



## 2009 Board Of Directors

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## A Note From The President



Dear ASTD friends,

The dog days of summer are finally here. Everything, including the leaves on the trees, seems to be standing still. Just so you know your Chapter Board is not stagnant, let me bring you up to date at what your Board has been working on behind the scenes right now:

- Our Technology Director Matthew Daniel is working hard to create a new web presence for the chapter. Don't miss September's meeting for full details!
- Programs gurus Kiffin McCoy and Candice Marshall have the rest of the year slated for some awesome programs with noteworthy sponsors – stay tuned for more information.
- Membership divas Jan Wilson and Tanya Davis-Barlar have tamed the back-end monster to smoothly coordinate our roster with national's for a true monthly membership report.
- Who put the "Community" in Community Relations? Why, Carolyn Rowe and Elmo Shade! They have forged a new relationship with Hands On Nashville while maintaining our other partnerships with NPT and Habitat for Humanity.
- SHRM has graciously given our chapter a booth at the upcoming conference Sept. 30 – Oct. 2, 2009. Communication & Marketing VPs Andrew Duthie and Angela Ellis are busy reviewing and updating new brochures and banners. Special Programs Director Cecelia Worcester is looking for booth volunteers as well.
- Ka-ching! That's the sound of the cash Finance VP Erin Evans is saving the chapter by reviewing and updating our banking relationships while accurately tracking our accounts.
- Whoever thinks "staid" when thinking of an Administrative role has never met Melissa Montgomery! That smiling presence that livens up meeting registration has also produced program statistics and keeps our board meeting minutes current and accurate.
- Ever-organized 2010 Prez Nancy Collins has been sorting through nominations for next year's Board and contacting candidates. Nancy has been tireless in her efforts to make sure all of our goals and deadlines. I'm looking forward to her leadership next year.
- Past president Rick Moffett could sit on his laurels, but he has been working hard too ensure our members in transition have a SIG while providing Board members with his experience and expertise in his ever-gracious manner.
- And me? I'm in awe of all the work that's being done and trying to keep the action flowing smoothly and within everyone's reach. This is an ambitious group who is achieving their goals. My current project is to further our member demographics gathering.

How did we know what our focus should be? The information you shared in the 2008 membership survey is our guide. The kick-off for the 2009 survey occurs during the August meeting where you'll hear more about the "personal touch" approach which we're hoping will increase responsiveness.

Warm regards,

Toby

**Andrew Duthie**

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**Matthew Daniel  
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**2009 Board  
of Directors**

**Golden Torch Nominations**

**Categories For Nomination:**

Each year the Mid-TN ASTD chapter recognizes success in our profession by nominating members or organizations for our **Golden Torch Awards**. These Awards are the symbol of excellence for our Chapter.

**Achieving Results.** Results achieved through the use of practices, interventions, and tools from the entire scope of workplace learning and performance.

*Example: Whirlpool's creation of a new-hire orientation process that decreased turnover almost in half.*

**Chapter Service.** Adding to the chapter's ability to achieve its vision and realize its mission by responding with exceptional resources to member and customer needs and expectations.

*Example: Implementation of Middle TN ASTD's Strategic Planning Committee.*

**Community Service.** Utilizing training/performance tools and abilities to selflessly improve our community.

*Example: Pro-bono design and facilitation of volunteer orientation and strategic planning retreats for the Juvenile Diabetes Research Foundation.*

**Innovation in Practice.** Original theory, model, process or unique application of such that holds major implications for practitioners of workplace learning and performance.

*Examples: Kirkpatrick's 4 levels of evaluation, ADDIE model.*

**Technology.** Providing a technology-based service or product to allow an organization to better serve its customers.

*Example: Implementation of an Intranet delivered 360-degree survey instrument.*

Please take a moment to reflect on your past year.

- How has your organization implemented new ideas or technology?
- What learning services have you or someone you know provided the community?
- What programs have exceeded expectation in your organization or one you know of?

Your nominations for this year's Golden Torch winners are most important. This is the time to honor the contribution that has been made to our chapter, to our profession, to you.

**The Process Is Simple**

Complete the Golden Torch Nomination form by going to our website at [www.astdtn.org](http://www.astdtn.org) Click on the Members Only section and then Click on Awards. The form can be downloaded, completed and emailed.

Return to [info@astd.org](mailto:info@astd.org) by **October 1, 2009**.

Golden Torch recipients will be recognized and given awards at the annual December meeting.

"Who dares to teach must never cease to learn."

*John Cotton Dana*

## RECENT MEETING HIGHLIGHTS



**Ruth Miller speaks about Talent Management and Succession Planning**



**June meeting speaker, Ruth Miller, and Chapter President Toby Cannon**

## *SHRM Conference*

The Middle Tennessee Chapter of ASTD is participating  
in the 17<sup>th</sup> Annual State SHRM Conference.

Volunteer Opportunities are available for ASTD members.

Find out more at the August chapter meeting or visit the chapter  
website.

Conference dates:  
September 30-October 2, 2009

Conference Theme:  
**Leading Your Organization—Today & Tomorrow**

Conference Location:  
Gaylord Opryland Resort & Convention Center | Nashville

[Register Here.](#)

### Attendees of June Meeting at Nissan Americas in Franklin, TN



# CONNECT

## **"Training's Best Practice Economic Bailout Plan"**

Preparing your employees and your business to thrive not just survive in today and tomorrow's economy.

Everyone knows the national economy is down. It affects every business and every worker! Most people have seen their retirement shrink from a meager 401K to a pitiful 201k and have lost their HOPE of ever being able to retire. But how does the stress of those personal financial challenges impact your business and its bottom line? What can we do as a Training or HR or Benefits Professional to restore the HOPE, help our employees, and in turn help our businesses weather the economic storm.

Don't miss the program on August 20th, "Training's Best Practice Economic Bailout Plan". Dave Ramsey's Sr. Corporate Trainer, George Campbell will define the problems and provide simple, easy to administer, and cost effective solutions that have quantifiable ROI for the organization.

Each attendee will receive a copy of Overextended, a white paper on the business impact of personal financial stress in the workplace, a copy of Dave Ramsey's latest Best Seller, The Total Money Makeover, a DVD copy of Dave's recent national Town Hall for HOPE, and a FREE sample lesson, on DVD, on the trends in benefits, 'The Benefits Reality Check'.

### **WHEN**

**Thursday, August 20, 2009 4:00 PM - 6:00 PM**  
**Central Time Zone**

### **WHERE**

**Smith Seckman Reid, Inc.**  
**2995 Sidco Drive**  
**Nashville, TN 37204**  
**USA**

## ASTD-Middle TN Chapter Volunteer Opportunities

This year, ASTD-MT has partnered with Hands On Nashville (HON) to create diverse volunteer opportunities for chapter members. If you visit the Chapter home page, <http://www.astdtn.org> you will see the HON logo and link to access many opportunities. The Community Service Committee is asking that you take your interest one step further by registering as a volunteer on the HON site. It's pretty simple:

- Click "Volunteer" on the left side of the home page
- Click in "Log-in to Member Center"
- Complete the personal volunteer information about yourself and your interests, skills, time availability, etc
- Use the site to log-in your events even if they are being sponsored outside HON
- Check out the "hot projects" link and calendar of monthly volunteer events
- Click "sign-up" for the monthly e-newsletter

*Make friends for life. Make a difference in a life. Make volunteering part of your life.*

For additional information regarding Community Service volunteer opportunities, please contact:

Elmo Shade at [elmoshade@gmail.com](mailto:elmoshade@gmail.com) Carolyn Rowe at [carolyn.rowe@aglife.com](mailto:carolyn.rowe@aglife.com)

Malinda Hersh at [Malinda@hon.org](mailto:Malinda@hon.org)

## LEARN

Make your plans to join ASTD for the **Telling Ain't Training Conference**. Based on the best selling book of the same name, this conference improves your ability to deliver engaging and memorable training sessions.

This year we're offering **three chances to attend this popular event**, including a one day program with Harold Stolovitch in partnership with the Canadian Society for Training & Development in Toronto, Canada:

**July 15-16, 2009**  
Chicago, Illinois  
**Register**

**October 14-15, 2009**  
Atlanta, Georgia  
**Register**

**October 23, 2009**  
Toronto, Canada  
**Register**

Promote long-term retention and behavioral change in your organization. **Register** for the Telling Ain't Training Conference today!

**The 2007 & 2008 conferences sold out, so make sure to act fast.**

## AHA COMMENTS FROM JULY'S NETWORKING MEETING

### The activity:

- Each attendee chose a sticker labeled with a Social Networking technology including Facebook, Myspace, Twitter, Blogs, Wikis, and LinkedIn.
- Six tables were also labeled with these technologies and a list of questions to spur discussion.
- Each table also had a sheet of flipchart paper and markers to capture any "AHA" moments.
- After 30 minutes, everyone was asked to change tables.

Here are a few points that were captured about each social media:

### Blogs

- Useful way to write about personal issues that affect people at work (tie in with professional organizations)
- Without effort, social networks can be like talking in a vacuum
- When talking about controversial topics, use humor and offer a solution

### Facebook

- Social Connections and Business Networking
- Driving traffic to other sites
- Ping.fm for updating status to many networks at once

### LinkedIn

- Professionally oriented
- Accessing Expertise
- Special Interest Groups

### Twitter

There was plenty of discussion, but not much written at the Twitter table. To learn more about Twitter, visit [Tom Kuhlmann's blog](#) which gives three ways to tweet: follow the subject matter expert, follow the subject, and build a community.

### MySpace

There was only one participant at the MySpace table and no one else visited the table. This may be telling of how training professionals perceive MySpace as a networking vehicle.

### Wikis

Although the Wiki table discussion was lively, there were no AHA comments captured.

Here is a 3.5 minute video that explains what wiki is:

<http://www.commoncraft.com/video-wikis-plain-english>

**Thank you to all who participated and made this networking session a success.**

# Free Luncheon and Event

## Aligning Training, HR, and Strategy: Your Key to Execution

Join Learn.com and ADP for a highly informative Lunch & Learn in your area. This FREE road tour will stop in cities across the United States.

Don't miss your opportunity to hear from some of the top training, talent management and development experts. This session will help you outline your learning, performance and talent management strategy for years to come. This is the opportunity you've been waiting for. Make plans to attend now!

### During this 3-hr event, you will learn:

- Defining the employee lifecycle
- Cascading organizational strategy and goals
- Linking people to strategy
- Demonstrating value
- The impact of an LMS on your ROI

### We will also discuss The ROI of an LMS:

- Learn.com Mission and Core Values
- How Does Learning and Development Increase Profitability?
- Learn.com Product Offerings and LearnCenter Overview
- Importance of Employee Retention—Why Do They Stay?
- Client Spotlight: Linksys, Quiznos Sub, Weichert Realtors, Extra Space Storage



IS YOUR COMPANY PREPARED FOR THE WAR FOR TALENT?

**All attendees will receive a FREE  
War for Talent Strategy Guide**

## Nashville

**August 28, 2009**

Hyatt Place Nashville Airport  
721 Royal Parkway  
Nashville, TN 37214  
(615) 493-5200

**TIME:** 9:00 AM to 1:00 PM

**REGISTRATION:** 8:30 AM to 9:00 AM

**NETWORKING:** 9:00 AM to 9:30 AM

**PRESENTATION:** 9:30 AM to 12:00 PM

**Q&A & LUNCH:** 12:00 PM to 1:00 PM

### FEATURED SPEAKERS



**Michael Sabbag**  
Vice President of  
Talent Management  
Learn.com

**Special Guest Speaker from ADP!**

Visit [www.tourontalent.com](http://www.tourontalent.com)  
to see all of the stops on the  
Lunch & Learn Road Tour!

*Disclaimer: The use of the HR Certification Institute seal is not an endorsement by the HR Certification Institute of the quality of the program. It means that this program has met the HR Certification Institute's criteria to be pre-approved for recertification credit.*

## FREE EVENT FOR LEARNING AND DEVELOPMENT; AND ORGANIZATIONAL DEVELOPMENT PROFESSIONALS

Are you interested in exploring how blended workflow learning might benefit your organization?

Join **AchieveGlobal** and host, **Comdata**, for a presentation and discussion around new delivery methods and their impact.

- Learn and share experiences about combining classroom instruction with e-learning
- Explore ideas concerning virtual instruction, coaching, action learning assignments, wikis, and blogs
- Gain best practices to ensure learning takes root and employees develop the skills they need to drive performance

*Date and Location:*

September 29, 2009, 8:00 -11:30 am **Breakfast will be provided**

Hosted by:  
Comdata  
5301 Maryland Way  
Brentwood, TN 37027

Content Provided by:  
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phone – 770-622-8066

To Register please use the following link:  
<http://www.achieveglobal.com/blended/>

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Our August Meeting Sponsor Is:

THE UNIVERSITY of  
**TENNESSEE**   
CENTER for  
INDUSTRIAL SERVICES  
**Human Performance Technology**