimbursement program (if available)
- Find lower cost ways to get there
- Find someone else to go with you
- Be a volunteer at the event (can attend for free if work at the event / email ASTD National to inquire about this opportunity)
- RPTPP
- Expectations upfront

Obstacle #2 – Scheduling Conflict

- Advanced planning
- Talk with supervisor early / like right now for next year
- Establish expectations

Obstacle #3 – Family/Personal Issues

- Take your family with you

Obstacle #4 – Staffing Coverage

- Pre-plan
- Cross-train staff

Obstacle #5 – Perceived Fairness/Staff Rotation

- Draw straws
 - Linked to learning & performance goals
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The value to your organization...

- Write trip report
- Lunch & learn with co-workers after return
- Tie to stock value (research New York Times article)
- USE IT! (evidence of return - ROI)
- New ideas/networking (what works elsewhere)
- Competition present (tell manager)

- Invite manager to 1st workshop