



## 2008 Board Of Directors

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## A Note From The President



### Membership Has Its Privileges

#### Local ASTD Chapter Membership

Many of you already know the “privileges” of membership in the Middle Tennessee Chapter, such as free admission to great monthly meetings (like last month’s presentation by Deb Tobey on being an internal consultant and this month’s networking session). However, your chapter membership brings a number of other “privileges” such as:

- Information via our chapter newsletter and e-mail reminders,
- Access to our job board,
- Scholarship opportunity to attend the annual ASTD International Conference and Exposition (ICE),
- Your services and/or products listed on the chapter website, and
- Access to our membership list.

For more information contact one of our CO-VPs for Membership, Jan Wilson ([JWilson@insightpartnersinc.com](mailto:JWilson@insightpartnersinc.com)) or Tanya Davis-Barlar ([tbarlar@thda.org](mailto:tbarlar@thda.org)).

#### National ASTD Membership

Rather than reciting a laundry list of the benefits, let me highlight two benefits that recently impacted me personally and professionally. First, I look forward to getting my monthly copy of *T+D: Training + Development* magazine. There are stimulating articles like “Reinvent Your Career, and Get Ready for the Next 30 Years”; and ones that inspire such as, “Leadership and the Small Group” by Peter Block, both in the July issue. A second benefit I recently took advantage of is ASTD ICE videos, featuring presentations from some of the most famous and well-respected practitioners in our field. For example:

- **Ken Blanchard** – leadership expert, author of the international classic *The One Minute Manager*
- **Patrick Lencioni** – leadership expert, author of *The Five Dysfunctions of a Team*
- **Edward Lawler** – (a personal hero of mine!) named by *BusinessWeek* as one of the top six gurus in the field of management and *Workforce* magazine identified him as one of the twenty-five visionaries shaping the workplace.
- **Marshall Goldsmith** – pioneer and coaching expert
- **Malcom Gladwell** – author of two incredibly influential books: *The Tipping Point* and *Blink*, and in 2005 named one of *Time Magazine's* 100 Most Influential People
- **Jack Phillips** – world-renowned e guru of Return-On-Investment (ROI)

Although I could not attend the conference in San Diego due to time and money constraints, by viewing these presentations I gained some great insights from these influential thinkers. Well, I could go on forever about the “privileges” of being a member of local chapter and National ASTD, but you probably get the picture.

Rick Moffett

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## **JULY MEETING: Thursday, July 17th**

### **Have Some Fun Networking with Your ASTD Colleagues**

In keeping with last year's summer networking theme, ASTD's Middle Tennessee Chapter will host a networking session this month. This is a great opportunity to discuss ideas, gather best practices, learn from others, and just get to know each other better.

This session will be informal (no speaker) giving you lots of time to network, network, network.

If you have ever been to an ASTD meeting and walked away without a single business card, this is your opportunity to make up for it!

**Meeting Location:**  
**Tin Angel**  
**3201 West End Avenue**  
**Nashville, TN 37203**  
**Phone: 615.298.3444**

## **JULY MEETING: Thursday, July 17, 4-6**

## Submit Articles & Ideas To Your Newsletter

The Middle Tennessee Chapter of ASTD continually strives to bring you the most useful, timely content.

This newsletter belongs to you. We need your contributions!

Please submit articles, ideas, and suggestions to the newsletter editor, Angela Ellis by the ***second Monday of each month.***

Her email address:

[angela.ellis@cat.com](mailto:angela.ellis@cat.com)

## 2008 ICE

### ASTD Conference A Big Hit

By Kiffin McCoy

I remember my first trip to Disney World in Orlando, walking into the park and feeling like an ant at a picnic—so many choices you don't know what to do with yourself. Fast forward a few (okay quite a few) years to my first trip to the ASTD International Conference and Expo...that overwhelming feeling was back again. The options for sessions each day, the seemingly endless aisles of vendor booths, and the vast array of other expo demonstrations, career center offerings, author chats, and more left me in a decision-making conundrum. In addition, I was in southern hospitality overdrive trying to "meet" as many fellow trainers as possible and represent our chapter as well as possible.

My decision to take advantage of the *Meet-to-Eat* option (joining fellow attendees for an informal dining experience at a chosen eatery) both Sunday and Monday nights will be one I repeat at future conferences, especially if attending alone again. I must admit I was a little hesitant at first; however, why on earth I thought for one moment that going to dinner with 15-20 other training professionals would possibly be boring, I will never know. In fact, I can't remember one moment of silence amongst our tables either night.

As for the sessions, I most enjoyed the presentation by Ken Blanchard and his colleague, Dick Ruhe: "Putting Your Know-How into Action". They discussed three of the major roadblocks keeping people from doing what they know. After the session, I was able to briefly meet both Ken and Dick. Ken even gave me permission to share the handouts with our chapter. So, look for that in the future.

Like the conference itself, I could provide way more information, but I will wrap it up by providing some advice for next year's attendees:

1. Go early if you want to see the sights of DC, because the conference is so jam-packed, you won't have much time for extras.
2. Take comfortable walking shoes (Seriously, I am thinking of investing in some of those orthopedic ones).
3. Get a game plan WITH backup plans for what sessions you want to attend. (Hint: look at the site map when selecting back-to-back sessions)
4. Do not under any circumstances think that you can "do it all".
5. Do book a hotel as close as possible to the conference...and do it EARLY (even if you aren't sure you are going—you can always cancel the reservations)!

## *Golden Torch Time!*

George Wilson and Chapter President Rick Moffitt reminded June meeting attendees to start thinking about the 2008 Golden Torch Awards.

The Golden Torch Awards is an annual recognition for our biggest, note-worthy accomplishments. Innovation, community and chapter service, and technology are some of the categories acknowledged by this award each year.

George pointed out that it's not just a chance to be recognized. It is also a forum to educate and help others by telling them how you did it. The Golden Torch Awards allows you to share your success stories.

**Nominate someone for one of this year's Golden Torch Award!**

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### **E-Learning May Be A Good Way To Go.**

**E-learning** is a good delivery option when the training needs to be delivered fast, when content consistency is critical, and when the information needs to be presented to many audiences in many locations.

Training can be blended, as well. **Blended learning** combines e-learning and instructor-led training. Blended learning might include:

- Web based lectures
- Web based case studies
- Instructor-led role-play
- Facilitated demonstrations or practice sessions

# Consulting: A Strategic Partnership

On Thursday, June 19, Dr. Deb Tobey, VP of Organization Development at Comdata and Owner of Deb Tobey, LLC, spoke to the ASTD Mid Tennessee Chapter meeting attendees. Her topic was becoming an internal consultant. Dr. Tobey defined the consultant and client roles, providing a clear prospective of the parties and responsibilities involved in the consulting relationship. Deb led the group in a discussion of the various skills necessary to be an effective consultant.

Additionally, the meeting attendees completed skills-assessments and self-assessments to determine if they are well suited for consulting and if we have the skills to perform the role. Deb stressed the importance of analyzing one's own preferences and considering one's readiness before taking on consulting. She also suggested considering strengths and weaknesses in one's technical, self-management, interpersonal, and consulting skills.



## A DEVELOPMENT OPPORTUNITY FOR ASTD MEMBERS!!

The Tennessee ACP Chapter cordially invites all Human Resources, Recruiting, Leadership, Training and Organization Development Professionals to our 3<sup>rd</sup> Annual Conference:

### ***Strengthening your Core: Developing Your Career FITness***

***Wednesday, July 30, 2008, 8:30AM – 3:00PM  
The Massey School of Business at Belmont University***

Talent acquisition, development, and management are instrumental to organizational preservation and success. By recruiting, engaging, developing and ultimately retaining top talent; HR professionals, Recruiters and L/OD professionals hold a strategic role in achieving organizational success.

This Conference will arm you with tools, ideas and take-aways to assist you in your operational goals. It will also allow you to better manage your own career and ensure that you are “career resilient.” Topics include: leadership enhancement, career development, professionalism and corporate culture, networking, strengths development, branding, engagement, and work/life balance.

To pre-register, please visit our website at [www.acptn.org](http://www.acptn.org) or contact Lori LeBleu at 615-460-6217.

### JOB OPPORTUNITY

**The State Department of General Services** is seeking training professionals to provide training in the following areas. If you are interested in providing service in any of these areas, contact Jacqueline Wicks in the GS Human Resource Office.

- Keyboarding / Typing Skills
- General warehouse safety and proper lifting techniques
- Team Building

To apply or for more information, please contact: Jacqueline Wicks, Training Officer, Human Resource Divisions/DGS, State of Tennessee  
Office: 615-253-2398, Fax: 615-741-5605, email: [Jacqueline.Wicks@state.tn.us](mailto:Jacqueline.Wicks@state.tn.us)



**ASTD members engage in discussion and complete group activities during the June Meeting.**



## *Help Habitat With Life Stories Program*

Habitat for Humanity is adding a new class to its HomeWORKS program, entitled "Life Stories." Throughout the year, Habitat hosts many events at which Habitat homeowners and partner families are asked to speak and tell their story and about their experience with Habitat. Most Habitat partner families have never done anything like this before and Habitat wants to provide them with skills training and a chance to practice.

The *Life Stories* class will be held on August 26, from 5:30 – 7:30 PM. The course instructor will facilitate the first 45 minutes of class. The second 45-minute module will be break-out sessions during which the Habitat partner family members will work on their stories.

### *Here's where you can help Habitat:*

- Five to seven volunteers are needed to facilitate, coach, and assist the course participants during the break-out sessions. The volunteers will help them develop and write their story/speech.
- Those who volunteer for the Life Stories course may need to meet with the participants again to help them prepare for their Story-Telling Night on September 11<sup>th</sup>. On September 11<sup>th</sup>, the families will present their speeches (if they choose).

If you are interested in serving as a volunteer to help work with individuals or small groups to write their Habitat stories, please call Casey Campbell at Habitat. She will be happy to tell you more about this exciting program. Her contact information is below:

Casey Campbell  
Homebuyer Education Director  
Nashville Area Habitat For Humanity  
1006 8th Ave. South  
Nashville, TN 37203

**Office: 615-254-4663 Ext. 215**

Fax: 615-254-4645

<http://www.habitatnashville.org>