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ASTD Middle Tennessee

April, 2006

American Society for Training and Development Middle Tennessee Chapter

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April Membership Meeting
April 20, 2006
4:00—6:00 p.m.

- Training –
A Vital Component for the 4 Generation Workforce

Jane Jones, Presenter

Bethel College in the Palmer Plaza
1801 West End Avenue
Nashville, TN

More info page 4

Dear ASTD Friends:
Every spring is a chance to start again. More organic in its call to grow and renew than the New Year, spring is an extraordinary time to plant your seeds for what you want to take root as the year progresses. What was that training program that you planned to start designing as soon as you caught up with the needs assessments and ongoing training? How were you going to bring "added value" to your clients so that they would know you were different from most other training consultants? Where did you expect to be at the end of this first quarter with your own personal and professional goals? Is there still time in this year to get there?

Spring is an opportunity to begin again. Spring does not think about being spring in its magnificence, glory and natural exuberance. Like spring, you could probably stand to not think so much. Stay away from assuming you know or don't know, but just take the moment in front of you on face value. Make no decision about good or bad or impossible or probable; just take action with the wonder of a child. Look at those goals in a new light, link them to your values, and begin again.

Mary Oliver, a Pulitzer prize-winning poet, said in her poem "When Death Comes": "When it's over, I want to say I have been a bride married to amazement, I've been a bridegroom taking the world into my arms."

Take on wonder…be inspired…enjoy spring.

Pat White
ASTD-MT Chapter President

Welcome New Members Who Joined in the First Quarter of 2006!

John Bachmann
Vanderbilt University

Jewell Briscoe
Coca-Cola Bottling Co. Cons.

Angela Ellis
Caterpillar

Erin Evans
Affinion Group

Cameron Griffith
Ingram Book Group

Melissa Holley
Student—Vanderbilt University

Dennis Honeycutt
Aquinas College

Pamela James
Broadcast Music, Inc.

Michelle Keen
Concertra

Mary Ann Kipp
Kipp & Associates, Inc.

Terrence McCarthy
TMAC Knowledge Solutions

James Oakley
Tennessee Valley Authority

Aaron Ritchie
Gaylord Entertainment

Karissa Ruiz
Contract Instructional Designer

Laura Marie Smith
Student—MTSU

March was a busy month for the ASTD Middle Tennessee Chapter. There was a great showing at the Scarritt-Bennett Center for Dr. Deb Tobey's presentation, and members manned the phones at Nashville Public Television.

Dr. Deb Tobey, March's program presenter.

NPT Volunteers

2006 ASTD Middle Tennessee Chapter Meeting Schedule

ASTD Meetings are held the third Thursday of the month. Pull out your calendar now and set aside the following dates and plan on attending monthly membership meetings! (You will be notified if any of the dates change.)

April 20, 2006 August 17, 2006
May 16, 2006* September 21, 2006
June 15, 2006 October 19, 2006
July 20, 2006 November 16, 2006
Golden Torch Awards
December 2006 (date to be determined)
*Note date change from 3rd Thursday of the month.

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Updated Reservation Policy

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Reservations are needed in order to arrange meeting rooms to accommodate attendees.
Please RSVP by close of business the day before each monthly meeting by logging onto www.astdtn.org.
Bringing a guest? Let the ASTD Office know so a name tag can be prepared for your guest(s) prior to the meeting.

Training from Around the World

Beyond Their Classroom
Traffic World (03/20/06) , P. 17; Hoffman, William

A predicted skilled worker shortage and brain drain as baby boomers step down from decision-making positions has the shipping, logistics, and transportation industries partnering with academia to produce future leaders who understand the demands of a global economy. Pennsylvania State University's Smeal College of Business is one of many programs that has partnered with manufacturers and supply chain management providers to bridge the expected gap. Six graduates of Penn State's program recently won a competition sponsored by FedEx Freight at the University of Arkansas. "They really understand now how the whole global thing comes together," says Pat Reed, executive vice president and chief operating officer for FedEx Freight. That know-how, says Reed, will be vital as globalization continues to push manufacturing across increasingly remote supply chains and companies differentiate themselves by their logistics expertise. "Decentralization and outsourcing of manufacturing and logistics activities means managing relationships with carriers and manufacturers and suppliers creates more of that work, and makes it really important to do it well." FedEx Freight is offering up to 12 internships for people possessing knowledge about modern operations and will take about 20 MBA students on a tour of its Shanghai, China, facility to reinforce lessons taught in the classroom with real-life scenarios. "A lot of companies put interns in and they're pulling paperclips and removing staples," Reed says. "But we have a drawn out process by which they learn and in turn educate us as well." Penn State's program, founded in 1991, now has 35 corporate sponsors.

Cubicles: The Great Mistake
Fortune (03/09/06) ; Schlosser, Julie

It has been more than three decades after cubicles were introduced in the American workplace, and many offices continue to ignore employee dissatisfaction and still use them. Indeed, cubicles still claim the largest share of office furniture sales--approximately $3 billion a year--and have managed to last every "workplace of the future" design and innovation aimed at replacing them. Now, building owners and workplace managers are conceding that cubicles probably will always be with us due to real-estate prices and the sheer number of workers that often work in the same general spaces. Herman Miller insists it has a concept it will be unveiling this summer featuring workstations that are more "capsule-like, or cockpit-like" in design that will emphasize color and privacy. But the firm has provided few other details. In total, more than 100 cubicle-variant office systems have been made available to employers over the last three decades. Incoming CoreNet Global chair Mark Golan was instrumental in getting Cisco Systems to see "workplace mobility" as a way to cut corporate real estate costs in his recent stint as Cisco's vice president of real estate. He states, "We discovered that Cisco offices and cubicles went vacant 35 percent of the time," hastening the switch to the Connected Workspace concept that enables employees to set up work areas wherever they are needed in a given building.

- Training –
A Vital Component for the 4 Generation Workforce

Date:	**Thursday, April 20**
Time:	**4:00 - 6:00 p.m.** • 4:00 - 4:30 Announcements • 4:30 - 6:00 Program
Location:	Bethel College in the Palmer Plaza 1801 West End Avenue Nashville, TN 37203 *For specific directions, visit mapquest.com.*
Program:	**Training – A Vital Component for the 4 Generation Workforce** Join the Middle Tennessee ASTD chapter for a presentation on how to address generational workforce training needs without discrimination. This presentation focuses on how an under qualified workforce drives tomorrow's training opportunities. Learn the pros and cons of the best methods for training delivery, including when online training is the best method for instruction. In addition, learn how training is a valuable tool for worker retention and how to focus the training budget as part of a necessary and strategic HR plan. ***Sponsor: The University of Tennessee, Center for Industrial Studies***
Presenter:	**Jane D. Jones** Jane Jones is President of Creative Training and Human Resource Solutions, a training and human resources management consulting, administration and placement firm. The firm focuses on helping organizations obtain, develop, and maintain the right talent for the job, as well as help organizations comply with state and federal regulations. Ms. Jones is an entrepreneur who has focused her career in training and human resource solutions. She is actively involved in associations that further education and civic goals and holds numerous board positions including her position on the North Tennessee Workforce Board. Ms. Jones, author of *Uncommon Sense for the Entrepreneurial Woman*, has been named Small Business Executive of the Year, Women Entrepreneur of the Year, and Who's Who in Women Business Owners, as well as one of the top one hundred most recognized Nashville Leaders for five consecutive years.
Cost:	Members: Free! Guests/Visitors: $20 Student Guests: $5
Notes:	Please register for this month's event by logging on to www.astdtn.org. Be sure to stop by the registration table for your name tag.