



*American Society for Training
and Development
Middle Tennessee Chapter*

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Dear ASTD Friends:

Last month I spoke about spring being an opportunity to grow...to begin again. While that is a truism that I hope we all live each and every day, this month I want to share with you how your new Board (in only four months) has taken strategic and tactical steps, which will result in growing an ever-greater professional organization for you.

First, our VP of Finance, Carolyn Rowe, has invested some of our funds in a CD to ensure we earn as we grow. She has also set us up so that we'll have an audit every year - courtesy of one of Belmont's accounting classes. As Carolyn has had this position for 2 years now, we need someone who can handle this role to talk with our Nominating Committee Chair - President Elect, Lee Ann Smith.

Programs have been outstanding this year, thanks to our great VP's Lynn Manzelmann and Rick Moffett. Are you on their committee? If not, you're missing a great way to make connections and easily contribute to one of the most important parts of our organization.

Our VP's of Membership, Charlotte Isbister and Bob Duthie, have been working on closing some gaps in our membership reporting and making it smoother for you to get all your local membership benefits. They are also planning a New Member Orientation for June, so watch your email.

VP's Toby Cannon and Kim Newman have ensured that Marketing and Communications gets the word out and to the right places. Like our other VP's, they have spent time with their committee being strategic about how to gain greater publicity about this great professional organization. Toby is also part of a task force (along with Bob Duthie) looking at changes needed with our website.

Community Relations - led by Cindy Zwickel and Jim York - have led a volunteer night at Nashville Public Television as well as delivered a program to Nashville PP that was very well received. They are looking into serving our school systems through in-service programs. Got any ideas? Call them.

Marty Nord, our Senior Advisor, is planning a special program in the fall for senior training and development leaders in your organizations. She has also been a support for all of us as we have worked on our various goals.

Lee Ann is hard at work with planning for next year's Board by heading up the Nominating Committee. Will you be part of us? We make a difference and have fun...just ask a Board Member.

Bottom-line...the seeds and plants we put in the ground or the pot in the spring still need tending. So does your organization! Will you just pick the flowers or will you be part of helping them grow? If you choose the latter, let me know and we'll grow together.

Take on wonder...be inspired...enjoy spring.

Pat White
ASTD-MT Chapter President

May Membership Meeting
May 16, 2006
4:00-6:00 p.m.

- Joint with STC -
Constructive Confrontation
How to Increase Accountability
with Less Conflict

Roger DiSilvestro, Presenter

HCA
The Cumberland Room, Building II
1 Park Plaza
Nashville, TN

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April Meeting Highlights!
Over 40 members and guests turned out for an exceptional program by Jane Jones at Bethel College on West End Avenue.



(From L) Toby Cannon, Bob Duthie, Jim Bellar and Mike Weaver.



(From L) Charles Alexander, April Speaker Jane Jones and Cesar Cruz.



(From L) Dr. Lindsay Sale-Tinney and Mimi Hagar.



(From L) Marc Blanco, Sheila Corbin and Sheree Cumberlander.



(From L) Toby Cannon and Lee Ann Smith.



(From L) Laura M. Smith, Nancy Collins and Janie McCreary.

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.)

- | | |
|---------------------------------------|--------------------|
| May 16, 2006* | September 21, 2006 |
| June 15, 2006 | October 21, 2006 |
| July 20, 2006 | November 16, 2006 |
| August 17, 2006 | |
| Golden Torch Awards | |
| December 2006 (date to be determined) | |

*Note date change from 3rd Thursday of the month.

Updated Reservation Policy

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.

Constructive Confrontation: How to Increase Accountability with Less Conflict

Date: Tuesday, May 16, 2006

Time: 5:30 – 7:15 p.m.

- 5:30 – 6:00 Registration and Networking
- 6:00 – 7:15 Program & Evaluation

***ASTD participants – Note the day and time change for this month's meeting.**

Program: Constructive Confrontation: How to Increase Accountability with Less Conflict

Join the Middle Tennessee ASTD chapter and the STC (Society for Technical Communications) for a presentation on how to use the art of constructive confrontation to achieve workplace accountability. This presentation is simple, straightforward, and entertaining. It will inspire you to hold people accountable while giving you the tools to make you a hero. During the presentation you will:

- Learn the process—conversation, commitment, covenant, confrontation, and celebration
 - Debunk the top 10 myths about confrontation in your organization
 - Understand how to use emotional purpose and clear expectations to increase career satisfaction
 - Learn how to stop the crash and burn of organizational initiatives
- Break the cycle of mistrust, frustration, and lack of concrete results

Sponsor: The University of Tennessee, Center for Industrial Studies

Presenter: Roger P. DiSilvestro

Roger P. DiSilvestro brings 30 years of hard-won leadership experience to The Art of Constructive Confrontation. As Chairman and CEO of Athlon Sports Communications, he has left his mark as a recruiter and leader of top executive and sales talent. Under his innovative guidance Athlon grew from a company with limited vision to an expanding, industry-leading enterprise. At the time of Roger's retirement in 2005, Athlon revenues were up over 30 times what they were earning upon his arrival. Roger believes in recruiting the best people and then getting the best out of them through the power of communications and constructive confrontation. Roger can be reached at 615 708-6882, and you can read more about his book, *The Art of Constructive Confrontation*, at <http://www.idiotworld.org/Confrontation/introduction.htm>.

**Location: HCA
The Cumberland Room, Building II**

1 Park Plaza

Nashville, TN 37203

(Park Plaza is across from the gardens at the rear of Centennial Park)

Sign in at the Guard Station and proceed to the Cumberland Room.

For additional directions, visit mapquest.com.

Cost:

Members of ASTD & STC: Free!

Guests/Visitors: \$15

Student Guests: \$5

Notes: Please register for this month's event at www.ASTDtn.org.
Be sure to stop by the registration table for your name tag.