



HOW TO CONTACT US:

8009 Claytie Circle
Nashville, TN 37221
Phone: (615) 646-9363
Fax: (615) 646-1319
www.astdtn.org

BOARD OF DIRECTORS:

- Mimi Hagar, President
mhagar@southwindhp.com
- Linda Hughes, Past President
linda_f_hughes@aigag.com
- Carrie Goode, VP Communications
carri@mccsa.com
- Tony Nagle, Co-VP Programs
tonynagle7@aol.com
- Carolyn Rowe, VP Finance
Carolyn_rowe@aigag.com
- Lee Ann Smith, Co-VP Programs
lee_ann_smith@tacp.com
- Dona Vassall-Fall, VP Membership
info@learninglinkco.net
- Loren Wyatt, VP Community Relations
Loren.wyatt@nashville.gov

Chapter Assistant
Melanie Gober Grand
info@astdtn.org

President's Corner



Dear Friends:

We are mid-year already! It doesn't seem possible. Lots of activity with ASTD-MT: May's meeting was a great success! "Thanks" to hostess, **Cindy Zwickel** at Girl Scouts Headquarters and to **Dr. Jimmy Nelson**. Jimmy kept the group buzzing as he led the way to help us refine our facilitation skills.

This month: **David Wachtel** will introduce new methods to use in negotiating – a skill set most of us are sorely lacking (speaking for myself). Please note the time change for this particular meeting as our networking and registration **will not begin until 4:30 PM**. A special thanks to **Angela Ellis** of Caterpillar Financial for hosting us on short notice. On the horizon – soon you will be seeing information on our much re-

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Past Meeting Notes



The May Membership Meeting was held at the Cumberland Valley Girl Scout Office.



Dr. Jimmy Nelson spoke on facilitation skills.

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Spotlight ASTD Board Members!



Tony Nagle Co-VP, Programs

Tony Nagle is president of A.G. Nagle Company, Inc. (AGN), a training and development firm he founded in 1987 in Minneapolis, Minnesota and is now based in Nashville, Tennessee. Mr.

Nagle's company specializes in communication and alternative dispute resolution, including "Mutual Gains" negotiation. AGN is active in a broad range of industries: Manufacturing, Technology, Health Care, Insurance, Banking, Automotive and Transportation.

As a public speaker, Mr. Nagle has addressed such prestigious organizations as The National Mediation Conference in Washington, D.C., The National Farm Bureau, and the Wisconsin Lumberman's Association. He has lectured extensively on Negotiation Procedures and Alternative Dispute Resolution including "How to Deal with People who Drive you Crazy."

In Mutual Gains Negotiation, Mr. Nagle was trained by William L. Ury, Director of the Harvard Project on Negotiations and co-author of the best selling book, *Getting to Yes, Negotiating Agreement Without Giving In*. Tony has trained over twenty-thousand people in a variety of disciplines: Sales and Marketing, Labor and Management, Purchasing and Senior Level Management to name a few.

In sales, Tony has over thirty years of front line experience including for his own company. His firm represents a number of prestigious companies in the training and development field including VitalSmarts (*Crucial Conversations*), Inscape Publishing (DiSC Personality Profile) and Woodward Learning International (*Navigating through Change*).

He also designs learning systems and has published a book on win-win negotiating, *High Performance Negotiation*.

In addition, he has authored a spy novel, *The Augustus Conspiracy*, which was released in October 2003 and is now in its second printing.

Tony's client list includes: Exxon-Mobile, CSX Transportation, Volkswagen, McGraw-Hill, and VW Credit, Inc. In addition, he instructs at the University of Wisconsin's School for Executive Education (Business School) which is ranked by *The Financial Times* as one of the 20 top training institutions in the world.

Tony is a graduate of Hobart College, Geneva, New York. Prior to starting his own company, Mr. Nagle was in sales and marketing with Owens-Corning Fiberglas and a National Accounts Manager for Wilson Learning.

Are your dues current?

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

President's Corner

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quested luncheon meeting to be held in September at Sunset Grille. We have secured **David Owens, PhD**, Clinical Professor of Management and Innovation from Vanderbilt Owen Graduate School of Management. This event will offer a delicious lunch menu at a reasonable price and a fantastic speaker....more to come on this. The December breakfast this year will be at American General in Brentwood and we are expecting great turnouts for these special occasions.

Golden Torch Awards – it's not too early to be thinking about nominations for these awards. Please take a look on our website at the information on previous year's winners and how to nominate candidates.

We would love to hear from you if you have received special recognition, awards, or promotions so we can add these events to our newsletter and give recognition to our members. We are also looking for articles of interest that would be appropriate for our association.

Thank you for your continued support.



Mimi Hagar, ASTD-MT Chapter President

Members in the News:

Nashville-based Human Resource Development (HRD) consultant Deborah Tobey has authored the book, *Needs Assessment Basics*. The book is published by the American Society for Training and Development Press (ASTD Press), and its intended audience is HRD professionals who design performance-based classroom training courses in and for organizations. The skill-building book is part of a series published by ASTD Press entitled "Training Basics." Dr. Tobey is principal of **DEB TOBEY LLC** (dtobey@mindspring.com), a human and organization performance consulting firm that specializes in consulting skills and consulting systems, group process consulting and teambuilding, HRD systems and processes, and competency modeling. *Needs Assessment Basics* is available at www.astd.org and www.amazon.com. Dr. Tobey is also co-author of *Facilitation Basics*, published in 2004 by ASTD Press.

Meeting Notes

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The entire group fully participated in all of Dr. Nelson's facilitation exercises.



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.

Note: Special Time: 4:30 - 4:45 Registration & Networking
4:45 - 5:00 Announcements
5:00 - 6:00 Program

June 16, 2005— Mutual Gains Negotiations, Caterpillar Financial, 2120 West End Avenue

Program Presented by David Wachtel

Increase your Personal Power with Mutual Gains Negotiations—If negotiating leaves you feeling unsure, this program will introduce you to the method of turning compromises into problem solving. “Mutual Gains Negotiation” focuses on interests (why we want something) rather than positions (what we want). It turns positional bargaining into joint problem solving.

About the Presenter: David Wachtel spent 22 years in commercial insurance where everything is negotiable. He was the underwriting officer of a large Midwestern insurance carrier handling over \$100 million in revenue. He trained all of his underwriters to effectively negotiate earning better bottom line results and stronger customer relationships. He formed two training departments while in management.

Mr. Wachtel formed his company over four years ago, and has worked with multiple organizations in negotiating, selling, and change management. He has worked with customers in both the for-profit and non-profit arenas. He has been published in Negotiator Magazine, Executive Excellence, and Sales and Marketing Excellence magazines.

Upcoming Meetings

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 8, 2005—Golden Torch Awards—Breakfast Meeting (AIG) (Please note date change from previous issue of newsletter.)