

ATD Houston 2016 Fall Conference

A Agile Organizational Culture **D** ATD Houston **B** Break **K** Keynote **L** Learning Cafe **M** Managing Talent That Thrives
 S Sponsor **N** Sustaining L&D **T** Talent Development Industry

SEPTEMBER 22 • THURSDAY

6:30am – 8:00am	D Registration	Outside Houston Room
7:00am – 7:45am	N Failures = Optimal Content? Teaching Best Via Analyzing Wrong	South Multipurpose Room - East - Room 237
	<i>Speakers: Henry W (Hank) Jones III</i>	
	Learn what the recent Harvard Business Review cover story on “learning from failure” offers your skill set, audience, and career opportunities. Show your audience how to improve their emailing, contracting, peer interacting, professional development, and process changing, by showing how others tried, but failed. A veteran of the senior executive teams of both global mega-corporations and start-ups will share lessons learned over 3 decades teaching “business biopsies and autopsies” toward improved business behaviors and results. Hard-to-find real-world content will be harnessed, exemplifying persuasion from credible third-party documentation.	
	Participants will:	
	<ul style="list-style-type: none"> • Add to their skill set an alternative training strategy, other than the old, traditional “what to do.” • Understand the benefits of communicating bad processes and outcomes: persuasion, credibility-creation, humor, budgeting, overcoming “didactic trainers” stereotypes, etc. • Absorb proven, successful “training what not to do, too” precedents from varied adult domains (e.g., medical students, law students, airplane pilots, and others). • Capture recent Harvard Business Review cover story, “Failcon” trade events, and other “trend evidence,” as new internal approval and budgeting tool. • Understand approaches for proposing, planning, and making effective “don’t do this” training content. 	
8:00am – 8:15am	D Welcome and Announcements	Houston Room - Room 220
8:15am – 9:15am	K Keynote: ROAR: How to thrive in disruptive times	Houston Room - Room 220
	<i>Speakers: Sandy Asch</i>	
	Have you thought about how resilient you are? Do you have the skills to leap forward rather than just bounce back? How effectively does your team respond to the stress, demands and pressures of the dynamic global marketplace? Is your organization agile and adaptive enough to withstand inevitable change, crisis and uncertainty?	
	These questions can lead you to building more resilient human capital, operations and strategy to remain relevant. As a leader, understanding the cost of chaos and developing a systematic approach to building resilience is essential to your success.	
	What if as you cultivate more resilience, you become stronger and wiser, you inspire improved performance to attract and retain the best talent while improving financial results? Sandy Asch will uncover the power of building Resilience at WorkTM in this engaging and educational session.	
	<ul style="list-style-type: none"> • Discover the 5 key competencies to building resilience • Explore the 3 unique attributes of resilient leaders • Develop a 7-step blue print to elicit a ROAR of purpose and passion 	
9:15am – 9:45am	B Break and Exhibitors	Houston Room - Room 220
9:45am – 10:45am	A Tales from the Front Line	South Multipurpose Room - West - Room 237
	<i>Speakers: Margaret Maat</i>	
	Re-igniting Your Power in the Midst of Chaotic, Relentless & Sometimes Irrational Change	
	Professionals in the talent development field are often overwhelmed by the pace of change within their organizations; many are disheartened when, after much hard work to help an organizational change initiative succeed, the project is abruptly discontinued or superseded by new and competing priorities. How do we retain our resiliency in such an environment?	
	If you are facing discouragement, burnout or simply a lack of fresh ideas about how to thrive in a workplace undergoing continuous, chaotic change, this session offers both encouragement and practical tools for reclaiming one's power to make a difference. Insights from the work of James Prochaska, Robert Kegan and	

Martin Seligman will be shared, as well as "war stories" about people who have demonstrated resiliency during times of stressful change.

9:45am – 10:45am	M Building Resiliency Through Savvy Communications	South Ballroom - West - Room 210
	<i>Speakers: Michelle Lynskey, Alida Zweidler-McKay</i>	
	Sometimes very basic skills underly an organization's ability to be productive and resilient. In this workshop, we explore what we know from information theory and the work of psychologists. We know that when conversations go wrong, it can be stressful and frustrating, and this emotional climate can get in the way of collaboration. This workshop is for anyone who wants to take charge of their conversations for better, more productive problem-solving and decision-making.	
	The workshop introduces SAVI®, which maps communication behaviors that contribute noise, and those that build clarity. SAVI® was originally developed as an observation tool for research on groups (including work groups and classrooms), and has been used for over 30 years to reduce conflict and increase collaboration.	
9:45am – 10:45am	S A Communication Dashboard	Houston Room - Room 220 - U1
	<i>Speakers: Alise Isbell</i>	
	Write Wise Communications blends the art and science of business communication. We will share a collection of concepts in written, spoken and interpersonal skills to improve daily communication. Our practical approach will help participants transform ideas into clear messages with strategies you can use immediately!	
9:45am – 10:45am	S Disruption Happens - Learning Innovation and the Speed of Change	Houston Room - Room 220 - U2
	<i>Speakers: Monica Savage</i>	
	Rapid change and the need for continuous innovation are main challenges facing the L&D professionals today. How do we stay sane and achieve our goals in the world of constant disruption? What are the tools and trends we can include in our L&D strategy to ensure the success of our organizations?	
9:45am – 10:45am	N The Future of Learning Technologies	South Multipurpose Room - East - Room 237
	<i>Speakers: Debbie Richards</i>	
	Technology is changing the way the entire world is learning. People can learn anywhere, anytime they want. When mapping out learning strategies for your organization, you need to carefully consider the elements of technology to ensure that you have a strategy that is on target, scalable, and meets the needs of your learners to help them achieve organizational goals and objectives.	
	The next great challenge for designers of learning experiences is how to weave the threads of technology, information, and access seamlessly and elegantly into learning. In this session, Debbie Richards takes you on a journey that focuses on the future of learning technologies, identifying which trends will transform the future.	
9:45am – 10:45am	T RESILIENCY – Take Charge	Midtown - Room 262
	<i>Speakers: Martin Carver</i>	
	Leaders and employees need to be agile and resilient to cope and succeed.	
	This workshop explores the importance of adaptive leadership, emotional intelligence and mental toughness in terms of helping us to absorb complex change, let go of traditional control with collaboration, develop our 'bounce-back-ability' and avoiding burn out.	
	At the heart of resilience is the understanding of mental toughness, building personal and organizational strategies to overcome setback, cope with change and develop 'Bounce-back-ability' to emerge stronger and fitter for the future. It is vital for individuals to cope with the external pressures and consequences around them in this world of disruptive change. Embracing change and resilience enables growth and success.	
10:45am – 11:00am	B Break and Exhibitors	Houston Room - Room 220
11:00am – 12:00pm	A The DNA of Corporate Resiliency	South Multipurpose Room - East - Room 237
	<i>Speakers: Coty Evans</i>	
	Just like every human has DNA, so does every company.	
	Maintaining strong and healthy DNA is important for your own health, as is creating a sound DNA for your	

company. Your "company DNA" must, at the very least, enable your team to stay healthy and profitable, but at its very best should enable your team to reach the next level of creativity, success, and expansion.

And just as our own DNA evolves, so will your company's. All companies, large or small, are faced with the challenges of new tools, processes, and generations of employees. In the face of those challenges, successful companies must be resilient enough to survive and thrive.

Resiliency used to be about simply bouncing back, but in today's market, that simply is not enough. To stay relevant in today's market, companies have to bounce forward by taking charge and anticipating and preparing their DNA for the future. Companies, leaders, and teams have to be prepared for the next wave of whatever comes their way.

This workshop will give you the tools your company needs to develop, nurture, and allow the strategies and solutions that foster agility, focusing on creating a company DNA dedicated to continuous innovation, cross training, placing contributors in engaging work, developing contingency plans, and encouraging collaboration at all levels.

11:00am – 12:00pm	S Why Consider Executive Education?	Houston Room - Room 220 - U2
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Speakers: Gary Randazzo

The presentation will describe executive education programs, how they can be used by individuals and organizations to meet training goals and how an executive education program dovetails with the formal business degrees and individual career paths.

11:00am – 12:00pm	S Why Cookie Cutter Leadership Development Approaches Don't Work	Houston Room - Room 220 - U1
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Speakers: Nancy Parsons

It isn't easy to look at ourselves, and our profession, and to acknowledge that we may be missing the mark in some ways when it comes to developing leaders. Accepting the notion that we may need to consider new methodologies and fresh approaches can be a bit daunting. This takes resiliency at its core and will require ATD professionals to "take charge" to make the changes needed.

As ATD professionals, we all want to maximize the ROI on our training and development services and to help our clients maximize their performance success. This presentation is designed to help attendees understand that they may want to rethink and redesign some of their leadership development approaches. While the subject may seem a bit abrasive or difficult, there are times that looking at reality and truth can be initially off putting yet amazingly rewarding.

11:00am – 12:00pm	N Using Coaching to Reinforce Learning	South Ballroom - West - Room 210
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Speakers: Corinne Chalmers

How to add coaching to your credentials

Let's explore how to effectively combine coaching with training in order to increase learning transfer rates. Corinne will provide evidence based on research on what executives look for in a coach and the effectiveness of corporate coaching. She will use examples to explain the distinctions between various kinds of coaching and mentoring, consulting, and training. Corinne will guide attendees through the decision-making process of using internal or external coaches and share methodologies for justifying and evaluating various combinations of coaching and training. Corinne and other ICF Houston board members will answer questions how you can obtain the skills required to become an effective coach.

11:00am – 12:00pm	T Rethink Your People Strategy to Close the Skills Gap	South Multipurpose Room - West - Room 237
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Speakers: Crystal Bessix, Dionne Maxie

Your people determine the future of your organization. People create the products that you sell, execute the processes that you implement, and service your customers and partners. Your organization's success depends on their level of skills. Therefore, as business needs and workforce demands change, you must rethink your people strategy to close skills gaps, develop high performance teams, and transform your organization. In this session, you will learn how to:

- Recognize new trends in the workforce and its impact on your organization
- Examine the four elements of an effective people strategy
- Align your people strategy to close the skills gap

12:00pm – 1:15pm	B Lunch and Exhibitors	Houston Room - Room 220
1:15pm – 2:00pm	L 10 First Days (New Hire Onboarding)	South Ballroom - West - Room 210
	<i>Speakers: Paul Nunn</i>	
	Every organization has some form of onboarding program. Whether your organization's onboarding program is structured or not, you likely have a plan for new employees. During this Learning Café session, I will share with you what I observed during a span of two years where I experienced 10 first days on the job. I learned a lot about how to help employees get up to speed quickly and efficiently. Together, we will share our own onboarding experiences and what made them effective (or ineffective). You will also get the opportunity to network with others and come up with some ways to improve your organization's onboarding process or program.	
1:15pm – 2:00pm	L You are NOT a Fraud!: Exploring Impostor Syndrome in the Professional World	Midtown - Room 262
	<i>Speakers: Ijeoma Nwaogu, Ph.D.</i>	
	Psychological research estimated that 70% of all people feel like impostors at one time or another. This phenomenon known as impostor syndrome can potentially lead to low leadership efficacy and thwart one's ability to perform at optimal levels. Through presenter discourse, a video clip, individual exercises and group dialogue, participants will gain a detailed understanding of impostor syndrome and learn strategies to tackle this cognitive reaction experienced by many capable and high-achieving professionals.	
1:15pm – 2:00pm	L Can't We Just Get Along: Interpersonal Relationships and Conflict	Houston Room - Room 220 - U1
	<i>Speakers: Alana M. Hill, PMP</i>	
	Dealing with people on your team can often seem like dealing with an unruly child. This Learning Café Session focuses on techniques for handling non-compliance and conflict on your team to ensure that deadlines and deliverables are met, while keeping team morale high.	
	Together we will explore insights into the sources of interpersonal relationships (using the DISC model of personalities) and creative ways to resolve conflict in the workplace and home (Using Thomas-Kilman conflict modes).	
1:15pm – 2:00pm	L Getting Stakeholder Buy In/Getting Started with xAPI	South Multipurpose Room - West - Room 237
	<i>Speakers: Duncan Welder, Art Werkenthin</i>	
	So you're dying to try xAPI. You've bought into the 70-20-10 rule and you know that SCORM just doesn't give you the data you need. Now you are facing an uphill battle; how do you sell xAPI internally to your key stakeholders? This Learning Café session will look at the challenges you face and provide tips for convincing your coworkers, from the C-suite all the way down to your students that xAPI is worthy of their support.	
1:15pm – 2:00pm	L How to Keep 'em Coming Back: Rock the Design!	Houston Room - Room 220 - U2
	<i>Speakers: Sharon Lucas</i>	
	Change, time and budget will always be linked to development and delivery of learning! We, the learning and development professionals must be adaptable in these dynamic times in order to keep training programs in the forefront! We have to ensure that training is not only relevant and applicable but that it can be delivered through methodologies that meet the driving needs today.	
	In this Learning Café session, we will explore together how to setup sustainable training, tie training content to corporate objectives, move the content from theory to application, and work with the SME's (subject matter experts).	
2:00pm – 2:15pm	B Break and Exhibitors	Houston Room - Room 220
2:15pm – 3:15pm	A Resilient Consulting Businesses; Create One! Hire One!	South Multipurpose Room - West - Room 237
	<i>Speakers: Jeff Lucas</i>	
	Creating: The Consultant's Perspective:	
	Want to know do you keep your consultant practice dynamic, adaptable and resilient? Plan before you start. Learn how to correctly structure your company with awareness of the potential pitfalls and legal issues that can make or break your new venture.	
	Hiring: The Corporate Employer's Perspective:	
	What should you look for when hiring a consultant? Do your homework before you hire and have a plan. Learn	

how to manage the working relationship with your chosen consultant in a manner that avoids potential pitfalls and troublesome legal issues in a way that ensures successful collaboration with the consultant.

2:15pm – 3:15pm	M Staying Aligned in Turbulent Times	South Multipurpose Room - East - Room 237
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Speakers: Alice Bradley

Re-calculate!! Your ship's Captain forecasts a looming risk on the business horizon. He needs to immediately change the ship's course to mitigate the rapidly approaching threat. As the ship's Talent Development Professional, what should you do in response to this high priority change in direction?

As today's business climate fluctuates at a faster pace to stay afloat in turbulent times, your organization's leadership is consumed with navigating the marketplace, assessing the associated risks and making decisions for addressing the most urgent and critical issues. To stay competitive in the marketplace, companies need workforces who perform in tandem with their leaders' directional changes. How will you equip the right people, with the right skillsets at the right level of mastery at the right time to address the organization's urgent and critical business needs?

2:15pm – 3:15pm	S How To Get Your Next Project Greenlit And Funded	Houston Room - Room 220 - U2
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Speakers: Paul Dixon, Brook Lewis

Learning to develop and present programs for budget approval can be one of the most important tasks for HR and L&D professionals. Often, this critical component can also prove to be the most challenging.

Why do so many projects get put on the backburner and never start? Why are some companies more successful than others in moving their program from a "good idea" to an approved and funded project? What do you need to know to increase your odds of successfully garnering leaderships' support and approval for your next technology project?

2:15pm – 3:15pm	S No More Data Dumps	Houston Room - Room 220 - U1
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Speakers: Alan Duncan

In this high-impact and interactive 60 minute session you will learn best practices for the design, development and delivery of effective business and technical presentations. As an ATD Houston Fall Conference participant, you will receive a job aid to help you to avoid wasting time developing presentations or giving coma-inducing talks and even inflicting Death by PowerPoint!

Alan Duncan has over 25 years of learning and development experience delivering rigorous business improvement interventions for Fortune 500 and Financial Times 100 companies worldwide. Alan lives in Clear Lake, has been an ATD member since 2002 and is a sponsor of our Chapter See his video introduction to Best Practice Presentations on the homepage of www.TrainingMeansBusiness.com

2:15pm – 3:15pm	N Shining on a Shoestring: Top Quality Training Videos for Cheap	Midtown - Room 262
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Speakers: Leila Ortega

You could buy a vintage Ferrari with the amount charged for training by some video production companies. So how do you produce a professional-quality training video on a nearly nonexistent budget? A video that you can be proud of, that "represents"? That includes on-screen talent and a technical demonstration at the same time? Jump into this session and get trusty tips from an industry pro.

Our culture is in the midst of a huge media surge, with no end in sight. With every device and software available on a moment's notice, training videos are more important than ever. And with all the competition for viewers, the methods and content of the videos is also in flux. With the advent of YouTube, even Grandma's poodle is trying his hand at video production. So what differentiates the poodle from the pro? The 3 Qs: Quality, quality, and quality. The only problem is, wanting a professional training video and getting it are not the same thing. Not at all. Production companies generally charge astronomical prices. So what if you could take your ability to create average training videos, and get an info-packed hour of tips from an industry pro? Would you do it? If the answer is yes, then this is the seminar for you.

2:15pm – 3:15pm	T High Impact Leadership/Resiliency Tools	South Ballroom - West - Room 210
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Speakers: Amy Hart

As a facilitator of multiple trainings over the last year with a large oil and gas firm (and a company it acquired) and a publishing firm that had recently completed a merger, consultant Amy Hart noticed certain common tools and models. These tools "rose to the top" in helping managers and individual contributors to maximize resiliency

in the midst of major changes and stress. In this session Amy will share the two tools that have made the most difference, and work with the group to apply participant examples to each tool. She will also demonstrate how she's used the GROW model with SMART goals to successfully coach teams with entrenched behavioral issues. Finally, we will open up discussion from participants as to their use of practical tools, as time allows.

3:15pm – 3:30pm	B Break and Exhibitors	Houston Room - Room 220
3:30pm – 4:30pm	K Strengthen Your Capacity for Resiliency	Houston Room - Room 220
	<i>Speakers: Lana Petru</i>	
	During this interactive session, Dr. Lana Petru will wrap up an eventful day with a demonstration of what resiliency looks like both personally and professionally. She will share her personal experiences with resiliency, and times where there was a lack of resiliency. Through case studies, she will inspire attendees to model resiliency in their organization. You will then determine your own resiliency action plan which you can begin to utilize immediately.	
4:30pm – 4:45pm	D Wrap up and Gifts	Houston Room - Room 220
5:00pm – 6:00pm	B Cocktail Party and Networking	South Skyline Room - Room 223