

Time	Connect	Engage	Manage	All About You
0845 – 0930	<p>Leadership 2.0: STRIVE to Connect!</p> <p>Brad Raney CEO, Personal Performance Partnership</p> <p>This interactive mini-workshop includes an overview of the workplace challenges that exist within each of the areas of concentration, the introduction of the STRIVE method of leadership (Study, Think, Recognize, Invest, Value and Envision), and a discussion of best practices of implementing the STRIVE methodology. The goal is to give attendees a unique leadership acumen that can be applied immediately in their daily training/leading activities.</p> <p>Participants will:</p> <ul style="list-style-type: none"> • Gain new understanding of how to connect with each team member/employee based on the STRIVE concept • Develop new skills based on a SWOT assessment of each team members/employee • Recognize opportunities to refine and/or alter their engagement methods/practices to have greater impact on the team members/employees 	<p>The Challenges and Success Models of Learning & Business Strategy</p> <p>Doug Brtek, Panel Moderator Instructional Designer, Medtronic</p> <p>Engaging learners in companywide initiatives is a continuous challenge for any professional. In this session, the members of an interactive panel will share their 40 plus years of experience in designing learning solutions for professional and academic learning environments. Bring your questions for the team and learn more about industry best practices to help motivate employees and promote the initiatives of your organization.</p> <p>Participants will:</p> <ul style="list-style-type: none"> • Analyze the assumptions and evaluate the worth of the evidence used by the leading practitioners • Compare and contrast the different learning approaches based on industry use and best practices • Identify opportunities for improvement and efficiency within a select organizational setting 	<p>Get Strategic! Aligning Talent Management with the Business Strategy</p> <p>Angie Brainard Senior Vice President, Talent Management Right Management</p> <p>Participants will learn the value and necessity of aligning overall talent strategies with the organization's business strategy. Using the World of Work Trends from Manpower Group's Human Age work along with the results from the 10th Annual Talent Shortage Survey, participants will learn to view training and development from a more strategic and macro level.</p> <p>Participants will learn:</p> <ul style="list-style-type: none"> • The value of aligning talent strategy with the business strategy • Results of the 10th Annual Talent Shortage Survey • The impact of an integrated talent management approach discussion 	<p>How EI Creates a Better Bottom Line</p> <p>Kelly A Mannel, President ImagePartners, Inc.</p> <p>Demonstrating EI is an interpersonal skill under foundational competencies in the TD competency model. Show the evolution from IQ to EI as a major influence in workplace leadership, provide industry examples and credible research on the application of EI in historically successful organizations, discuss well-known leaders using EI core competencies to make significant decisions and show how EI contributes to the bottom line.</p> <p>Participants will:</p> <ul style="list-style-type: none"> • Have a better understanding of the implications of EI in business beyond traditional HR activities • See how the importance of IQ in the workplace has changed due to the benefits of EQ being recognized as equally or more important • Know and understand the EI core competencies
0945 – 1030	<p>Coaching: It's Not Just for Executives!</p> <p>Gina Potito Senior Vice President, Talent Development Consultant Lee Hecht Harrison</p> <p>How do you get others to transform their behavior? Sounds like a daunting task, and one that every manager has asked the Talent Development team to address with training. But can training alone change behavior? Research validates that coaching can; however, it is defined and consistent. This presentation is for anyone who is trying to implement a successful coaching program. The focus is on defining a coaching model and practices that successfully allow a manager or HR/TD practitioner to influence behavior change through coaching.</p> <p>Participants will:</p> <ul style="list-style-type: none"> • Define what coaching is and what coaching isn't • Practice coaching techniques • Discuss cost effective methods to scale coaching across the organizational enterprise 	<p>"Social Learning" in the Classroom: No Technology Gizmo Needed!</p> <p>Peggy OBrien President, OBrien Planning & Consulting</p> <p>Some of our most powerful learning experiences come from interacting and networking with others. Come learn how to build "social learning" activities into your training sessions. Find out how to engage your employees and keep them engaged in learning. No more boring lectures! Let's get social.</p> <p>Participants will:</p> <ul style="list-style-type: none"> • Describe ways to bring "social learning" to the classroom. • Experiment with "social learning." • Develop a road map for incorporating some social activities into your training. 	<p>Breakthrough HR: How Disney Launched the Workforce of the Future</p> <p>Nicole Baker Associate Director, Kedge, LLC</p> <p>Facing the need to understand our increasingly complex environment and to plan for a changing workforce of the future, Walt Disney International (WDI) established a foresight competency across its global regions. Spearheaded by HR leadership, a global futures team was created through an extensive training program, equipping WDI with tools to create the culture necessary for lasting change. Learn how HR leveraged this effort to become the strategic partner of choice.</p> <p>Participants will:</p> <ul style="list-style-type: none"> • Understand how trends around the workforce of the future will completely reframe the talent landscape. • Explore how a leading organization positioned HR to serve as the strategic partner of choice through creating a global foresight practice. • Expand the field of vision around the possibilities of the future so that participants can make better maps and decisions in the present. 	<p>Celebrate Different!</p> <p>Susan Bowen, Founder and Principal Consultant Leadership Elements, LLC</p> <p>Celebrate Different focuses on how we deliver our highest value by being different - not same. We each have a preferred language that enables us to stand out and be heard above the noise. During this session, we will explore the language that makes each of us different and how our difference serves our team, our organization, and ourselves. This interactive session focuses on interpersonal awareness and is applicable and open to all attendees.</p> <p>Participants will:</p> <ul style="list-style-type: none"> • Embrace the science of Fascination • Identify how he/she delivers their highest value • Communicate how their difference serves (or would serve) their team or organization
1045 – 1130	<p>The Difference Between Knowing and Doing – How to Truly Impact Employee Engagement</p> <p>Kamaria Scott, Founder and President Engagefy</p> <p>Many organizations invest heavily in leadership development to support their employee engagement strategy. However, one of the biggest challenges that they face is having managers retain and apply newly learned skills. Join this session to find out how learning can help managers turn knowledge and skill development into meaningful behavior change that leads to meaningful increases in employee engagement.</p> <p>Participants will:</p> <ul style="list-style-type: none"> • Identify why learning and development initiatives often fail to impact engagement • Review a learning model that increases application of skills and behaviors that drive engagement • Measure the impact of learned behaviors on employee engagement key drivers. 	<p>Facilitation that ROCKS your trainees to Sleep... NOT!</p> <p>Jan Spence, CEO jan spence & associates</p> <p>Join "Jan's World!" (the 2015 version of "Wayne's World") as you kaleidoscope your way through various facilitation engagement techniques that will improve engagement and participation retention. This will be done through example, audience participation, group exercise, and reflection.</p> <p>Participants will:</p> <ul style="list-style-type: none"> • Have new facilitation techniques to engage their participants • Improve his/her training agenda to be more interactive and engaging • Have experienced various training styles that can be adapted to both live and virtual audiences to increase retention and engagement • Be challenged to experiment with new styles of training 	<p>The Power of PI: Using Human Capital Analytics to Improve Performance, Productivity and Profits</p> <p>Dolly Penland, Business Adviser Predictive Results</p> <p>Every organization has its own unique culture. The key to success is ensuring that people are aligned with that culture to meet the organization's strategic objectives. The challenge is knowing how to motivate people to their best and highest potential. Using behavioral science allows organizations to have a systematic process for analyzing performance, conducting a fit/gap analysis and bridging any gaps.</p> <p>Participants will learn how to:</p> <ul style="list-style-type: none"> • How to identify the profile of a top performer for your company and conduct a fit/gap analysis • How to best coach employees to the ideal job profile to improve performance • How to use analytics to improve training success and bottom line results 	<p>Unleash Your Inner Intrepreneur for Greater Connection, Joy and Success</p> <p>Linda O'Connell, Principal Learnologie</p> <p>This session focuses on performance improvement and helps participants shift from a mindset of a traditional employee to that of an intrapreneur. Intrapreneurs work inside organizations using entrepreneurial competencies including: innovation, creativity, problem solving, and negotiating. They take full ownership of their actions and outcomes. This session targets all learning professionals, including independent consultants. It is an interactive workshop format where participants engage in discussion and activities.</p> <p>Participants will:</p> <ul style="list-style-type: none"> • Discover the critical differences between the traditional mindset and actions of the "employee" and the essential new mindset of the "intrapreneur" • Identify the enormous personal payback in the form of joy, fun, creativity, job satisfaction and career success from this new way of thinking and working • Implement a high-value mini-business strategy with tangible steps to recharge their jobs with meaning, innovation and creativity

ATD NEFL Annual Event 2015

Connecting and Engaging Talent: It's all about You!

Agenda:

8 a.m. Breakfast/Networking/Sponsor Tables

8:30 a.m. Welcome/Door Prizes

8:45 a.m. Breakout sessions

9:30 a.m. Break/Networking/Sponsor Tables

9:45 a.m. Breakout sessions

10:30 a.m. Break/Networking/Sponsor Tables

10:45 a.m. Breakout sessions

11:30 a.m. Evaluation/Sponsor Recognition/Door Prizes

11:50 a.m. Closing Remarks