

- ▶ TRAINING AND DEVELOPMENT JOINS FORCES WITH ASTD.. 2
- ▶ POST GRADUATE CERTIFICATE (OTIHE) 2
- ▶ KNOWLEDGE TRANSFER ... 3
- ▶ WHO'S WHO? 4
- ▶ TRDV 2.0 5



Training & Development

DEDICATED TO PREPARING GRADUATES FOR CAREERS IN INSTRUCTIONAL DESIGN AND DELIVERY, ORGANIZATION DEVELOPMENT, AND E-LEARNING

Inaugural Year: Master of Arts in Human Performance Improvement

By Tara Hawkins

Did you know that the Training and Development program has something in common with the White House? That's right we both identified Human Performance Improvement has an important role in organizations today.

There is no doubt organizations are paring down and trying to get by with less today and the U.S. government is no exception. For the first time in the U.S. history the White House has appointed a Chief Performance Officer to help identify wasted energies and inefficiencies within the government.

Organizations are looking to take the same systematic approach to solving problems as the White House as they align people and processes to improve overall performance. We are prepared to educate the next generation of performance specialists with the new Master of Arts in Human Performance Improvement.

The program will develop expertise in the theories and practices of Performance Improvement, a systematic approach to improving productivity and competence in organizational settings. Students will complete eight required courses and four program electives to form a foundation of knowledge that will prepare learners to assess organizational and individual needs, identify and implement solutions, and generate support. For more information please visit <http://www.roosevelt.edu/trdv/MAHPI.htm>

Breaking the Chains of Culture: Building Trust in Individuals, Teams, and Organizations

By Tara Hawkins

Open up any newspaper today and you are likely to read a disappointing article about how a company or organization has lost the trust of their employees. How can trust be restored? Or better yet, how can a company avoid the situation altogether?

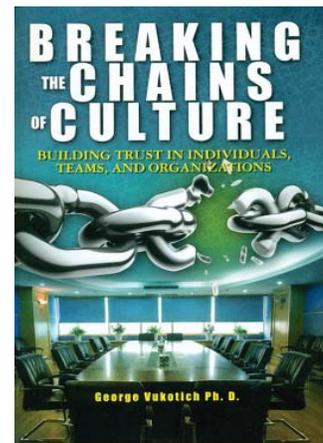
In his new book "Breaking the Chains of Culture: Building Trust in Individuals, Teams and Organizations", Dr. George Vukotich addresses the timely topic of organizational trust. He looks at trust and its role in building successful relationships and identifies common barriers that keep us from being as effective as possible. Pointing out

that many organizational policies and procedures are counterproductive, he creates a new framework to building effective relationships in our current and changing environments.

In the end Dr. Vukotich shows us that success in work and family life is based on breaking the chains of culture that have held us back from building the kind of relationships that are key, those that are built on trust.

Buy Breaking the Chains of Culture on Amazon.com and at the Roosevelt Bookstores.

"If we want to encourage teamwork, why do we reward individuals and not teams?"



Training and Development Joins Forces with ASTD

By Tara Hawkins



As many of you are aware, The Training and Development Program is built around the American Society for Training and Development (ASTD) competency model. In fact, we start talking about the importance of this model in the introductory TRDV course. So this summer when the ASTD approached us with the opportunity to become the first affiliate school, it seemed to be a perfect fit. We're always looking for ways to offer more to our students and this key partnership provides benefits that can be used in the classroom and on the job.

We are excited to pass all the resources of ASTD membership on to our students at no additional cost to them. In addition to waiving the \$169.00 membership fee, students also receive exclusive around the clock access to valuable research tools, timely publications, networking opportunities, product and conference discounts, and professional development. Additionally, a customized learning portal has been developed exclusively for Roosevelt University. The learning portal allows access to an even greater range of knowledge including the "ASTD Learning System" (worth \$640.00) and online access to select textbooks.

The ASTD, established in 1943, is the world's largest association dedicated to workplace learning and performance professionals. Members come from more than 100 countries and connect locally in more than 130 U.S. chapters and with more than 30 international partners.

As educators to leaders in the training and performance improvement industry the T&D program strives to provide every opportunity to our students. The goal is to provide access to the most relevant organization and materials today while helping to establish a professional network that will last long after the degree is awarded.

For more information on the partnership go to www.roosevelt.edu/trdv/astd.htm

Post-Graduate Certificate in Online Teaching in Higher Education (OTIHE)

By Vince Cyboran

There is an increasing demand for faculty who are proficient in teaching online. According to the Sloan Consortium report *Staying the Course: Online Education in the United States, 2008*, "The number of students taking at least one online course continues to expand at a rate far in excess of the growth of overall higher education enrollments." The report also indicates that this trend will continue because of problems with the economy and increased fuel costs.

In response to this demand, the Graduate Program in Training and Development is currently exploring the development of a Post-Graduate Certificate in Online Teaching in Higher Education. The program is intended for those with earned Master's degrees who are interested in teaching online at the college level, whether for traditional, nonprofit or for-profit institutions. Both experienced faculty and those who wish to transition

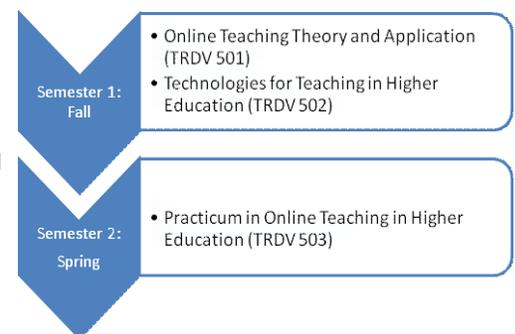
to teaching full-time or part-time are encouraged to apply.

The program's primary focus is online pedagogy, and how technologies can be used to foster learning. It will blend theory with best practices, and is taught by faculty with extensive experience in online teaching in higher education. The knowledge, skills, and abilities fostered in this certificate program are applicable to all academic areas and at all levels of higher education; it will be especially useful to those who wish to teach in community colleges. In addition, students have the opportunity to participate in ongoing research with faculty in online learning and teaching.

This three-course (9-credit) certificate is offered fully online. Using a cohort model, the certificate can be earned in only two intense semesters. During the first semester, students take two 8-week courses back-to-back. During the second

semester, students complete their 16-week practicum as Teaching Assistants in 'live' RU Online courses.

Following is the proposed schedule:



We are also exploring discount pricing for Roosevelt University alumni.

Would you be interested in receiving a post graduate certificate in Online Teaching?
Let us know on the TRDV blog-
www.trdv.wordpress.com

Knowledge Transfer: We've learned about it, but are we doing it?

By Mallory Gott, MAHPI 2010



Students whose jobs lend themselves to immediate application of the concepts we explore in our TRDV coursework have an excellent opportunity to put theory to the test in practical workplace scenarios. They can then return to the classroom with questions, revise their approach, and apply their modified strategies to workplace learning and performance challenges simultaneously maximizing their own knowledge transfer.

For those of us who are not instructional designers, performance improvement specialists, or organizational development consultants, the challenge becomes actively identifying projects within the existing scope of our work where we can begin to practically apply the knowledge we have gained. While it might seem like a daunting task if your job does not seem to be at all related to WLP, unearthing such opportunities might be easier than you think.

Distance Education Manager - the title evokes scenes of intense planning sessions spent discussing best practices for dynamic e-learning course development doesn't it? In reality, this Distance Education Manager is responsible for researching, contacting, confirming, and coddling speakers for her organization's bi-annual, virtual conference. However, after recently completing TRDV 441, Human Performance Improvement, I decided that applying the principles of various human performance technology (HPT) models to my job was essential if I wanted to begin to cement those principles in my mind.

I will admit; I started small. My first "real-world" application of HPT? A difficult phone call with my boss. When we came to an impasse about how best to address a particular conference issue, I turned to the quintessential question at the core of any respectable HPT effort- What is our goal here? For ten whole minutes, I probed and questioned, I clarified and repeated back, and I took an inordinate amount of notes. When the conversation ended, I immediately sent a recap of our conversation back to my boss (my client in HPT speak) outlining

her vision of what an optimal outcome would look like. Sure, they were humble beginnings, but everyone has to start somewhere, and our conversation was the application of HPT theory to a real-world, workplace challenge.

Since my first, fateful foray into the use of HPT theory at work, I have successfully identified a smattering of issues where I methodically assessed, reviewed, and clarified ultimately tying actions back to desired outcomes. With each new challenge comes an opportunity to push myself further to apply theory even more broadly to the work I do and, as a result, enhance my knowledge transfer.

"It seems the secret is not having the perfect job, but rather identifying situations where you can put your skills to use in the least perfect jobs."

It seems the secret is not having the perfect job, but rather identifying situations where you can put your skills to use in the least perfect jobs. If you can apply your knowledge while working in a job that completely misses the WLP mark, then when the perfect job comes along, the knowledge will transfer like CTA commuters during the morning rush hour!

Are you interested in writing for the next newsletter? Email Tara at thawkins@roosevelt.edu

Tips for Navigating a Network Event By Mark Durgee, MAHPI 2011

Networking serves as a vital link that keeps the training and development community up to date on effective techniques and technologies. It also serves as a great way to advance one's career! Studies have shown that two out of three people get jobs or a business opportunity through networking. Brad Karsh, President of Chicago-based JobBound and one of the nation's leading workplace experts, offers some tips on making sure your next networking event is successful:

- **Focus on the people at the event, not the food! It is hard to shake hands and have conversations when your mouth is full.**
- **Read the news before the event so that you are up to date on current events and potential conversation topics**
- **Think of five conversation starters or opening lines. Don't get too deep- discussing weather, sports, local news, or why you are at the event will help get conversations rolling.**
- **Make note of the event organizers so you can thank them at the event. These are usually the most connected people there!**
- **Don't obsess over titles on people's nametags. Today's vendor can be tomorrow's client or potential job lead!**
- **Use your business cards when you make a meaningful connection. Don't fling them out like flyers.**
- **Follow up after the event! Send a thoughtful email to continue your conversation or look to connect using networking sites like LinkedIn or Twitter.**

Remember- relax! You are simply meeting people to make connections and build relationships. A quality network is priceless in finding your next job or business opportunity.

Read the complete article on the CCASTD website.

For more information on Brad Karsh and Job Bound go to www.jobbound.com

Who's who? A Guide to Our Fearless Leaders

Dr. Gerry Post

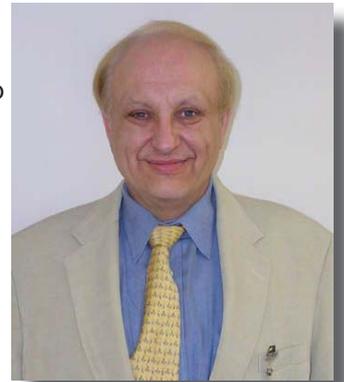
Dr. Gerry Post is currently Director of Education Services at Hanover Healthcare Plus in Hanover, Pennsylvania. His division was named as one of the top 25 U.S. Training Organizations in 2008 by Training Magazine while Hanover Healthcare Plus was listed in the top 100 places to work by the State of Pennsylvania in 2007.

Gerry formally directed Education and Professional Development for one of the top 100 Hospitals and Health Alliances in the US and was responsible for the education of over 6,000 employees. Earlier he served as the Director of Training for several industrial companies including Exelon, Outboard Marine Corporation, and Neumann Homes. Dr. Post developed extensive leadership programs for many organizations and served as an educator for 6th through 12th grades for various Northern Illinois schools.

Along with teaching in the Training and Development Program for more than 10 years, he has also created corporate universities and is a sought-after speaker at training conferences. Gerry's work extends as far as Poland where he worked to develop leadership and management techniques with utility officials.

Dr. Post holds an Ed. D. from Northern Illinois University. He considers himself a practitioner and teaches from that perspective following the ANGELIC method of teaching:

Active,
Nonthreatening
Geodesic (use of whole body to learn),
Energizing
Lively,
Interesting
Collaborative



Dr. Gerry Post
TRDV Adjunct Professor

Congratulations to our 2008 Spring and Summer Graduates!



We would like to extend congratulations to the Spring and Summer 2008 graduates of the MATD program!

Sheilaa Agrawal
Annette Bufkin
Corrin Cafferty
Dorothy Carpenter
Margaret Corder
Donna Drake
Elizabeth Fulton
Holly Galarza
Daniel Garcia
Krista Gingrich
Jodi Golm
Melinda Harris
Saundra Hill
Carrie Hunsley
Tawana Johnson



Dana Jones
Susette Lunceford
Patrice McIlvain
Teresa McKenzie
Susan Monsen
Lisa Moore
Nicole Munoz
Gloria Prowell
Marianne Shovan
Amekia Spencer
Katrina Thompson
Barbara Van Mossevelde
Kathryn White
Leatrice Williams
John Wolff

TRDV 2.0



The new TRDV Blog is up and running! Read the latest Training and Development news, find new job postings, connect with alumni, and post comments on the blog. www.trdv.wordpress.com.



We're also on Twitter! Using Twitter, we provide our followers with updates on events, job postings, links to Training articles and news, and much more! Follow us on Twitter at www.twitter.com/rutrainig.



Facebook users- don't forget to become a fan of the Training and Development Facebook page. We also provide information on upcoming TRDV events, links to articles, and job postings via Facebook. Become a fan by searching on Facebook for Roosevelt University Training and Development or go to <http://bit.ly/yEkiE>



And don't forget to join us on LinkedIn! We've started a TRDV group on LinkedIn for you to help network with other T+D professionals. <http://bit.ly/1i5lec>

Question Corner

What happened to the degree concentration areas?

Since we have several certificate options that overlapped with the concentration areas, along with the addition of the new HPI degree, there was no reason to hold on to the concentration areas. Students still need to complete a total of four general electives so the overall requirements have not changed, but you do not need to be as specific in your electives.

2009 Master's Project Awards



Congratulations to the following students being recognized with the 2009 Outstanding Master's Portfolio Project:

Holly Galarza (left with Dr. George Vukotich) "Beyond Learning Interventions: Transitioning to Performance Improvement" and Susan Monsen (right with Dr. George Vukotich) "Roles of the Trainer: A Roadmap to Results".



TRDV Announcements

3rd Annual Deb Colky Student Award

Applications are now being accepted for the 3rd Annual Deb Colky Workplace Learning and Performance (WLP) Student Award. If you are enrolled in a degree program that is related to the field of workplace learning and performance, are currently taking at least one course, are planning a career in the field, and reside in the Chicago area, you are eligible to apply. For more information, or to apply, visit the CCASTD website at www.ccastd.org. Completed applications must be received by November 1, 2009.

The Annual CISPI Cracker Barrel Event is coming up on Wednesday, October 21st, 2009 at Roosevelt's Schaumburg Campus.

Rub elbows with leaders in the performance improvement community over some tasty chow. Meet and mingle with other participants. You'll have three opportunities to listen to a "guru" share their expertise on a specific topic and field your questions. Learn from experts in your field, enjoy three presentations of your choosing from a variety of offerings and network with your peers to find out what's going on in the industry. *TRDV students get a discount rate.* For more information or to register, go to www.cispi.com.