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President's Corner



Dear Friends:

Our first issue of the Newsletter is here! Thanks to the efforts of our gifted Chapter Assistant, Melanie Grand, we now have a bonafide Newsletter to keep you informed of upcoming events, articles and more.

In January, a gathering of T&D professionals was held at the home of Linda Parrish. Attendees expressed the desire to have at least one or two "informal" meetings like this yearly. It was an excellent avenue to understand the need of our senior level members and former members to connect with like peers and mentor others in ASTD.

February brought our members and guests to the General Board of Discipleship's Learning Center. Certified coaches from the International Coaches Federation: Pat White, Sandra

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Past Meeting Notes



(From L) Sandra Lispey, Marty Nord and Charlotte Isbister at the February meeting.



Thanks to the General Board of Discipleship Learning Center for the use of its beautiful facility for our February meeting.

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April speaker Carol Smock (L) accepts a token of thanks from Programs Co-VP Lee Ann Smith.



April meeting participants (from L) Dr. Lindsay Sale-Tinney, Laura Smith, Dr. Rick Moffett and Marty Nord.

Spotlight ASTD Board Members!



Lee Ann Smith
Co-VP, Programs

Lee Ann is the Training Coordinator for Toshiba America Consumer Products, LLC, National Service Division where she has worked for 14 years.

She will be a candidate to receive a Master's degree in Industrial/Organizational Psychology at Middle Tennessee State University later in the year.

Lee Ann resides in Mt. Juliet, Tennessee with her husband, Gary Smith. They have two grown children, Heather and Brandon, and a 2 1/2 year old granddaughter. Aside from being an avid traveler, Lee Ann's hobbies are reading, snow skiing, water sports, and singing.

Lee Ann is looking forward to ASTD meetings this year. She and Tony Nagle have some interesting topics planned with top notch presenters. They are in need of vendor sponsors and door prizes. Also, they need hosts/hostesses for after meeting get-togethers. These are great for networking. If you are interested in any of these opportunities contact Lee Ann for more information. Phone: (615) 449-2360 ext. 454 Email: Lee_Ann_Smith@tacp.com



Loren Wyatt
VP Community Affairs

Loren is the Director of Training for MTA in Nashville. When MTA decided to restructure its Training Department to more effectively teach necessary concepts to new and existing employees, they selected Loren to lead the re-vamped department.

Being a motivated self-starter, Loren came to MTA from HCA Physician Services where he worked as an Implementation and Training Specialist. In this position, Loren traveled extensively, teaching a medical billing software application. Prior to HCA Physician Services, Loren worked at American General/AIG as a Trainer in Insurance Services helping to establish a training program for newly hired employees.

In his current position at MTA, Loren works with each department creating exciting learning opportunities for everyone. Some training initiatives currently underway include management and leadership development, business English, PC training and effective communication skills.

In his new role as VP of Community Relations, Loren is dedicated to the Middle Tennessee ASTD and the chapter's previously established relationships with organizations such as the Nashville Prevention Partnership (NPP), while striving to develop new relationships with other non-profit organizations. Having recently completed a workshop on New Employee Orientation, Loren is eager to move forward. Should you know of a non-profit organization that would benefit by the volunteer efforts of the ASTD, please feel encouraged to contact Loren Wyatt. Loren may be reached via email at loren.wyatt@nashville.gov.

Are your dues current?

*Contact the Chapter Assistant if
you have any questions regarding
membership matters!*

President's Corner

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Lipsey and Mark Robertson shared the latest research results on the effectiveness of leadership coaching and how you can ensure your training programs produce on-the-job behavioral change using this approach. Questions were fielded by the panel and we came away with insightful and meaningful suggestions and information.

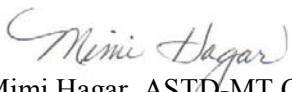
Leigh Hennen of WebMD, hosted the April meeting at the Willis Building, featuring Carol Smock with Strategic Business Network. Carol engaged everyone and showed us first-hand several tips on how networking can be effective in building professional and meaningful relationships with our peers. She delved into motivations for networking and how to build and leverage your own network by understanding your member's motivations. Carol even showed us the proper way to shake hands! The enthusiasm spilled in to "overtime" with more networking taking place.

Next week we have the opportunity to hear Dr. Jimmy Nelson bring us his secrets of Outstanding Facilitation. Please join us at the Girls Scouts Headquarters on Granny White Pike.

Our goal is to connect with all members and prospective members to share excerpts and pictures of previous chapter meetings, spotlight new members, members and guests, presenters and board meeting information to keep us connected.

We are excited about using this tool to continue building the ASTD-MT presence in Nashville.

Thank you for your support!



Mimi Hagar, ASTD-MT Chapter President

Valuing Your Intellectual Property

by Jeff Davidson, MBA, CMC c 2005

As a trainer, have you ever stopped to think that you have valuable property right on your hard drive? Undoubtedly, you have a variety of notes that you have taken over the years arranged in various categories. You may have written an article or two, or perhaps several. In support of your clients, you have developed forms that enable them to more easily perform in their careers. You also have a variety of presentations and slides such as those created with programs including PowerPoint or Corel Presentations, for example, as well as charts, exhibits, graphs, and other items that constitute materials for participants at your presentations.

On top of all these items, it is likely that you have boiler plate material for contracts and agreements. There may be carefully worked boiler plate letters that you adapt based on the particular situation at hand, and other templates, rosters, and check lists that represent value, the likes of which you may not have recently, or ever, contemplated.

What about your data base? If you have 1,000 or 10,000 names, these represent intellectual property of sorts--marketing intelligence, in this case. Elsewhere on your hard drive, you may have proprietary photographs, files containing logos and/or trademark materials, as well as formulas, processes, even material that represents trade secrets. You may have data, notes, or material on specific industries, trend information, quotes, or collections.

Given the highly likely probability that your hard drive examined in this new light contains a wealth of intellectual properties, how are you protecting your property?

The more valuable your intellectual property, be it on your hard disc, or any place in your office, the more important it is to safeguard your belongings.

Jeff Davidson, MBA, CMC, is a professional ghostwriter, on the web at www.GhostWithTheMost.com.

Mardi Gras Reception at Linda Parrish's Home



A.P. Gupta, left, General Manager in Training and HRD at Visakhapatnam Steel Plant in Visakhapatnam India is visiting Nashville from India and was a guest at the April meeting. Mr. Gupta is a member of an ASTD sister organization in India. Frank Wu, right, is a new ASTD member.



(From L) Cindy Zwickel, Linda Parrish, Mimi Hagar, Emily Ellis and Dayle Savage.



(From L) Terry Minnen, Deb Tobey, Leslie Boone, Toby Cannon, Terri Kinloch and Dayle Savage.



(From L) Marty Nord, Mimi Hagar, Cindy Zwickel and Linda Parrish.

2005 CALENDAR OF EVENTS

Monthly Membership Meetings

Meetings are held on the third Thursday of the month, 4:00 - 6:00 p.m., at an area Middle Tennessee location unless otherwise noted. To RSVP, register online at www.ASTDtn.org.

May 19, 2005—The 3 Basics (or Secrets) of Outstanding Facilitation (Girl Scout Headquarters, 4522 Granny White Pike); Presented by Dr. Jimmy A. Nelson

Solid facilitation is often the critical difference in whether a meeting, training session or presentation ends well or not. Often facilitation skills are relegated to a lesser role, forgotten or excluded altogether.

The 3 Basics (or Secrets) of Outstanding Facilitation will outline the basic skills all facilitators (even experienced facilitators) should incorporate to increase the effectiveness of any event. This entertaining, educational, and interactive session will not only have you on the edge of your seat laughing, but will use the power of interactive demonstrations to teach and inspire you to use the skills in your own organization and your own life.

At the conclusion of this sessions attendees will be able to have a positive impact on their next meeting's/ training's/ presentation's effectiveness by:

- ◆ Utilizing the "building the need" approach
- ◆ Becoming a more effective listener
- ◆ Creating the language of accountability

Upcoming Meetings

June 16, 2005—Mutual Gains Negotiations (Location TBA); Presented by David Wachtel

July 21, 2005—Evaluating Business Impact (Broadcast Music, Inc.); Presented by Don McCain

August 18, 2005—Story Telling (Lifeway); Presented by Marty Nord and Marie Jennings

September 14, 2005—Special Luncheon Meeting at Sunset Grill; Speaker Dave Owens at Vanderbilt Owen School of Management

October 20, 2005—Navigating Change (Center for Non-Profit Management); Presented by (Tentative) Harry Woodward

November 15, 2005—What's New in E-learning? (Dollar General Corporation); Presented by Bob Duthie

December 15, 2005—Golden Torch Awards—Breakfast Meeting (AIG)