

August
2006



CHICAGO AREA CHAPTER
AMERICAN SOCIETY FOR TRAINING & DEVELOPMENT

UPDATE

Vision 2006

CCASTD is the cutting-edge provider and “Go To” association driving Workplace Learning and Performance in the Chicagoland area.

Purpose/Mission 2006

CCASTD is a professional development network where OUR passion for workplace performance improvement finds companionship and an outlet for improving OUR community and the world.

Update Your Training Approach!

By Cathy Goodman, Editor of *Training Today*

Those fresh new faces that greet you in your training sessions today expect (demand?) a new approach to the delivery of information. If you haven't already done so, you're going to need to overhaul your training materials soon.

In her book, *How to Design and Deliver Training for the New and Emerging Generations* (2004, San Francisco: John Wiley & Sons), Susan El-Shamy provides a method to assess your training style and its appropriateness for today's “dudes” and “dudettes.” Here are a few sample questions to get you thinking...

1. Do you start your training programs with a fun, demanding activity?
2. Do you avoid reading from overheads, flip charts, and PowerPoint slides?
3. Do participants get up, move around, and do things in your classes?
4. Do you include examples and illustrations from current popular culture?
5. Do you stimulate all the senses of the learners in your classes?
6. Do you allow for choices in the games and activities you use?
7. Do you get away from linear presentations of information?
8. Is there laughter and energy in your classes?

TAKE A LOOK INSIDE!

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If you're answering “no” to a lot of these questions, you may want to get started on an update today! For inspiration, try a role-playing video game at Gamer's Paradise in Woodfield, IL. Spend some time at Starbucks, the MCA (Museum of Contemporary Art), or a hip restaurant in the Bucktown/Wicker Park neighborhood. If you're feeling energetic, take a hip-hop dance class (not only will you learn about this street-smart dance form, you'll get in shape too!). If exercise isn't your thing, stay home and watch Nick.com to meet Sponge Bob, Drake & Josh, and Jimmy Neutron. Also make sure you've watched a few reality shows like *Survivor* or *Trading Places*.

Have fun getting to know Gen X'ers and Millennials; they'll show you how to work hard and have fun at the same time!



Creating a Buzz with Micki Lewis

From Your President

Workforce Development is Everyone's Business (sm)

Professional Development—Investing in Yourself!

What's your budget in terms of time and dollars for your own development?*

What is the “right” number for you in terms of how much time and the dollar amount you want to spend when it comes to investing in yourself? The answer, “*It depends*,” comes up automatically because we have numerous variables in our lives.

Brain Tracy, a well-known author, says, "Invest 3% of your income in yourself in order to guarantee your future." **What do you think?**

As an example, let's look at www.salary.com. Let's use **\$50,000** and **\$75,000**, respectively, as the average incomes of Workplace Learning and Performance Professionals here in the Chicagoland area. Apply Tracy's percentage and adjust these numbers for your own salary.

Sample Professional Development Investment

(Based on Income Levels: \$50,000 / \$75,000)

Yearly: \$1500 / \$2250

Monthly: \$125 / \$187.50

Weekly: \$31.25 / \$46.87

Additionally, in what areas are you investing in yourself? It doesn't always have to be about money. What about the TIME aspect? How much time are you willing to take to continually develop yourself?

Think Bigger! What can we do on a daily, weekly or monthly basis to continue our professional development? Create a schedule that motivates you to be consistent. What drives your professional development? If you look to what you value, you will find your motivation! Is it...

- The challenge you receive from life-long learning?
- Being a resource for others?
- Leading teams?
- The freedom you feel when you are around like-minded individuals?
- The ability to open a space for others to grow?
- The high standards or quality you believe you want to keep up for yourself and your organization?

Here are a few options for your own professional development...which ones are you cultivating?

- Informal and formal meetings with mentors, coaches and colleagues.
- Taking self-enrichment classes at a college or university.
- Researching on the Web.
- Authoring an article.
- Networking during coffee breaks.
- Volunteering.
- *And of course:* Belonging to associations, attending meetings, and conferences!

YOUR Professional Development Plan must have strategic focus (remember...you are the executive of your own life!). Take the time to think, build in time to execute by adding in some buffers and include time for fun.

Here's What's Coming Up Here at CCASTD!

- **August 22: Networking**
- **September 9 through November 4: WLPI Sessions**
- **September 12: Blended Learning that Works for a Sales Audience**
- **October 18 & 19: CCASTD'S Annual Conference: "The Human Side of Technology: A CCASTD Learning Technologies Conference."**

Thank you to Project Manager **Bobbi Alderks and her team** for all your efforts in pulling together the Career Event. Although CCASTD made the decision to cancel the event due to low enrollment, we still want to recognize all the contributions of time and the sponsorships of Hudson Highland Group, St. Xavier University, and the Chicago Police Department Training Facility to the event. We also want to recognize all the connections made between speakers, board members and volunteers encapsulated in offering this program. Thank you very much. Getting back to our questions above...how much time do you give yourself on a daily basis to nurture your professional life and future? It's all up to you! I will end this message with two of my favorite quotes.

"Whether you think you can or whether you think you can't.....You're right!"

Henry Ford

"The great dividing line between success and failure can be expressed in five words:

"I did not have time." Franklin Field

Your best is yet to come!

Micki

(*Excerpts taken from *Real World Career Development Strategies that WORK!* from Insight Publishing by Micki Lewis with 10 other National Experts)

Get to Know Your CCASTD Board Members: Deborah Colky, VP of Communications

We inaugurate this ongoing column with **Deborah Colky, VP of Communications**, who answers both serious and fun questions about her profession and her personal views on life. Stay tuned for September's Update and another Board Member's profile!

- 1. Years on CCASTD Board?** Two years this term; four years in previous terms.
- 2. Area of Responsibility?** Secretary and Communications; that means that, in addition to taking minutes at Board meetings, I work with the *Training Today and Update* editors to make sure those publications are produced.
- 3. I Grew Up In?** Chicago
- 4. Personal hero/heroine?** No one person in particular. I most admire anyone who works – at a job or a volunteer organization or at home – to make the world a better place. I'm talking about anyone from moms and dads to Peace Corps volunteers.
- 5. Currently I'm...** Working as an assistant professor and program chair of the Graduate Program in Training and Development at Roosevelt University. I'm also planning a trip to Africa with my husband.
- 6. If I Could Do It All Over, I'd...** Probably do the same things I've done, but hopefully without as many mistakes! I wish I had started teaching at the university level earlier in my life.
- 7. My Family Says I'm...** Organized! My brother calls me "Mrs. Full-Charge"!
- 8. Now I'm Reading...** I am always reading several things at once. Right now I'm reading some mystery novel and I can't even remember the name of it; journal articles about virtual organizations because I'm in the middle of writing a couple of articles myself; *The Handbook of Human Performance Technology* because I'm going to use it to teach one of my classes; and *The Year of Magical Thinking*, by Joan Didion.
- 9. I'd Like to Have Dinner with...** A group of people who have great senses of humor.
- 10. Educational Background?** B.A., English; MEd., Higher Education Administration, Ed.D., Adult Education
- 11. Professional Background?** Years ago, I taught English in a high school in the Washington D.C. area. After I went back for my Master's degree, I worked as an administrator in a couple of colleges, and then I held Director of Education positions in several associations. In 1990, my husband and I co-founded a consulting firm, Just Results Inc, an organization that developed and delivered customized training and performance improvement strategies. The consulting firm is still in operation, but I went back to teaching, at the university level this time, in 2001.
- 12. Favorite Food?** Anything sweet. The ultimate would be my mom's homemade chocolate éclairs.
- 13. I Spend My Free Time...** With my husband, Mike and my dogs, Otis and Morgan. I travel as much as I can, garden, read, go to theater and sporting events. I'm a big Chicago Bears fan and have also gotten way too interested in baseball this year.
- 14. The Way I Got into the Learning & Performance Industry was by...**

Sales Training Forum Fall 2006 Schedule of Sessions

September 12, 2006
1:30 – 4:30 p.m.
DePaul O'Hare Campus
**Blended Learning that Works
for a Sales Audience**

November 7th, 2006
6:00-8:00 pm
DePaul O'Hare Campus
**Creating A Customer-Centric
Sales Force**

**check out www.ccastd.org for full
details!**

Start Your Fall Networking Early!

Join us at our Pre-Fall Networking event.

- Increase your circle of influence
- Find out what's happening in the Learning community
- Connect with future vendors and future customers
- Discover insider secrets
- Meet members of your community!

Bring a non-member to this event and earn TWO chances for the End of 2006

Observing the facilitators I hired at an association where I worked and thinking, "I can do that!" I didn't know much about the training and development industry, but I began to learn. My first "pure training job" was as a trainer for the American Medical Association, training physicians and their staffs. I traveled 50% of the time and I loved the job. I got hooked on this industry.

Share your Success – A Call for UPDATE Articles *and for Roving Reporters!*

Always wanted to be an author? Interested in submitting an article on workplace learning, performance improvement, organizational development or training? Share with us what's working in your organizations or consulting practices! The UPDATE is also accepting applications to review and author articles about our events! OR, tell us about relevant industry announcements/recognitions—we'd love to share your success! Please contact Patricia Nebriada at pjnebrida@yahoo.com for more information, including deadlines. Word count: 200-500 words. Submissions may be edited for space and content.

Raffle!

Space graciously provided by
The Chicago School of Professional Psychology

When:

August 22, 2006
from 5:30pm to 7:30pm

Where:

Chicago School of
Professional Psychology
325 North Wells, Chicago, IL 60610

Price:

Member - \$30
Non-member - \$50
Student - \$20

Register at: www.ccastd.org.

The Human Side of Technology: A CCASTD Learning Technologies Event

October 18th & 19th, 2006

*sponsored by
Roosevelt University*

Visit the CCASTD Web site for event details at http://www.ccastd.org/annual_event.html

Take a sneak peek at an informal list of presenters and topics on the CCASTD online community & discussion board at <http://community.ccastd.org/eve/forums/a/frm/f/1931056323>

It's like having ASTD ICE in your own backyard!

UHL Love It!

By Trish Uhl, Director of Technology, CCASTD

As summer comes to a close, we here at CCASTD are busy preparing for a full autumn line up, including *The Human Side of Technology: A CCASTD Learning Technologies Event* hosted by Roosevelt University at the University Center in downtown Chicago on October 18th & 19th, 2006.

The event follows the framework defined in the ASTD Competency Model™ and features presentations and vendor exhibits that address how technology can be used in support of the integrated areas of expertise outlined in the model. Areas of expertise include: designing learning, delivering training, human performance improvement, measurement & evaluation, facilitating organizational change, managing the learning function, coaching, managing organizational knowledge, and career planning & talent management.

Technology is the topic, but not the focus.

The two-day program is designed to promote a peer-based learning forum where workplace learning & performance professionals—practitioners from many and varied disciplines—can come together to share their experiences practical advice, raise awareness and the understanding of the ASTD Competency Model™, and learn effective ways of using technology to support and manage their learning initiatives.

In this world of learning management systems, human performance technologies, e-learning initiatives, talent management applications (and the list goes on and on), it's important for workplace learning & performance professionals to have a solid basis in fundamental methodologies and techniques that can be enhanced (not replaced!) through the use of technology.

Technology--the ability to use it effectively and appropriately--is a critical component of the CPLP™ certification program.

In preparation for this event, I had the pleasure of interviewing Jennifer Naughton, Director, Credentialing, ASTD Certification Institute. Jennifer is in charge of the new ASTD certification program—the Certified Professional in Learning & Performance™ (CPLP™)—based on the competencies identified in the ASTD Competency Model™.

She is one of 20+ presenters who will be speaking at our October learning technologies event.

First, we'll start with an overview of the CPLP™ program, and then we'll get into the heart of the question & answer session with Jennifer.

Professionals in the Workplace Learning and Performance (WLP) field have the opportunity to demonstrate their knowledge and skills and prove their credibility and relevance through the Certified Professional in Learning and Performance™ (CPLP) credential offered by the ASTD Certification Institute (ASTD CI). The credential covers the entire scope of WLP based on the nine areas of expertise in the ASTD Competency Model™. Last year was the pilot year for the program, and the operational program launches this year with testing windows in July, October, and November.

What are some of the enhancements to the CPLP operational program based on the pilot?

Participants in the 2005 pilot program provided ASTD CI with essential feedback during the development. Some of the enhancements that participants will see in the future include instant score reports on the knowledge exam, a streamlined registration and payment process, shortened lead-time for test scheduling, and consolidated communications to candidates throughout the testing process. Candidates entering in the operational program have the benefit of purchasing CPLP study materials with the release of the ASTD Learning System earlier this year and more explicit guidance relative to the work product.

What are the benefits to earning the CPLP?

There are many benefits to earning this credential, and for the individual professional, increasing one's relevance stands out the most. The CPLP designation helps WLP professionals prove their worth. For organizations, CPLP is a fantastic recruitment and retention tool. Organizations can send their employees through the program as a way to reward their work, to recognize them as professionals, and to ensure that functional teams are moving forward in the same direction. For the WLP industry, it helps to move beyond the question of "Who are we?" toward the question, "What do I need to know and do, and how can I keep my skills current to be successful in this field?"

What should candidates think about when considering whether to enter the CPLP program?

First, evaluate whether certification is aligned with your own individual professional goals, and understand what certification means. The CPLP Certification program requires successfully passing both a knowledge-based exam and work product submission. You should be fully committed to the program from start to end. As part of this, plan to familiarize yourself with the program specifics before you decide to join. To find out more about the CPLP program, readers can visit www.astd.org/astd/cplp.

How should someone prepare for the exam and work product submission?

When preparing for the knowledge-based exam, consider pairing up with a study partner or buddy for support. When preparing for the work product, keep in mind that it's important to provide evidence to support narratives and summaries. Showing the rationale and examples for how or why you arrived at your conclusions is essential.

What resources are available to new CPLPs?

ASTD CI provides certified professionals with press release templates, logos for business cards, special pins, and a certificate to frame and display. Recently certified individuals are also eligible to have their names published on the CPLP directory. ASTD CI is developing future resources so that individuals can market the program to their organizations and in their local communities.

For more information on the CPLP program, testing schedule, or to assess your readiness, visit www.cplp.astd.org or email: certification@astd.org.

Piqued your interest? Come meet Jennifer Naughton in person and learn more about the ASTD Competency Model™ and CPLP certification program at *The Human Side of Technology!*

This two-day CCASTD Learning Technologies Event features:

- **Breakout sessions** with topics following the framework outlined in the ASTD Competency Model and presentations by local practitioners who will share their experiences in an interactive, peer-based learning format. We have 20+ sessions scheduled over two days!
- **Topics include** establishing & maintaining a mentoring program, leadership development, instructional design for e-learning & blended learning programs, shared experiences in effectively using technology to support learning, and more!
- **Keynote speakers & special workshops** with Steve Denning (business narrative & organizational storytelling for collaboration and inspiration) and Lou Russell (project management for trainers).

- **Tradeshow Hall** -- attend the breakout sessions to learn the latest techniques in learning, then visit with learning technology vendors to explore the latest in learning technology
- **Cocktail Reception** -- sponsored by CARA Group -- October 18th, 2006 -- mix & mingle with your peers in the Great Hall, on the roof -- overlooking downtown Chicago
- **Great Location** -- the University Center is conveniently located at 525 S State St. Lots of parking and public transportation available.
- **Breakfast and lunch provided** at food stations that let you pick & choose what you want to eat, & then join your favorite speakers for lunch!
- **Cost Effective** -- CCASTD members receive 20% off published prices! Sister chapter members receive 15% off published prices! See the CCASTD Web site for details: www.ccastd.org

Many of our speakers presented at the ASTD International Conference & Expo this past May in Dallas!

** It's like having ASTD ICE in your own backyard! **

[To View the Flyer Click Here](#)

See the CCASTD Web site for details:
[Click Here for More Information](#)

See the CCASTD Online Community site for the inside scoop on the event as it evolves:
<http://community.ccastd.org/eve>



Find the right talent.
Cultivate high-potential employees.
Drive performance improvement.

Earn certification as a Talent Consultant plus CE hours as you arm yourself with the strategies and tools needed to reach these goals.

Coming to Arlington Heights!

September 21:
Use of Personality Assessments in the Coaching of High Potentials and Executives

September 22:
Personality Testing for e-Recruitment, Selection, and Placement

Special Summer Price (Save \$300): \$395 per person, per course.

Call or visit our website for additional information, including detailed agendas.

custserv@IPAT.com
800.225.4728
www.IPAT.com



CCASTD 2006 PROGRAM CALENDAR

Here is just a glimpse of what is to come for CCASTD events; more details will follow in upcoming *Updates*. *Please note that the HRD Institute is now called the Workplace Learning and Performance Institute (WLPI)*. **Check out the latest program details and calendar changes online at www.ccastd.org/events.html.**

*****VERY IMPORTANT *****

Update your current email address changes by emailing admin@ccastd.org or calling 847-517-7225.

Month	Event	Date/Location
AUGUST	Pre-Fall Networking	Aug 22 Chicago School of Professional Psychology
SEPTEMBER	WLPI Sessions Sales Training Forum Career Event	Sept 9, 16, 30 Sept 12 TBD
OCTOBER Our Quarterly Event	LEARNING TECHNOLOGIES EXPO WLPI Sessions	Oct 18, 19 Oct 7, 14, 21
NOVEMBER	WLPI Session Sales Training Forum	Nov 4 Nov 7
DECEMBER	HOLIDAY PARTY	TBD

Job Postings

Date: June 30, 2006
Job Title: Contract Trainer
Employing Company Name: Think on Your Feet International, Inc. / McLuhan & Davies Communications, Inc.
Company Website: www.thinkonyourfeet.com
Description: Wanted: Contract trainer in Chicago to service national accounts.

Would you like to be trained in the internationally acclaimed worship Think on Your Feet®

We're looking for an exceptional contract trainer based in Chicago and prepared to travel to service our outstanding client list.

Please understand that we will contact you if your proposal is of interest.

Resume to: rdavies@mdctraining.ca

See www.thinkonyourfeet.com for more details about us.
Requirements: Outstanding presenter
Salary/Benefits: Please quote a proposed daily rate and number of training days expected.
Contact Name: Roger Davies
Contact Mailing Address: 15 Delisle Avenue
Toronto, Ontario
M4V 1S8
CANADA
Contact Phone: 416-928-3131
Contact Fax: 416-928-1298
Contact Email: rdavies@mdctraining.ca
Contact Method: Please use email

Date: July 7, 2006
Job Title: Instructional Designers
Employing Company Name: Underwriters Laboratories Inc. Northbrook IL
Company Website: <http://www.uluniversity.com/>
Description: Instructional Design Contractors. UL University is looking for both experienced and entry level contractors. Experienced contractors will work on cradle to grave ID projects. Requires ADDIE or equivalent process experience, ability to lead SMEs from needs assessment to delivery. Entry level contractors will work on maintaining, revising and improving existing courseware and on new design projects. Entry level has high potential to convert from contract to perm.
Requirements: Degree in Instructional Design or Training & Development required. Excellent Powerpoint and other MS application skills. E-learning experience a plus but not required.
Salary/Benefits: NA
Contact Name: Design Manager
Contact Mailing Address: NA
Contact Phone: NA
Contact Fax: 847-509-6329
Contact Email: uluniversity@us.ul.com
Contact Method: Please use email or fax

Date: July 14, 2006
Job Title: Organizational Development Specialist
Employing Company Name: Palos Community Hospital
Company Website: www.paloscommunityhospital.org
Description: Newly created position assisting hospital leaders in identifying, evaluating and

assessing organizational development needs, as well as responding to those needs with appropriate actions and solutions. You are further responsible for developing and implementing a leadership and staff development program, facilitating the change process and supporting overall HR processes and practices.

Requirements: Master's degree required along with 3-5 years of experience in Organizational Development. Superior knowledge of adult learning theories. A demonstrated background in coaching and mentoring, which includes training sessions.

Salary/Benefits: We offer a competitive salary and benefits including an outstanding pension plan in a collaborative and supportive environment.

Contact Name: Holly Brasher

Contact Mailing Address: Palos Community Hospital
12251 S. 80th Ave.
Palos Heights, IL 60453

Contact Phone: 708-923-4878

Contact Fax: 708-923-4888

Contact Email: Holly_Brasher@PalosCommunityHospital.org

Contact Method: Any

Date: July 26, 2006

Job Title: Learning & Development Consultant

Employing Company Name: Pactiv

Company Website: www.pactiv.com/career

Description: Pactiv is a leading producer of specialty packaging products for the consumer and foodservice/food packaging markets.

RESPONSIBILITIES:

- Assess learning & development needs ensuring most effective solution is identified & implemented.
 - Manage a team that assess, design, implement and measure the learning & development solutions.
 - Manage and improve current learning and development products, programs and processes which encompasses identifying and managing external vendors, contracts, budget and resources.
 - Create and implement e-learning strategy & solutions including creation of the business case, acquisition of resources, designing, implementing and measuring final solution.
 - Maximize performance and improvement of current technology, systems and infrastructure.
- Requirements:
- BA/BS in related field (Master's preferred) and 8+ years experience in training design and delivery or related field.
 - Experience in managing a department or team and outside vendors.
 - Demonstrated expertise with adult learning theory, team leader/facilitation, project and change management, SCORM, instructional design.
 - Excellent facilitation/training, communication & interpersonal skills.
 - The ability to work in a dynamic & changing environment and travel as needed (40% of the time).
 - Certifications in Facilitation/DDI, Achieve Global, Master trainer, Instruction Design, and/or Project Management are highly desirable.
 - Experience with e-learning content and infrastructure desirable

Salary/Benefits: Pactiv offers a strong career path for the right individual, a competitive salary and excellent benefit package including: medical, dental, vision, 401(k), and company paid pension plan.

For information and to apply online, please visit us at: www.pactiv.com/career, Job# PCR722.

Pactiv is an Equal Opportunity Employer M/F/D/V

Contact Name: Human Resources

Contact Mailing Address: Apply Online #PCR722

Contact Phone: 847-212-5555

Contact Fax: 847-212-5666
Contact Email:
Contact Method: Please apply online

Date: July 26, 2006
Job Title: Organizational Development Consultant
Employing Company Name: Pactiv
Company Website: www.pactiv.com/career
Description: Pactiv is a leading producer of specialty packaging products for the consumer and foodservice/food packaging markets. With sales of \$2.8 billion, Pactiv has one of the broadest product lines in the specialty packaging industry. We currently are seeking individuals looking for a new challenge and who want to make a difference in an organization.

RESPONSIBILITIES:

- Manage Performance Management, Succession Planning and On-boarding processes ensuring contribution to financial success.
- Assess, design, deliver and measure the Performance Management system, Succession Planning system, and salaried On-boarding process.
- Ensure Performance Management system, Succession Planning system, and salaried On-boarding process are aligned and contributes to business results.
- Create and implement Talent Management system by linking staffing, on-boarding, performance management, succession planning & leadership development together into a single system.

Requirements:

- BA/BS plus Master's degree in Organizational Development or related field and 8+ years related experience.
- Certified facilitator required; project management certification preferred.
- Demonstrated expertise in Performance Management, Succession Planning, On-boarding, Talent Management, competency models, career planning & project management.
- Ability to organize and lead change initiatives & project teams.

Salary/Benefits: Pactiv offers a strong career path for the right individual, a competitive salary and excellent benefit package including: medical, dental, vision, 401(k), and company paid pension plan.

For information and to apply online, please visit us at: www.pactiv.com/career, Job# PCR723.

Pactiv is an Equal Opportunity Employer M/F/D/V

For more information about Hefty products, please visit ww.heftybrand.com.

For more information about Pactiv, visit www.pactiv.com.

Contact Name: Human Resources
Contact Mailing Address: Apply Online #PCR723
Contact Phone: 847-212-5555
Contact Fax: 847-212-5666
Contact Email:
Contact Method: Please apply online

Date: August 3, 2006
Job Title: E-Learning Instructional Designer
Employing Company Name: Evanston Northwestern Healthcare
Company Website: www.enh.org/careers
Description: Join Evanston Northwestern Healthcare, consistently named one of the Top 100 U.S. Hospitals*.

We are currently seeking an e-Learning Instructional Designer to join our Learning & Development group, 2004 winner of CUBIC's "Most Innovative Industry Resource for Online Learning". This newly created position reports directly to the Chief Learning

Officer.

Duties of this position include:

- Partnering with internal customers to assess learning needs & recommend appropriate online solutions
- Designing & programming online learning modules
- Establishing guidelines & standards for online course development & instructional design
- Designing & managing internal Web portal of learning resources
- 4+ years of online instructional design experience (including full project life cycle of assessment, strategy design, programming, testing & launch)
- 2+ years of experience in Web site authoring
- Experience using Authorware, Tool Book or similar program
- Bachelor's degree (Master's in Instructional Design highly preferred)
- Experience in Webcasting a plus

Requirements:

Salary/Benefits:

This position is located in Evanston, convenient to both Metra and CTA transportation.

Contact Name:

Kara Cronan

Contact Mailing Address:

2650 Ridge Avenue, Evanston, IL 60201

Contact Phone:

847-570-2622

Contact Fax:

847-570-1903

Contact Email:

kcronan@enh.org

Contact Method:

Please use email

Date:

August 7, 2006

Job Title:

Business Analyst

Employing Company Name:

University HealthSystem Consortium

Company Website:

www.uhc.edu

Description:

The University HealthSystem Consortium, an alliance of over 90 academic health centers, has an opening for Business Analyst.

This position will support the day-to-day and ongoing operation of the Learning Management System which is contracted through an ASP model.

Major responsibilities include (but are not limited to):

- Coordinate efforts between UHC, its member organizations and the LMS vendor
- Coordinate implementations at member organizations
- Develop and deliver training on LMS usage for internal and external audiences.
- Run reports for billing and administrative purposes as well as generating support documentation (e.g. invoices).
- Load courseware

Requirements:

The ideal candidate will possess a minimum of two years' experience as a system administrator or analyst function for a learning system with experience using, deploying, administering and/or managing the system. Experience with KnowledgePlanet is a plus. Must have a bachelor's degree in education, instructional technology or computer science. Experience with Flash, Dreamweaver or other web development technologies is a plus. Excellent verbal and written communication skills and superior customer service attitude. Demonstrated ability to handle multiple priorities and projects in a changing environment. Some travel may be required.

Salary/Benefits:

UHC was named to the Companies That Care Honor Roll in 2004, 2005, and 2006 and was also noted for training excellence in Chicago Magazine's 25 Best Places to Work 2004 issue.

To apply for this position, please go to www.uhc.edu and click on "about UHC" and then click on "employment opportunities".

EOE

Contact Name:

Lori Richards

Contact Mailing Address:

2001 Spring Road
Suite 700
Oak Brook, IL 60523

Contact Phone: 630-954-4718
Contact Fax: 630-954-4730
Contact Email: richards@uhc.edu
Contact Method: Please use email, mail or fax

Date: August 7, 2006
Job Title: Software Trainer
Employing Company Name: Decisions made Easy
Company Website: www.decisions-made-easy.com
Description: Decisions Made Easy, A leader in retail and supply chain analysis software is seeking a trainer in its Chicago office. The successful candidate must be skilled in facilitation of software applications. Must have great communication skills, both written and verbal, a positive attitude, problem solving mentality, and a team player. A persuasive personality is a plus. Successful candidate will be able to effectively adjust training content to the different operational styles of client companies. Distance education teleconferencing experience a plus. Travel up to 33% of time. Submit resume to mwhite@decisions-made-easy.com

Requirements:

- 5 years experience in facilitation
- Experience in Software training
- Experience in Document management
- Experience in Distance Education

Salary/Benefits:

- Salary Based on Experience
- Full Medical/ Dental/ Vacation et al.

Contact Name: Margo White
Contact Mailing Address: 1000 S.W. Westpart Drive, Suite 8
Bentonville, AR 72712
Contact Phone: 479-273-9977
Contact Fax: 479-273-9971
Contact Email: mwhite@decisions-made-easy.com
Contact Method: Please use email

Date: August 8, 2006
Job Title: PFS Global Learning and Development - Design and Delivery Consultant
Employing Company Name: Northern Trust
Company Website: northerntrust.com
Description: The PFS GL&D design and delivery consultant responsibilities include: designing and delivering blended learning solutions that support the roll-out and subsequent enhancements of a major new solution set for the Northern Trust Personal Financial Services (PFS) business unit. These learning experiences range from the traditional instructor-led classroom to virtual and other non-traditional approaches.

- Facilitate classroom learning programs
- Facilitate virtual learning programs
- Partner with internal areas within GL&D group in order to translate business needs into solutions that can be effectively implemented in the organization
- Design programs, job aids, reference materials and course evaluations
- Course and materials maintenance
- Manage session and course logistical needs for national roll-out
- Evaluate learning impact and make appropriate adjustments
- Manage vendor relationships and ensure effective and efficient completion of programs
- Ensure the timely completion of program deliverables

Requirements:

Instructional Design: Needs minimal supervision, ability to perform a needs assessment, design and develop classroom instruction or workshop.

Communication: Ability to create presentations, proposals, templates, agendas from general to senior level audiences.

Presentation: Ability to facilitate any audience level and group size using multiple

facilitation techniques, i.e., brainstorming, process mapping.

Consulting: Strong listening skills, partner with subject matter experts to leverage internal expertise.

Technical Skills: Demonstrates a solid understanding of the interrelationship between online training and Northern's systems. Able to work comfortably with online solutions.

Project Management: Ability to develop detailed project plan for large projects with multiple resources and dependencies and manage client expectation. Interprets business needs based on a broad base of business knowledge and experience and defines realistic timeframes for project deliverables. Manages risk appropriately.

Experience Required:

- 6 or more years of directly related experience.
- Domestic travel required.

Salary/Benefits:

Contact Name:

Leah Walker

Contact Mailing Address:

50 S. LaSalle - C3N
Chicago, IL 60607

Contact Phone:

312-557-3408

Contact Fax:

312-444-3060

Contact Email:

http://jobs.brassring.com/en/asp/tg/cim_home.asp?partnerid=6636&siteid=5077&codes=017986,CCAS

Contact Method:

Please apply online

Date:

August 8, 2006

Job Title:

Sr. Consultant, Learning and Development-Performance Consultant WWOPs

Employing Company Name:

Northern Trust

Company Website:

northerntrust.com

Description:

Consults with all levels of management to translate business requirements into learning and organization development strategy. Ensures that learning and organization development interventions are aligned with the needs of the Worldwide Operations Business Unit of the Northern Trust. Designs, guides and/or assists management in the development, implementation and maintenance of programs that support talent identification, management and/or development. Delivers and/or oversees the delivery of a wide range of learning and performance support solutions, likely to be highly visible and complex in nature.

- Consults with all levels of management to translate business requirements into learning and organization development strategy
- Develops and implements programs to support talent identification, talent management and/or talent development.
- Develops and implements programs that support individual or organizational performance.
- Ensures that learning and organization development interventions are aligned with WWO strategic business needs.
- Designs and implements proactive communication plans to ensure that learning and organization development initiatives are communicated effectively to target populations.
- Analyzes and evaluates training and organization development interventions to ensure return on investment and to identify areas for improvement.
- Identifies and evaluates applicability of new learning and/or organization development vehicles, tools or programs developed by other organizations or vendors.
- Recommends purchase of programs to management, as appropriate.
- Facilitates/conducts learning and organization development solutions.
- Acts as project manager for major, complex and high-profile learning and organization development initiatives.
- Manages project budgets. Serves as an expert resource to the rest of Human Resources for business unit strategy and performance.
- Develops performance support tools and/or adopts industry best practice that

support group performance related to culture, change, strategy implementation or team dynamics.

- Keeps abreast of learning and development and/or organization development best practices and introduces them to Northern.
- May review the work of and/or mentor more junior staff.
- Travels to support other Operations locations (London, India)

Requirements:

Maintains strong understanding of WWO strategy and learning needs. Is able to consult independently with and influence all levels of the organization, particularly senior leaders. Requires strong project management capabilities. Has excellent communication, marketing, relationship, facilitation and motivational skills. Shows strong judgment in the ability to formulate plans based on needs and leadership "styles" of key leaders. Executes efficiently and effectively. Is proficient in the use of change tools and techniques.

Experience Required:

- 10 or more years of directly related experience gained within a corporate environment or from an appropriate academic program
- Has led a major change initiative in an Operations environment
- Previous management experience, preferably in an Operations environment, is highly desirable.

Salary/Benefits:

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Leah Walker

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Contact Method:

Please apply online

Alliance Events

Chicago Coach Federation For more information, visit: www.chicagocoaches.com

- September 14, 2006, 8:30am-4:30pm: "A Full Day in the Shadows: A Special Shadow Coaching Intensive Program" Presented by: Donna Karlin. Where: Fountain Blue Conference Center, Des Plaines, IL (Costs: Member/Alliance Partner: \$289; Non-member: \$389.)

Society of Human Resource Professionals For more information, visit: www.shrp.org/calendar.cfm

- August 16: New and Prospective Member Orientation. Where: TBD
- August 29: Field Museum Networking Event. Where: Field Museum, Chicago.
- September 8: Demystifying HR Measurement. Where: Robert Morris College, Chicago
- September 21: SHRP Annual Dinner & Exhibitor Showcase. Where: Chicago Hilton & Towers.
- September 28: "SHRP Career Exchange Roundtables: Applying a Marketing/Sales Strategy." Where: Neal, Gerber & Eisenberg, LLP.
- October 7-January 6: "Fall HRCI 2006 Preparation Courses." Where: Robert Morris College.
- October 11: Full Day Conference. Where: DePaul University.

Chicago International Society for Performance Improvement For more information, visit: <http://www.cispi.com>

- September 27, 6-9pm: "Crackerbarrel—HPT Communities." Where: TBD
- October 18, 6-9pm: October Meeting: "Analysis and Evaluation Measurement." Where: TBD
- November 11, 9am-12pm: 2006 Performance Expo. Where: TBD.

Costs: vary, check website.

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- One invoice, one payment
- One renewal date for all members of your organization
- Free transfers of membership
- Pro-rated fees for new members
- All company employees can attend CCASTD events and meetings at member rates
- Personalized service from CCASTD Director of Corporate Partnership program

For more information, contact:
Ken Phillips, Director of Corporate Partnerships
Phone: (847) 231-6068 or
Email: ken@phillipsassociates.com