

Leading The Way

8th Annual Wisconsin State Training Conference

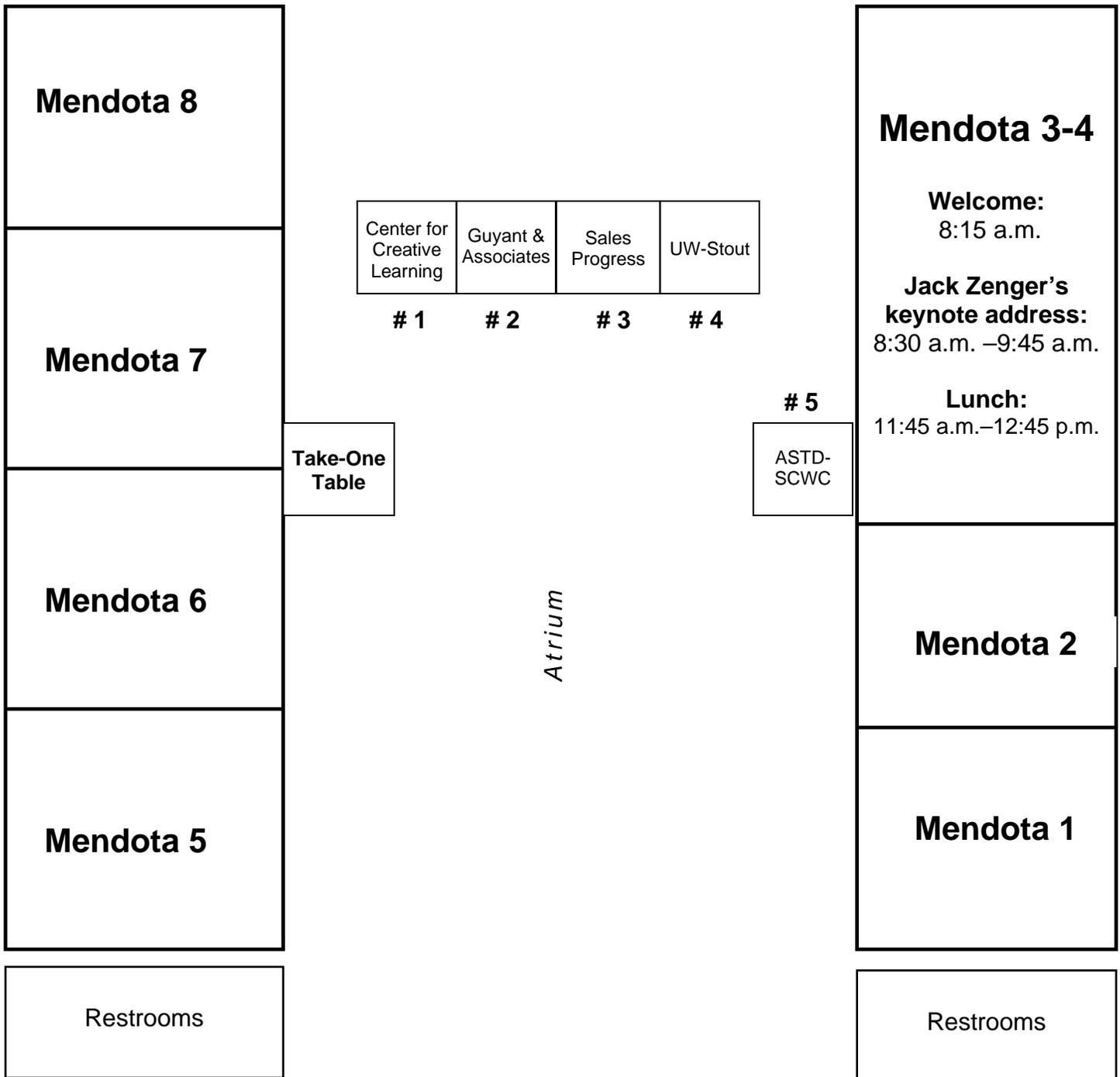


Thursday, February 26, 2009

Exhibition Hall at the Alliant Energy Center – Madison, Wisconsin

Sponsored by the Wisconsin State Training Council

Conference Floor Plan



A Very Special Thank-You to This Year's Exhibitors:

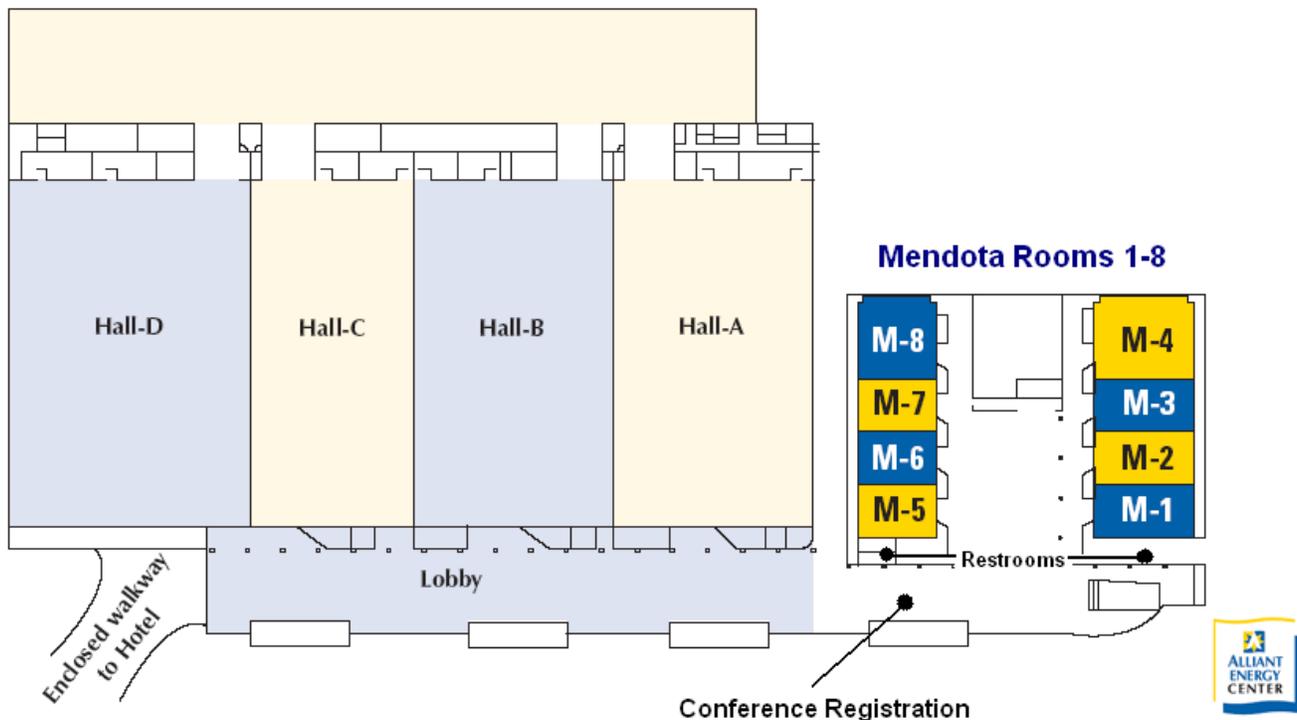
- * American Society for Training & Development–South Central Wisconsin Chapter
- * Center for Creative Learning
- * Guyant & Associates
- * Sales Progress
- * Society for Human Resource Management–Greater Madison Area Chapter
- * University of Wisconsin–Stout
- * State of Wisconsin, Office of State Employment Relations

8th annual Wisconsin State Training Conference “Leading The Way”

February 26, 2009 – Exhibition Hall in Alliant Energy Center, Madison

SCHEDULE:

- 7:00 a.m. Registration; Exhibit Hall Open; Refreshments
- 8:15–8:30 a.m. Welcome & Introductions (Mendota 3-4)
Robert Toomey & Gina Pruski, Wisconsin State Training Council
- 8:30–9:45 a.m. Keynote Address (Mendota 3-4)
Dr. Jack Zenger:
“What We Know About Developing Extraordinary Leaders”
- 9:45–10:15 a.m. Atrium: Break; Visit vendor exhibit area; Informal networking
- 10:15–11:45 a.m. Featured sessions (90 minutes)
- 11:45 a.m.–12:45 p.m. LUNCH (Mendota 3-4); Informal networking; Visit exhibit area
- 12:45–2:15 p.m. Featured sessions (90 minutes)
- 2:15–2:30 p.m. Atrium: Break; Visit vendor exhibit area; Informal networking
- 2:30–4:00 p.m. Featured sessions (90 minutes)
- 4:00 p.m. Adjourn



8th annual Wisconsin State Training Conference – February 26, 2009

KEYNOTE PRESENTATION:

Dr. Jack Zenger:

“What We Know About Developing Extraordinary Leaders”

8:30–9:45 Mendota 3-4

FEATURED SESSION DESCRIPTIONS:

36 Interactive Training Activities That Won't Cost You a Thing!

(Deb Laurel)

12:45–2:15 Mendota 5

Session Description: Research has shown that learning is more likely to be gained and retained if training activities are structured that meet the needs of different learning styles. There is a common misconception that effective, highly interactive and experiential training activities are costly. Given the current economic situation, many public and private organizations have limited training budgets. This session will show the training audience that there are many effective interactive training activities that either require no materials at all, can use materials they already have available, or can be acquired for free.

It is possible to engage different learning styles in highly interactive and experiential classroom training activities that don't cost a thing. For example, there are over 22 different activities that are based on a simple piece of paper! There are also over 14 activities that don't require ANY materials! During this workshop, you will:

- (1) Define interactive and experiential training activities;
- (2) Explain why they are important for effective learning;
- (3) Review 22 different paper-based activities;
- (4) Identify 14 activities that don't require any materials;
- (5) Sample a variety of activities that you can incorporate into your own training programs.

Adult Learning: The Hierarchy of Andragogy that Malcolm Knowles Used

(Marti Sopher, Ph.D.)

12:45–2:15 Mendota 8

Session Description: Malcolm Knowles, the father of adult education, influenced the field of training and consulting. While conducting my dissertation research with Knowles before his death, I was able to examine Knowles's notes from teaching adult education in Boston. I found that his theory of andragogy makes assumptions about how to work in teams and what skills are necessary.

The hierarchy of andragogy (Malcolm Knowles' practical theory of adult education) ranges from an individual self-directed adult learner or a learner interacting with a facilitator of his/her learning process to a team of learners or a group of students with a facilitator. Directly corresponding to this scale is the rising need for increased communication and group dynamics skills to be successful in necessary interactions in the learning process while employing an andragogical model for adult learning or training.

Beyond the Velcroing of America

(Gladis Benavides)

12:45–2:15 Mendota 6

Session Description: Velcro-ing is a term that I believe accurately describes what some employers do when bringing people together in an effort to create working teams. Today's workforce is becoming increasingly more multi-cultural and multi-lingual. Many new employees come from different experiences and backgrounds. Multi-generational differences, gender, race, ethnicity and other variables add to the challenge for manager and supervisors to create and maintaining efficient and productive teams.

The workshop will identify the knowledge and skills necessary to be a successful leader and manager in a changing environment and the tools and strategies to achieve that goal. The workshop will include case scenarios and time for questions and answers.

Objectives and Goals: Provide participants with an opportunity to:

- Identify and address the challenges and the opportunities of developing effective multi-cultural teams who can work together and communicate effectively.
 - Determine whether the organizational culture is receptive or inclusive of diversity and differences.
 - Identify ways in which the participants can use particular cross cultural communication tools & strategies that managers, supervisors & employees need in order to develop & nurture effective & productive multi-cultural teams.
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Coaching the Personal Journey to Leadership

(Patricia Clason)

10:15–11:45 Mendota 5

Session Description: Leadership Succession Planning is critical at this time as we face the retirement of the baby boomer generation. Many organizations have not planned for this transition and need to focus on developing their future leaders. This session will address how to coach a person's journey into leadership, including coaching skills and integration of leadership theories.

Tomorrow's leaders need the skills of introspection and self-awareness, understanding the importance of self-directed and continuous learning, and integrating personal and business vision. This session includes guidelines for coaching the personal journey of discovering and developing leadership talents and a discussion of the importance of being coached to becoming an effective leader.

From Anti-Techie to Uber-Techie: Which Technology Is Right for You?

(Jack Grotsky)

12:45–2:15 Mendota 2

Session Description:

In the current recessionary environment with its serious budgetary constraints, if organizations aren't looking for technological solutions, they should be. Why? To provide more robust distance learning alternatives to meet the training and development needs of their staff, and to promote "virtual" travel-less meetings. In this session, we will take a look at some of the most popular distance learning and virtual meeting technologies currently available. Many of these technologies come with a hefty price tag. Not to worry though—we also will take a look at some of the low cost and "free" alternatives available to you on the web. Participants in this session will take away a bibliography of available technologies and websites.

Game or No Game: Creating and Using Game Shows in Learning

(Chad Neumann)

2:30–4:00 Mendota 1

Session Description: In this session we'll explore the benefit and role of playing games as part of the learning process, using game shows that I have created and used in the classroom. We will discuss what makes a game show effective and how to best incorporate them into your curriculum. As a group, we'll design and create a new game show using Microsoft PowerPoint and the tools available within that software program. After the conference you will receive a completed copy of our game show by email, so you can customize and use it in your own classroom.

This session will provide trainers with another important tool to help them reach their classroom. They will walk away with a tool to use and hopefully the ability to take this information and create learning games.

Meaningful Conversations

(Genevieve Kirchman)

2:30–4:00 Mendota 8

Session Description: Ever notice how the most important discussions sometimes happen AFTER the meeting? There's a reason - this workshop will focus on two strategies to help you ensure that the meaningful conversations happen when everyone is there. Participants will experience - in an abbreviated format - World Cafe and Open Space. If you're not familiar with these strategies, you'll want to add these to your facilitation arsenal. Come prepared to participate AND leave with enough information to start using these strategies.

Meeting Challenges, Creating Solutions - Leading the Way with Technology

(Rosemary M. Lehman & Richard A. Berg)

10:15–11:45 Mendota 1

Session Description: Our session will actively involve the audience in preparing to "lead the way" in meeting business challenges through the selection of appropriate new technology for solutions.

- Identify your organizations' key challenges, select the top seven group challenges, and create short challenge scenarios.
- Find out about the features/benefits/limitations of new technologies to help meet these challenges. Discover the critical questions to ask for selecting/blending appropriate technologies.
- Work in small groups on one of the challenge scenarios. Use a planning template to 1) consider your group's challenge, 2) ask the critical selection questions, 3) select the appropriate technologies, and 3) create a solution to solve the challenge.
- Then, share your challenge scenarios/selected technologies/rationale/solutions.
- Leave with a process to use within your organization and resource information for further help.

A Strength-Based Approach to Career Development Using Appreciative Inquiry

(Don Schutt)

12:45–2:15 Mendota 7

Session Description:

A more affirming career development process can be achieved by combining life-planning concepts with the Appreciative Inquiry process. The purpose of this process is to create a positive self-image and allow you to envision even greater possibilities. The process will also help you to connect your work and life decisions to others around you who serve as life partners and support networks. The end result will help you better understand the “life-giving” forces that provide vitality and distinctive competence to your life and work. This also shifts the focus of the planning process toward a strength-based whole person, whole life approach.

Teaching Methods "Learn and Share" Workshop

(Amanda Postel)

10:15–11:45 Mendota 8

Session Description: The purpose of this workshop is to explore teaching methods based on practical, hands-on, real-life experiences. Workshop participants are both the teachers and learners in this collaborative workshop! Be prepared to share your own experiences and learn from the real-life experiences of other workshop participants. Please feel free to bring in materials and examples of teaching activities you have used in the past to share with other program participants.

Understanding the Multi-Generational Workforce

(George Ann Casper)

10:15–11:45 Mendota 6

Session Description: This presentation can position HR professionals to help their clients recognize the value of leveraging the differences each generation brings to the workforce.

A fun and interactive presentation that focuses on becoming familiar with the characteristics and behavioral traits of each of the current four generations in the workplace. Participants will be able to recognize the challenges and advantages of leveraging a multi-generational workforce and how it can facilitate productivity and performance.

Understanding The Value and Dynamics of a Diverse Workforce

(George Ann Casper)

2:30–4:00 Mendota 6

Session Description: This presentation will help HR professionals broaden the understanding of the term diversity and how it can be used to increase productivity and performance.

This fun and interactive session helps participants recognize how creating inclusion is a key to the success of any organization. Learning to leverage an organization's diversity by recognizing the behavioral responses can facilitate an increase in productivity and performance. Additionally, learning how unmanaged challenges and barriers can just as easily undermine an employee's ability to contribute.

Using the Psychology and Morality of Ethics To Shape Behavior

(Al Guyant)

2:30–4:00 Mendota 7

Session Description: We lead other people by persuading them to do the "right" thing, which is based on deeply buried fundamental feelings and "ethics." This workshop quickly leads the participants to discover how the psychology of right and wrong mix with the historic moral basis of what is "ethical," and how we can use that to influence each other's next behaviors.

Utilizing Technology for Increased Interactivity

(Julie Wood and Barry Roberts)

12:45–2:15 Mendota 1

Session Description: Compare and contrast two different technologies for increasing interaction in training sessions. The two different methods include Clickers (Turning Point Software) and a Jeopardy Style Game (Game Show Pro Software). Also will include cutting edge cell phone technology that is being used for larger audiences to increase participant interaction in training.

1) Clickers

(Turning Point Software)

- a. what are they
- b. how it works
- c. what it works well for
- d. what it doesn't work well for
- e. cost
- f. live demonstration

2) Game Show

(Game Show Pro Software)

- a. what are they
- b. how it works
- c. what it works well for
- d. what it doesn't work well for
- e. cost
- f. live demonstration

3) Cutting edge technology using cell phones

- a. PowerPoint jeopardy using cell phones & texting
 - b. Turning point software advances using cell phones
-

Webcasting: Meeting Customer Needs

(Sari King and Kathryn Fields)

10:15–11:45 Mendota 2

Session Description: The Wisconsin Retirement System continually evaluates the challenges we face in meeting the changing needs of our internal and external customer base. This presentation provides information focusing on using Mediasite technology to meet those challenges. While Mediasite allows us to address various customers using different training techniques, it also allows us to monitor our progress and customer satisfaction.

What Your Communications Must Include To Persuade Anyone To Act

(Al Guyant)

10:15–11:45 Mendota 7

Session Description: To lead effectively, we must be able to describe clear goals and then "motivate" the target audience to take action. Whether we use oral or written communications, we must use this workshop's time-tested methods and elements to actually get results from other people. This fast-paced workshop will demonstrate how to be concise and effective in communicating and motivating at the same time.

What's Effective Research Based Professional Development Got To Do With It?

(Deborah Bilzing, M.S., and Eileen Dagen)

2:30–4:00 Mendota 2

Session Description: This presentation will walk participants through the Wisconsin Personnel Development Model (WPDM), a seven-step professional development model that is research-based and gets the improvement results you are looking for. The WPDM is aligned with the national standards for professional development, developed by the National Staff Development Council (NSDC). Staff development standards provide direction for designing a professional development experience that ensures participants attending any professional development activity will acquire the necessary knowledge and skills presenters are looking for.

Effective professional development is not about meeting the requirements of a list; it is about carefully considering and planning according to desired outcomes and standards that will contribute to that success. High-quality professional development programs are essential to creating environments where staff members are learners who continually improve their performance.

Why EQ (Emotional Intelligence) = EL (Effective Leadership)!

(Patricia Clason)

2:30–4:00 Mendota 5

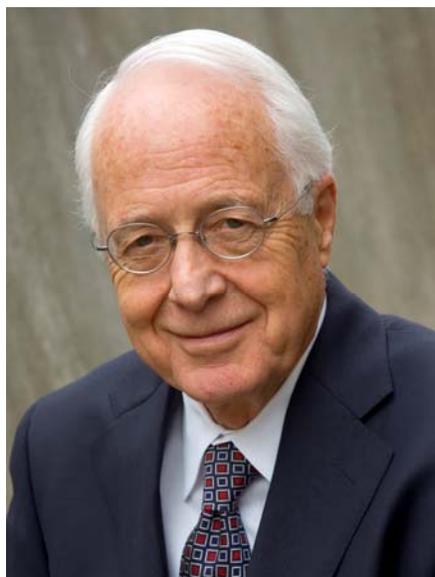
Session Description: Emotional intelligence (EQ) is the core leadership skill that will help current and new leaders to navigate the challenging sea of constant and fast paced change and to connect the teams of today's virtual business world. The upcoming generations are demanding authenticity, empathy and inspiration from their leaders -- skills provided by emotional intelligence -- so including EQ training in leadership succession plans is critical. Let's explore together the EQ=leadership equation.

SCHEDULE OF

	Mendota 1	Mendota 2	Mendota 5
10:15–11:45	Meeting Challenges, Creating Solutions – Leading the Way With Technology <i>(Rosemary Lehman and Richard Berg)</i>	Webcasting: Meeting Customer Needs <i>(Sari King and Kathryn Fields)</i>	Coaching the Personal Journey to Leadership <i>(Patricia Clason)</i>
12:45–2:15	Utilizing Technology for Increased Interactivity <i>(Julie Wood and Barry Roberts)</i>	From Anti-Techie to Uber-Techie: Which Technology Is Right for You? <i>(Jack Grotsky)</i>	36 Interactive Training Activities That Won't Cost You a Thing! <i>(Deborah Spring Laurel)</i>
2:30–4:00	Game or No Game: Creating and Using Game Shows in Learning <i>(Chad Neumann)</i>	What's Effective Research Based Professional Development Got to Do With It? <i>(Deborah Bilzing and Eileen Dagen)</i>	Why EQ (Emotional Intelligence) = EL (Effective Leadership) <i>(Patricia Clason)</i>

FEATURED SESSIONS

Mendota 6	Mendota 7	Mendota 8	
<p>Understanding the Multi-Generational Workforce <i>(George Ann Casper)</i></p>	<p>What Your Communications Must Include to Persuade Anyone to Act <i>(Al Guyant)</i></p>	<p>Teaching Methods “Learn and Share” Workshop <i>(Amanda Postel)</i></p>	<p>10:15–11:45</p>
<p>Beyond the Velcro-ing of America <i>(Gladis Benavides)</i></p>	<p>A Strength-Based Approach to Career Development Using Appreciative Inquiry <i>(Don Schutt)</i></p>	<p>Adult Learning: The Hierarchy of Andragogy that Malcolm Knowles Used <i>(Marti Sopher)</i></p>	<p>12:45–2:15</p>
<p>Understanding the Value and Dynamics of a Diverse Workforce <i>(George Ann Casper)</i></p>	<p>Using the Psychology and Morality of Ethics to Shape Behavior <i>(Al Guyant)</i></p>	<p>Meaningful Conversations <i>(Genevieve Kirchman)</i></p>	<p>2:30–4:00</p>



John H. (Jack) Zenger

John H. (Jack) Zenger is the co-founder and CEO of Zenger Folkman, a professional services firm providing consulting, leadership development programs and implementation software for organizational effectiveness initiatives.

He is considered a world expert in the field of leadership development, and is a highly respected and sought after speaker, consultant and executive coach.

Jack's career has combined entrepreneurial, corporate and academic activities. In 1977 he co-founded Zenger-Miller and served as its President and CEO until 1991. The Wall St. Journal named it one of the 10 best suppliers of executive development. He later became the President of Provant, a publicly traded combination of 21 companies in the training industry.

From 1966 to 1977 he was Vice President of Human Resources for Syntex Corporation, and from 1992 to 1996 was a Group Vice President of the Times Mirror Corporation.

His academic experience includes serving on the faculty at USC and later teaching at the Stanford Graduate School of Business.

Because of his contributions to the field of leadership development and training, Jack was inducted into the Human Resources Development Hall of Fame. His colleagues in the training industry awarded him the "Thought Leadership Award" in 2007. He was honored as a distinguished citizen by the Stanford Area Council of Boy Scouts of America. He and his wife Holly both received honorary doctoral degrees from Utah Valley University.

He received a doctorate in Business Administration from the University of Southern California, an MBA degree from UCLA and a bachelor's degree in Psychology from Brigham Young University.

Jack served as the Chairman of the Board of Trustees of Utah Valley University and currently is a Regent for the higher education system in the State of Utah.

Jack has authored or co-authored 50 articles on leadership, productivity, e-learning, training and measurement.

He is the co-author of four books on leadership, *Results-Based Leadership*, (Harvard Business School Press, 1999) voted by SHRM as the Best Business Book in the year 2000, the best selling *The Extraordinary Leader: Turning Good Managers into Great Leaders* (McGraw-Hill, 2002) and *Handbook for Leaders* (McGraw-Hill 2004). Pending publication is a book, *The Inspiring Leader: Unlocking the Secrets of How Extraordinary Leaders Motivate* (McGraw-Hill 2009).

He is the author of two books on productivity improvement: *Not just for CEO's – Sure-Fire Success Secrets for the Leader in Each of Us* (Irwin Professional Publishing, 1996); and *Making 2 + 2 = 5: 22 Action Steps to Boost Productivity* (Irwin, 1997).

He is a co-author of three books on teams, including the best selling, *Self-Directed Work Teams: The New American Challenge* (Irwin Professional Publishing, 1990), *Leading Teams* (Irwin Professional Publishing, 1993) and *Keeping Teams on Track* (Irwin Professional Publishing, 1996).

He and his wife, Holly, reside in Midway, Utah.

PRESENTER PROFILES

Gladis Benavides

www.becrosscultural.com

Gladis Benavides is founder and President of Benavides Enterprises Inc. Her office is located in Madison, Wisconsin. Gladis has over thirty years of experience assisting individuals and groups to enhance their inter-personal relationships and communications and successfully bridge their cultural differences while meeting individual and collective challenges. She is a student and an expert in organizational culture and the process that lead organizations to create successful and achievable results.

She has been identified as somebody that possesses the rosetta stone for unraveling and interpreting individuals' perspectives, beliefs and positions and to guide them to reach consensus and closure in a respectful and ethical manner. She has established a solid reputation among professionals in fields such as workforce development, strategic planning, labor, community relations, customer services and marketing as well as others. People are confident in seeking her expertise based on her ethics, professionalism and knowledge. She has been widely recognized and has received multiple awards at Regional and State and local level, including the Martin Luther King Jr. Award Hispanic Woman of the Year.

Gladis was Director of the Office of Civil Rights for the Wisconsin State Department of Health and Social Services and the Department of Workforce Development. She is therefore particularly qualified to provide services and technical assistance to Government agencies and educational institutions that must meet the challenges of a multi-cultural work force and providing services in a culturally competent manner.

Richard A. Berg

www.uwex.edu/ics/training

Richard Berg, Instructional Design Specialist with UW-Extension ICS, has over 8 years experience in training materials production, instructional development, media production and training. He holds a Bachelor's degree in English Education and Master's in Instructional Technology and Telecommunications, both from Western Illinois University. In addition to training materials production at ICS, he trains University of Wisconsin faculty and State of Wisconsin Governmental Agency Employees in the use of Videoconferencing and Web conferencing media. Rich also works on the Training for Videoconferencing Web site, the DESIEN Archives Web site, and the companion Web sites for Using Distance Education Technology: Effective Practices and The Essential Videoconferencing Guide: 7 Keys to Success.

Deborah Bilzing

www.wispdg.org

Deborah Bilzing currently directs the Wisconsin Personnel Development System for Special Education with the Wisconsin Department of Public Instruction. Deborah has a Master's in school counseling and certifications as a district superintendent, principal K-12, director of curriculum and instruction, pupil services, and special education; and is finishing her doctorate in Educational Leadership.

George Ann Casper

www.casperconsultingllc.com

George Ann Casper has been a diversity trainer and consultant since 1980. She is also founder of Casper Consulting LLC, which partners with organizations to develop business solutions through inclusion. She focuses on diversity and generational topics. Casper Consulting is a minority owned and operated organization.

Patricia Clason

www.lightly.com

Patricia Clason, RCC, is the owner and director of the Center for Creative Learning LLC and Accountability Coaching Associates. First to receive the Registered Corporate Coach designation from the Worldwide Association of Business Coaches, and a professional speaker for over 25 years, Patricia offers tried and true practical wisdom in her presentations. Patricia has coached and taught in leadership training programs for large corporations (Johnson & Johnson, CitiBank) as well as for government agencies and small business. Co-author of "Speaking of Success" with Stephen Covey, Jack Canfield and Ken Blanchard, Patricia has shared her success skills with private and public sector organizations, large and small, associations and individuals to assist them in developing more harmonious and efficient working environments. Further bio information available at <http://www.lightly.com/bioresume.html>

Eileen Dagen

Eileen Dagen is an independent consultant. Formerly she was the former Director of Statewide Projects at the Cooperative Educational Service Agency (CESA) 1. She provided leadership in Mentor Coordination and Technical Assistance for the REACH Initiative. Her areas of focus included leadership, special education, professional development, action research, and collaborative problem solving. Ms Dagen was a teacher, Director of Pupil Services, and Project Administrator.

Kathryn Fields

www.etf.wi.gov

Kathryn Fields has been a Trust Fund Specialist with the Department of Employee Trust Funds for the Wisconsin Retirement System for over five years. She has extensive experience in retirement counseling and benefits education.

Jack Grotsky

www.dhs.wisconsin.gov

Jack Grotsky has worked for the Wisconsin Department of Health Services since 2001. After spending over five years as a Medicaid Accountant, he made the move to working with his true passion—technology. Jack now works in the Department of Health Services Technology Learning Center as a Technical Trainer. Jack attended Madison Area Technical College for a Degree in Business Management.

Al Guyant

www.guyant.com

Al Guyant is a former newspaper reporter and editor, author of two published books, and international trainer and speaker.

Sari King

www.etf.wi.gov

For three years, Sari King has been the Administrator of the Division of Retirement of the Employee Trust Funds for the Wisconsin Retirement System. She is originally from Oklahoma, where she earned a Bachelor of Science degree in Mathematics from Oklahoma City University. With over 20 years of management experience in various state positions, Sari's background also includes extensive information technology experience.

Genevieve Kirchman

www.cesa5.k12.wi.us

Genevieve Kirchman has years of experience facilitating and training - in the private and public sector. She is a "process guru" and stays true to her vision of having meaningful conversations about what is important. Participants always comment on her enthusiasm and ability to explain things concretely.

Deborah Spring Laurel

www.laurelandassociates.com

Deborah Spring Laurel has been a trainer and a consultant in the areas of workplace learning and performance improvement for over thirty years (she started when she was three!). She was adjunct faculty in the School of Business at the University of Wisconsin for thirty years. Deborah is the principal of Laurel and Associates, Ltd., an international training and consulting firm. Deborah studied with Dr. Madeline Hunter of UCLA to become proficient in the Mastery Teaching model. She has provided train-the-trainer seminars and certification programs on a national basis for over fifteen years and on an international basis since 1998. From 1998 to 2001, Deborah advised J.J. Strossmeyer University in Osijek in the development of curriculum and trained faculty for an innovative participant-based Masters Degree program in Entrepreneurism. Published frequently in the Pfeiffer Annuals, she was the 2005 President of the South Central Wisconsin Chapter of ASTD and facilitates the three-day national ASTD Training Certificate Program. Deborah has her Masters Degree from the University of Wisconsin-Madison.

Rosemary Lehman

www.uwex.edu/ics/training

Rosemary Lehman is Senior Outreach/Distance Education Specialist and Manager of the Instructional Design Team at Instructional Communications Systems (ICS), University of Wisconsin-Extension (UWEX). She has more than 30 years experience in media production, design elements, and professional development and has been with UWEX for 16 years. Rosemary holds a Ph.D. in Distance Education/Adult Learning and an MA in Television/Communication Arts from University of Wisconsin-Madison and a BA in English/Communication Arts from Lawrence College (University), Appleton, WI. In her work at ICS she conducts sessions on program design, development, and implementation using blended technologies; creates and authors professional development materials, journal articles, book chapters, and books; has coordinated numerous distance education seminars and conferences, as well as keynoted and presented at a wide variety of conferences statewide, nationally, and internationally. She is the recipient of the UW-Extension Award for Excellence in education, technology, and leadership.

Chad Neumann

www.cunamutual.com

Chad has spent the last 7 years designing and delivering classroom training for credit unions across the country. He has designed a number of game shows that he utilizes in the classroom to help review material and also as a pre-test for the start of a class. Prior to that he spent 6 years delivering computer training in the classroom for New Horizons Computer Learning Center.

Amanda Postel

www.etf.wi.gov

Amanda Postel is an Employer Education Officer for the State of Wisconsin Department of Employee Trust Funds. She has a diverse background in teaching, training, and facilitating group interaction in public, private, non-profit, and educational settings.

Barry Roberts

www.exed.wisc.edu/sbdc

Barry Roberts, Education Program Manager, UW-Madison Small Business Development Center. Barry joined the Madison SBDC in 1997 after working for eleven years in a Madison based regional consulting and training firm. He has extensive experience in training, facilitating, and consulting in the areas of human resource development, leadership development, team building, strategic planning, and quality improvement. Barry has first-hand experience starting and managing a business that helps him understand the needs and desires of entrepreneurs and small business managers. He is a certified FranklinCovey facilitator for the Habits for Small Business Managers two-day seminar. Barry earned a M.S. in Continuing and Vocational Education from the University of Wisconsin-Madison, and also a B.S. in psychology from the UW-Madison.

Don Schutt

www.ohrd.wisc.edu

Don Schutt, Ph.D., is the Director of the Office of Human Resource Development at the University of Wisconsin-Madison. In his current position, he manages the development and delivery of centralized professional and career development workshops for over 18,000 employees at the University of Wisconsin-Madison. Formerly, Dr. Schutt was a career development specialist at the Center on Education and Work in the School of Education at the University of Wisconsin-Madison. In the last eight years, he has presented over 100 workshops focusing on a variety of topics including leadership development, management strategies, employee relations, and professional and career development concepts. In addition, he has written three books focusing on creating and implementing career development systems in organizations.

Marti Sopher

cacl@chorus.net

Marti Sopher, Ph.D., is a trainer and owner of CACL/Center for Active & Collaborative Learning. Her education includes a Ph.D. in adult education, M.S. in Management, B.S. in Health Education, and certification in ESL.

Julie Wood

www.exed.wisc.edu/sbdc

Julie Wood is a program coordinator at the UW-Madison Small Business Development Center. Before coming to the SBDC, Julie was director of operations at Oriel Incorporated and a financial software consultant at SVA Consulting. She also started and ran Checks + Balances, Inc., an accounting consulting business. Julie recently completed a M.S. in Educational Communications and Technology from UW-Madison and she is a certified FranklinCovey facilitator for the FOCUS program.



1999-2009

Celebrating 10 Years of
Collaboration & Resource-Sharing

WHAT is the Wisconsin State Training Council?

The Wisconsin State Training Council exists for the purpose of advocating the effective use of employee development and training, to develop the state's workforce and to help achieve the state's mission and the missions of its agencies. The Council also provides its members an opportunity to collaborate in sharing information and training resources across agency lines.

WHO is the Wisconsin State Training Council?

The Council is an association of professionals that represent the various state government agencies. The training director or training contact person generally serves as the agency representative.

Elected officers for 2009 are:

- Chair: Robert Toomey (Office of State Employment Relations)
- Vice-Chair: Gina Pruski (Office of the State Public Defender)
- Secretary-Treasurer: Shirley LaFontaine (Dept. of Agriculture, Trade & Consumer Protection)
- Immediate Past Chair: Don Schutt (UW-Madison)

ACCOMPLISHMENTS of the Wisconsin State Training Council

- Sponsors the annual *Wisconsin State Training Conference*. The 8th annual conference was held on February 26, 2009, at Exhibition Hall in the Alliant Center, Madison.
- Maintains an on-line *Training Resource Center* to promote sharing of training resources with all State agencies.
- Maintains *The Learning Wire*, an e-mail notification system to communicate available training opportunities across agency lines.
- Offers a chance for training professionals to *network and share resources and information* across agency lines.
- Provides quarterly training opportunities open to interested state supervisors via the free *Supervisory Seminar Series*.
- Provides quarterly training opportunities open to any interested state employees via the free *Employee Development Series*.
- Provides input and works with OSER and DOA on *State-wide initiatives*, including: IBIS, Enterprise Leadership Academy, Enterprise Management Development Academy, and others.
- Provides input on *E-learning initiatives* in partnership with the University of Wisconsin-Madison Office of Human Resource Development.

CONTACT INFORMATION for the Wisconsin State Training Council

Check out the Council web pages at http://oser.state.wi.us/section_detail.asp?linkcatid=371&linkid=30 (or go to oser.state.wi.us and click on "Training" to get to the WSTC web pages). The Council web page contains information on Mission, Bylaws, Meeting Schedule & Summaries, Member Directory, Elected Officers, Subcommittees, and Resource Links. The 2009 Chair of the Council, Robert Toomey, may be reached at Robert.Toomey@Wisconsin.gov or (608) 266-0664.

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2009 Wisconsin State Training Conference Exhibitor Information



American Society for Training & Development – South Central Wisconsin Chapter (ASTD-SCWC)

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