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**Don't miss page 2
 and miss out on
 information about
 our upcoming
 meeting!!!**

**If you would like
 to contribute to
 next month's
 newsletter see
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 details!!!**

A Note from the President



Is that what you wore to work today? Oops... it slipped out again. My mother side was showing. I had met my son after work and upon seeing him dressed in t-shirt, baggy khakis' and tennis shoes that had seen better days; I couldn't seem to help myself. His title is office manager. He is brilliant, articulate, ambitious ... you get the picture. He's Generation Y. He tells me he dresses like the CFO. The CFO must be around 25 also. I'm a firm believer in the old saying, "You can't judge a book by its cover." So what's beneath the Gen Y cover? Are those characteristics that seem annoying to us "older" folks really bad or just different? Take for example the complaint that they have no work ethic. Amy Lynch, generational differences expert, says that the definition of work ethic depends on your generation:

- For Matures or Veterans, try sacrifice, hard work, honor, conformity, respect for authority, and separation of family life from work.
- To Baby Boomers, it usually means working visibly (i.e. long hours), being driven, supporting the team and reaching consensus.
- Generation Xers are more likely to measure your work ethic by how much life balance you have, and how self-reliant, creative and adaptable you are.
- Gen Yers grew up with this mix, so today's 20-somethings expect personal life and professional life to overlap to some degree.

2007 Board Members

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Managing these differences in the workplace can be challenging? Twenty somethings have tremendous value to add to the workplace. They are creative, techno savvy, team oriented, and environmentally and socially aware. They push for reasons and meaning in what they do and expect, no demand, respect. Yet they may seem time challenged and think nothing of using work time to update their blog or MySpace.

Additionally, we know they will not stay long. An average first full-time job lasts 1.6 years according to Amy. How much do we want to invest in their training and development? Do we even want to hire them in the first place? Come hear Amy and Dayle Savage, Director of Peabody Career Center of Peabody College of Vanderbilt, this month give us guidance and inspiration to attract and engage the brightest and best of Generation Y.

See you on the 15th.

Lee Ann

Don't Miss November's Joint Meeting with MTSHRM

If the Flip Flop Fits – Attracting and Engaging Generation Y

Does your company have what it takes to attract and retain employees from Generation Y? Find out how to manage generational differences in motivation, expectations and communication at If the Flip Flop Fits: Attracting and Engaging Generation Y.

You will not want to miss this informative session facilitated by two dynamic speakers, Amy Lynch, President, Bottom Line Conversations and Dayle Savage, Ed.D, Lecturer, Director of Peabody Career Center of Peabody College of Vanderbilt.

When

Thursday, November 15th 11:30am – 1:00pm

Where

Cool Springs Marriott
700 Cool Springs Blvd.
Franklin, TN

**2007
Board
Members
Continued**

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SPOTLIGHT ON November's ASTD MEMBER



Cecelia Worcester has been in the training field for 15 years and has been a member of ASTD for 1 year. She has been married to her High School Sweetheart for 13 years (after a 17 year separation). She has one 12 year old daughter, 1 dog, 5 cats, 2 cockatiels and 10 guinea hens.

For more information about our November ASTD Spotlight Member see below:

Hometown – The WORLD! It depends on the year.

Current Position – She is currently looking for a training/leadership position, so she can put her professional experiences and education to better use, while working with Strayer University as an Adjunct Instructor and Student Advisor.

What do you value most about your membership? – Networking as well as the positive energy and the knowledge that she takes away from being in a room full of her experienced professional peers.

Interests and/or Hobbies – Scuba diving, Historical Travel and helping (plants, people, organizations, and solutions) grow.

What would be your ultimate dream job? –She drew a sketch of a Venn diagram. One circle says, "Trainer/Educator/Speaker", the next circle says, "Project Manager/Event Planner" and the third circle says, "Creative/Artistic". Her dream job is in the middle. It says, "Still looking for the perfect fit".

What is your favorite thing in life and why? – The ocean and anything she can do with her family. The world is brand new each day when she sees it through her daughter's eyes.

What is the best advice you can give to a new trainer? – Be a listener, an observer, and when you are in a training or teaching situation, try not to just be the one giving knowledge, but also take time to learn something from your students or audience. Follow your instincts. Find your passion.

No matter who you are, or where you live, or what language you speak, we are all alike, you and me, and a smile will speak volumes and knows no barrier. Do what you love and you will love what you do.

You have a C.P...what? by miKe Weaver

That's the question I asked Lee Ann Smith the first time I heard her announce at our Chapter Meeting that she had the distinction of possessing the Certified Professional in Learning and Performance credential from A.S.T.D. I had heard of a P.H.R. and an S.P.H.R. (almost became one of these in 2001), a C.P.A. (my brother is one of them), an R.N and an L.P.N. (I work with lots of these), and an M.D., Ph.D., SCH, FACP (my doctor is all of these) but I had never heard of a C.P.L.P.

Somewhere around the middle of January this year, I suddenly found myself in an uncomfortable situation...no personal goals. Yes, that's right. Several New Year's resolutions (one I did keep so no coffee after 4pm for me) but nothing on my P.D.P. (that's Professional Development Plan- another awful acronym). I checked out the ASTD Website and read all the requirements about this cool new certification and thought, "Man, wouldn't it be great if I could get up each morning at 4:30 a.m. and study nine (9) volumes of W.P.L. (Work Place Learning- one of the good acronyms) materials and do that until May?" Then the energy really started to flow. By the time I signed up and paid my \$750.00 (registration fee) plus an additional \$479.00 (for the nine volumes), I barely got the cellophane wrapping off before I realized "WAIT...there's more. If I pass the proficiency exam (that's the stuff in the nine volumes that's pretty darn important because it cost \$479.00), I get to keep on getting up every morning at 4:30 a.m. but this time to work on something they call a "Work Product" (I always thought that was a widget or something similar) and I get to do that from May until the middle of August."

Now you probably have figured out that there are two parts to earning your C.P.L.P. Certification from A.S.T.D. (I know you know what that stands for...don't you?): the Proficiency (Knowledge) Exam and the Work Product. Now, if you are like me and forfeited taking that needed vacation to Bermuda or to Spain this year because you had to get up every morning at 4:30 a.m., you saved a lot of \$\$\$\$. A.S.T.D. knows that so they send you a letter with this HUGE bold title that says, "**ASTD ANNOUNCES NEW PROGRAM DESIGNED TO PREPARE ATTENDEES FOR CPLP EXAM**" (a bargain at \$695.00 and you get to choose your flavor, e.g. Alexandra, Chicago, Boston, or Dallas). This is the class you register for where you get the nine volumes of stuff to read and for a couple of days you read and study with other folks that have not been getting up at 4:30 a.m. each morning. Since I don't fly well, I decided to order my material in February to have a 3 month head start on preparation. That turned out to be a wise decision. Then I met two great Middle TN Chapter Members (Kathy Story and Tonya Barlar) who wanted to study for the proficiency exam in a "study group". And here's the best part...it was FREE (Kathy even provided the space, soft drinks and an occasional pizza). I also signed up (and used some of my vacation \$\$\$ savings) to pay for a CPLP Practice Exam. This also turned out to be a good decision since it was 1/2 (75 questions) of the total exam AND it allowed me to see that if I continued to study in the manner that Kathy, Tonya and I had become accustomed to, I was doomed to fail. It's not ROTE folks, it's application-application-application.

On May 14, 2007, I reported to the Comp U.S.A. Computer Store on Thompson Lane to take my CPLP Proficiency Exam. You have to remember to bring 2 forms of ID and your "test authorization number" (one gentleman did not have his number with him and he wasn't a happy camper as he left...untested. They are serious about this folks and they watch you the entire time (kind of like being in the 6th grade again only no small cartons of milk are available). You find out when you turn all of your materials in if you pass...and I did. They even break in down by the nine volumes of stuff. (Note: the cool thing about taking the practice exam for \$99.00 is that it will also give you this breakdown so you can really concentrate on the volume (or in my case volumes) of stuff you did not do so well in).

If you are considering completing the C.P.L.P. process, you will have three more choices for your Work Product than Lee Ann and I did. We had to choose from: Designing Learning- Delivering Training- or Measuring and Evaluating Training. Now they have 3 new choices that match well with one of the nine volumes of stuff. Things like: Managing The Learning Function and Improving Human Performance (not related to Performance Enhancing Drugs so no worries there).

There are currently **198 jobs posted online at our Career Center!**

Learning and Development Manager
Ingram Book Group
<http://www.ingrambook.com/>

Instructional Designer/
Trainer
Deloitte



You can now post your resume on our Career Center!

Post your resume online today!
Whether you're actively or passively seeking work, your online resume is your ticket to great job offers!



I choose Designing Learning since I was just completing a project for work that required me to accomplish most, if not all, of the pre-requisites for this Work Product. It has to be something you have completed in the past three (3) years so do yourself a favor and make sure your choice is something you are PASSIONATE about and have or are about to complete. Estimated time you will take to complete your Work Product: 8-10 hours per week for 6-8 weeks.

The biggest challenge of completing your Work Product is just reading through the volumes of CPLP Work Product Requirements. See for yourself at:

<http://www.astd.org/content/ASTDcertification/CPLP+Candidate+Bulletin.htm>

And if the Work Product itself is not enough, ASTD is kind enough to send you these things called "Follow-on Questions", e.g. two additional questions that may or may not relate to your Work Product and the grading on these puppies is stiff. You have to complete your FOQs and submit them with your Work Product as one big happy family. Wait...it get's better again. There is also this cool form that comes with the Work Product Packet that identifies all of the competencies the raters are looking for in your answers and to help them along, they require you to tell them what (1) section, (2) page, (3) paragraph and (4) bullet point they can find the answer in. I think that saves them lots of time when they grade you so be kind in this regard and point of all of the good stuff and where they can find it.

Finally, the last challenge in completing your CPLP requirements is to package everything like they want it packaged. You will end up with four (4) manila envelopes stuffed with all of your Work Product and Supporting Documents. You have to have EXACT wording on all of your Work Product pages (mine ended up being 83) in the footer section and your envelopes have to have labels that read EXACTLY like the instructions require. Did I say EXACTLY? Then off they go to Alexandria. ASTD also requires that you send a self-addressed, stamped post card so they can notify you when they receive all of your stuff. MAKE A COPY BEFORE YOU SEND. MAKE A COPY BEFORE YOU SEND. O.K., you wouldn't send without making yourself a copy, would you? MAKE A COPY BEFORE YOU SEND.

I made my copy and sent my final packet in on August 14, 2007 (due date was 8/31). Then I waited....and waited...and waited.

Then on October 13th, while sitting in the Cross Corner Pub in Brentwood watching my Penn State Nittany Lions beat Wisconsin 38-7, my Blackberry started buzzing. I figured it was my buddy Jim calling to congratulate me the large lead late in the 3rd quarter. I noticed it was from ASTD and started to delete it figuring it was just another book promotion. But I opened it just the same to read:

Dear Mike (Certification ID#):

We are very pleased to inform you that you have successfully completed all the requirements for the CPLP Credential program and were certified on 8/30/07. Your certificate and CPLP lapel pin will be mailed to you in four to six weeks (still waiting). Congratulations!

The CPLP Certification Team

I almost dropped a huge chicken wing with buffalo sauce in my lap. I yelled out, "ALL RIGHT" just when Wisconsin had scored. I was wearing a Penn State cap so most of the Penn State Alumni around me were totally confused. I proceeded to explain that I was just officially CERTIFIED and the two girls at the next table got up and left.

CPLP Learning Materials.....\$1328.00
 My Time @ \$100 per hour.....\$36,000.00
 Saying I was "Officially Certified".....PRICELESS



ASTD is celebrating December 3-7, 2007 as Employee Learning Week to recognize the value of learning and the important link between a knowledgeable, highly skilled workforce and organizational success.

To recognize your organization for the learning activities it has provided for its employees during the 2007 calendar year go to our website's home page and complete the short email form.

To help be a part of ELW remember to:

- Remind employees about tuition reimbursement benefits in a highlighted event
- Institute an employee learning awards program during the week
- Offer your clients, customers, or education partners access to some of your organization's training programs
- Send an email each day of the week with a new employee learning tip.

How is the Middle Tennessee Chapter of ASTD Getting Involved???

ASTD Annual Holiday Awards Breakfast

On Thursday, December 6th we are hosting our annual awards breakfast during Employee Learning Week, proclaimed by Governor Bredesen. With approximately 50 guests in attendance, the ceremony will focus on recognizing outstanding achievements in the following categories: Achieving Results, Chapter Service, Community Service, Innovation in Practice and Technology.

Highlights of the event include announcement of the Golden Torch Award winners, introduction of the new 2008 board, a look back at 2007, and a scrumptious breakfast buffet. Registration and a fun networking activity begin at 7:30 a.m.

We hope that you will be in attendance to help us to honor our outstanding trainers and learning organizations in Middle Tennessee.



*This is your
chapter – the*

Middle Tennessee Chapter

Our Chapter
Number is **CH4072**.
Please use this
number when
ordering from the
ASTD website – the
chapter receives a
small percentage of
your purchase
price.

October's Meeting: You Are the Learning Consultant – But, are You a Learning Leader?



Gary Minor posing for the camera!



Rick Moffett, Kiffin McCoy, Angela Ellis and others participating in a table discussion.



Gary graciously accepting his speaker gift from Toby Cannon.

Congratulations to Our New Board Members!!!

The Nominating Committee would like to thank everyone who voted in the recent 2008 Board Election. We would also like to congratulate the new 2008 Board Members! Please see the following page for a list of our new board members. If you are interested in becoming more active in ASTD then you need to contact one of our board members below. We have several different committees to serve many interests.



2008 Middle Tennessee Chapter of ASTD Board Members

President: Rick Moffett

President Elect: Toby Cannon

Vice President of Finance (Treasurer): Sally Johnson

Vice President of Administration: Melissa Holley

Co-Vice Presidents of Marketing and Communications:

Caitlin Stewart-Congdon

Andrew Duthie

Co-Vice Presidents of Membership:

Jan Wilson

Tanya Davis-Barlar

Co-Vice Presidents of Community Relations:

Lynn Manzelmann

Carolyn Rowe

Co-Vice Presidents of Programs:

Cecelia Worcester

Kiffin McCoy



The Middle Tennessee Chapter would like to thank Goodwill Industries of Middle Tennessee and Hemophilia Health Services for helping to design and print our new posters.



Make sure to look for the new ASTD posters at our meetings!



Interested in Submitting an Article for Next Month's Newsletter???

If you enjoyed last month's newsletter, be a part of next month's!

Get involved and share your experience and expertise.

If you would like to submit an article for publication in Next Month's Newsletter, please contact Caitlin Stewart-Congdon at cstewart@goodwillmidten.org.

We look forward to hearing from you!



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