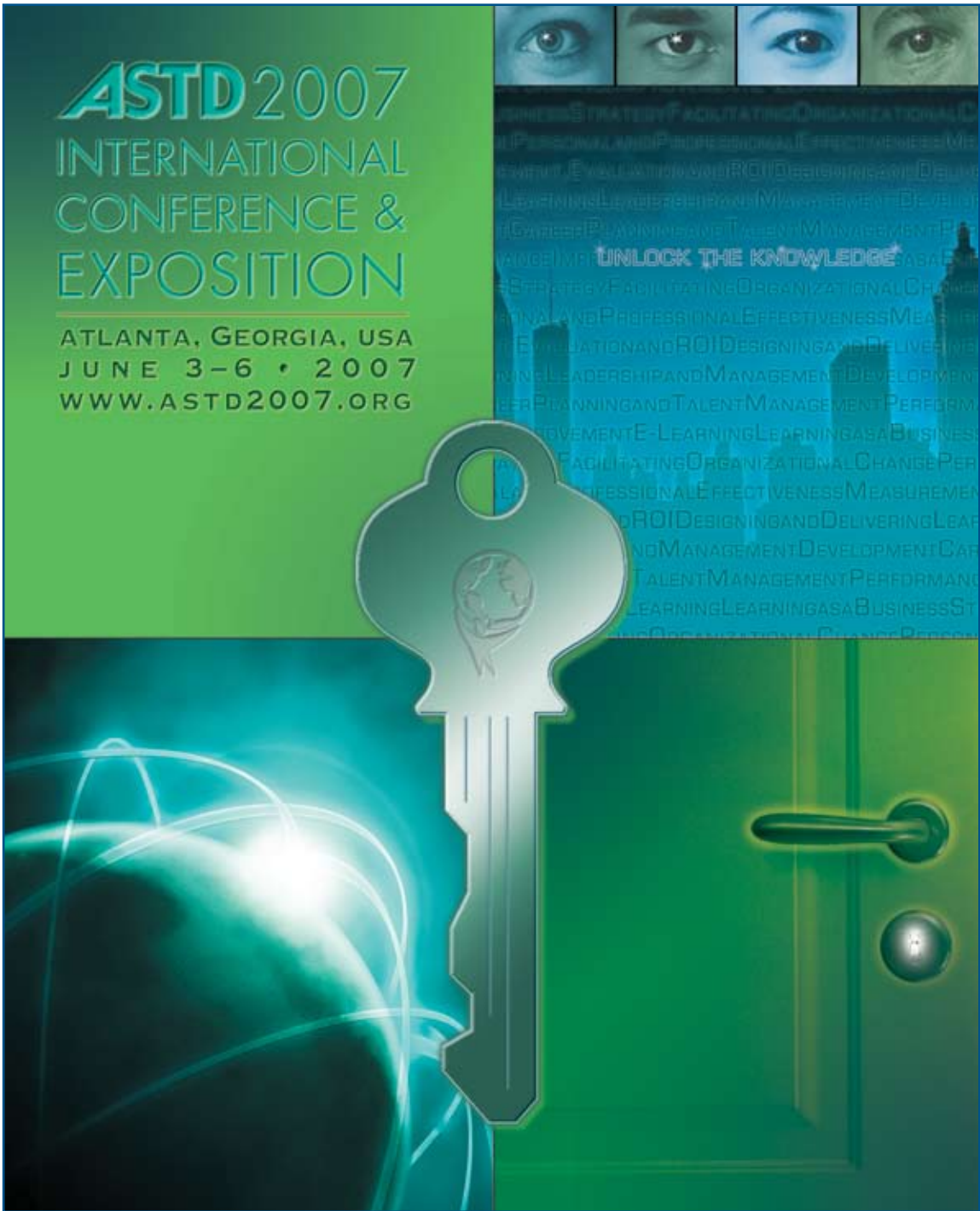


ASTD 2007 INTERNATIONAL CONFERENCE & EXPOSITION

ATLANTA, GEORGIA, USA
JUNE 3-6 • 2007
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UNLOCK THE KNOWLEDGE



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WHAT IS THE ASTD INTERNATIONAL CONFERENCE & EXPOSITION?

This ASTD annual conference is the premiere event for workplace learning and performance professionals to tap into cutting edge practices and current thinking. Attend with your internal work team and feel the true benefits of collaborating thoughts, ideas and lessons learned to solve challenges facing your organization.

NEW FEATURES FOR 2007!

New features this year include *International Perspectives*—sessions of global interest or delivered by international speakers. ASTD is also proud to introduce *Learning Labs*. These informal learning opportunities will revolve around a facilitated discussion for a specific target audience and include a wiki to use technology for both social networking and content-sharing.

ASTD CERTIFICATE PROGRAMS

May 31 – June 2, 2007

ASTD Certificate Programs provide practical content presented by expert practitioners and time for skill-building with your peers. Enhance your competitive advantage and advance your professional development. Certificate program fees are in addition to the conference registration fees. Advanced registration is recommended. Many certificate programs sell out weeks in advance. See the ASTD 2007 International Conference & Exposition Website for details.

PRECONFERENCE WORKSHOPS

June 2, 2007

Preconference Workshops are offered for an additional fee. One-day workshops are offered on Saturday prior to the start of the conference. These interactive programs are typically more hands-on than the concurrent education sessions and are an ideal way to develop new skills or gain new perspectives, while focusing on a topic in-depth. See the ASTD 2007 International Conference & Exposition Website for details.

HOT TOPICS FOR 2007!

ASTD has programmed this year's conference sessions to stop participants from believing new content creation happens on a bi-annual basis. Thanks to feedback and communication with our members, ASTD has identified some emerging topics currently creating a buzz in the industry. A sample of sessions covering these topics are available in this packet.

- Benchmarking
- Bridging the Skills Gap
- Coaching
- Diversity
- Evaluation, Measurement, & ROI
- Succession Planning

Don't forget, you can view all 200+ educational sessions at the ASTD 2007 International Conference & Exposition by visiting the official conference website.

We'll see you in Atlanta, Georgia, USA!

GENERAL SESSION SPEAKERS



Jim Collins
Best Selling Author and Researcher
June 4, 2007 • 8:00-9:15 a.m.

**Want to know what makes that company so great?
Find yourself wondering how some people always seem on?**

Jim Collins, the best selling author of *Good to Great*, returns to tell you about his emerging research which uncovers how some companies sustain their greatness through the most turbulent times, what causes some companies to fall from greatness, and how you can take his organizational findings and apply them to your personal endeavor toward individual satisfaction and success. Collins will be unveiling his latest research for the first time in Atlanta. Be among the first to know the secrets of greatness.



Keith Ferrazzi
CEO, Ferrazzi Greenlight
June 5, 2007 • 8:00-9:15 a.m.

What do the world's best relationship-builders do differently?

Ferrazzi, author of the best-selling *Never Eat Alone* has been hailed by Inc. as one of the world's most "connected" individuals. Whether you are responsible for the learning and performance initiatives for a large company or work as a consultant for your own company, you need to be a business partner to your clients. Learn from Keith Ferrazzi how to use relationship building skills to become a better business partner to your internal clients and to improve existing relationships with your external clients.



Tom Rath
#1 New York Times Best-Selling Author
Global Practice Leader, The Gallup Organization
June 6, 2007 • 3:15-4:30 p.m.

**What do the world's best leaders do differently?
And what do followers of these leaders want?**

Tom Rath will present new research findings on leadership from The Gallup Organization. Succession planning and leadership development are growing topics in the workplace learning and performance space. The impending skills gap is requiring all of us to know.

UNLOCK INNOVATIVE CONTENT... WITH EXPERTS IN THE FIELD!

The ASTD 2007 International Conference & Exposition will feature a superb group of Showcase Speakers. This group has been invited to return and reprise their topics, or offer new ones, which offer substantive or innovative content with a positive impact on people and the profession.



Michael Allen



Fernando Sanchez Arias



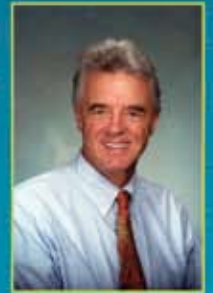
Elaine Biech



Ken Blanchard



Sharon Bowman



Rob Brinkerhoff



Kevin Cope



Lance Dublin



Kathleen Edwards



Beverly Kaye



Don Kirkpatrick



Bob Pike



Dana Robinson



Marc Rosenberg



Mel Silberman



Jim Smith



Doug Stevenson



Deborah Stone



Eileen Tighe



Juan Trueba



Steve Villachica

LEARN MORE:

WWW.ASTD2007.ORG/SHOWCASE

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ASTD 2007 HOT TOPICS—BENCHMARKING

Here are some sample sessions covering the hot topic of “Benchmarking” at this year’s conference.

Connect, Lead, Engage: Nokia’s™ People Engagement Strategy SU306 - Sunday, June 3, 1:45 - 3:00 p.m.

One of the key objectives of Nokia’s™ new Global People Strategy is to promote employee engagement. Engagement at Nokia means inspiring employees to contribute to the Nokia vision; developing leaders who create value for customers, employees, and investors; and challenging employees to meet their personal and professional aspirations. The speakers will share the results of a study connecting leadership personality, competencies, and employee engagement. In addition, they will introduce the new Nokia orientation program designed to facilitate engagement. You will preview sample orientation materials, select key leadership competencies connected to engagement, and leave the session with an action plan to promote engagement in your own organization.

Speaker(s): Catia Porto, Cristina Wildermuth M.Ed.
Track(s): Career Planning and Talent Management

Talent Management at American Express: Reporting on the Results SU407 - Sunday, June 3, 3:30 - 4:45 p.m.

At ICE 2006, American Express presented its corporate approach to developing learning professionals by linking development activities to the ASTD Competency Study. This year, American Express returns to present the measurable results of that talent management strategy as a best practice. The American Express Learning Network is a global organization supporting learners throughout the world. The speakers will share processes for identifying gaps, writing individual development plans, rolling plans up to a department and network level, measuring plans, and quantifying the impact on human capital in the organization. Emphasis will be placed on the metrics used to evaluate the contribution of this process to the sustainable human capital of the organization. Speakers will bring working documents that can be modified for use in other organizations, including learning tracks, self-assessments, development plans, rollout reports, and return on investment in human capital

Speaker(s): Dorothy Craddock, Kimberly Stewart
Track(s): Career Planning and Talent Management

Transforming Training into the World’s Largest Corporate University M314 - Monday, June 4, 4:00 - 5:30 p.m.

In this session, the speaker will take you through the development and redesign of the training function at the largest retailer in the world, Wal-Mart. Not since the introduction of the Supercenter have changes been this sweeping at Wal-Mart. The training department at Wal-Mart had a choice: evolve to keep pace with an adaptive retail environment or become irrelevant. This case study session will help you to develop and implement a corporate university structure based on organizational needs, competency based learning, best practices from

the ROI Institute, marketing, and Noel Tichy’s Leader/Teacher Model. The speaker will also demonstrate how transforming training into a corporate university changed the culture of learning at Wal-Mart: from an organization viewed as an expense, to an institute of learning excellence seen as a business-critical investment in associates. This is a unique opportunity to learn firsthand from the architect of the world’s largest corporate university. The speaker will share the successes, roadblocks, and political maneuvering needed to establish a new learning vision at Wal-Mart. Through aligning learning solutions and talent development with Wal-Mart’s corporate objectives, the company is creating a premier leader in people practices and talent development. Come prepared to interact, share best practices, successes, and opportunities. Most of all, come prepared to learn how to best leverage your organization’s training and development function by running training like a business and gaining stakeholder buy-in.

Speaker(s): Matt Milbrodt
Track(s): Learning as a Business Strategy

Motorola and Six Sigma W110 - Wednesday, June 6, 8:00 - 9:15 a.m.

The speaker will explain how Motorola uses Six Sigma methodology to implement organizational change and achieve performance improvement goals. One real case will be explained to help you understand the alignment between corporate strategy and the Six Sigma campaign, resulting in the company’s performance improvement.

Speaker(s): Eileen Li
Track(s): Facilitating Organizational Change

Carnival Cruise Lines College of Management W202 - Wednesday, June 6, 10:30 - 11:45 a.m.

Carnival Cruise Lines— leader in the cruise line industry with a fleet of 21 vessels and a global workforce of 36,500 team members from more than 100 countries—is expected to carry more than 3.3 million guests in 2007. Carnival Cruise Lines™ corporate training department is best described as dynamic, diverse, fast-paced, and fun. In 2005, Carnival corporate training was recognized for excellence by CUBIC (Corporate University Best In Class), winning First Place for Best Mature Corporate University and First Place Runner Up for Most Innovative Industry Resource. Carnival College of Management has proven to be one of Carnival corporate training’s most effective programs. The college is mid-level management training held shipboard, facilitated by corporate trainers in conjunction with shipboard officers. The program was implemented in 2003 and is now ongoing fleet-wide. Following a program development model that involves the ships command and makes the classes short, fun, content-intensive, and useful immediately has made these classes extremely popular with the management team. The speakers will share with you how Carnival College of Management was developed, the challenges of meeting the needs of a global workforce and management team, and the hits and misses, and will discuss future management trends and training needs.

Speaker(s): Eileen Tighe, CTC CTC, Juan Trueba
Track(s): Leadership and Management Development



It's Lonely at the Top: How Sun Helps New Executives Shine

W313 - Wednesday, June 6, 1:15 - 2:45 p.m.

In 2002, Sun Microsystems was alarmed to find that the turnover rate for its vice presidents was 37 percent within the first two years of hire. In response, a survey of internal customers was conducted to design a comprehensive Executive Assimilation Program, targeted at new vice presidents who enter this critical senior level as an external hire, through an acquisition, or through an internal promotion. The program includes a one-day orientation workshop, a mentor match, a quick-start transition plan, and a coaching guide to help create an extensive 90-day plan. It also includes a thorough website with self-service tools. You will learn from Sun's experience in creating this program, including gaining buy-in from the CEO and his team, developing the learning content, reactions of the executives who have been through the program over the past two years, and improvements made to move forward. You will have the opportunity to complete an assessment that will give you insights into the strength of your own organization's ability to assimilate and onboard executives. You will also work with others in the session to begin to design this type of program in your own organization.

Speaker(s): Sandra Trenka

Track(s): Leadership and Management Development

ASTD 2007 HOT TOPICS—COACHING

Here are some sample sessions covering the hot topic of "Coaching" at this year's conference.

A PEAK into Leadership Development at Regence **SU213 - Sunday, June 3, 12:00 - 1:15 p.m.**

A flexible and targeted leadership development program is critical to long-term organizational success. One of the biggest complaints about leadership development programs is that they tend to be classroom-event-based and sporadic in nature, rather than practical, application-oriented, and consistent over time. The speakers will share details of an innovative leadership development program that combines individual learning, classroom, and action learning with community service and ongoing coaching. This approach is reinforced by graduates of the program serving as coaches to new participants. They will discuss the launch of the PEAK Leadership program, lessons learned thus far, and methods for measuring results.

Speaker(s): Julie Milner, Karen Shepherd

Track(s): Leadership and Management Development

Domino's Pizza Delivers High Performance Management Training With Measurable ROI **SU217 - Sunday, June 3, 12:00 - 1:15 p.m.**

Domino's Pizza designed and delivered a unique curriculum for front-line managers based upon the four levels of evaluation, participant-led principles of design and facilitation, and training as ongoing commitment rather than a one-time event. The program was split into five key areas of leadership, each with its own specific and measurable goal, aligned to the strategic business objectives of the organization, including average weekly unit sales increases, turnover, training delivery, and service and product scores. The expectation was communicated and laid out for upper management and their commitment and involvement was attained. All levels of management attended the class and played a role in the measurement and follow-up of the program. A highly engaging training module was designed for each strategic area. A train-the-trainer was conducted and each trainer co-facilitated the two-day class with a member of the World Resource Center Learning & Development team.

Speaker(s): Ruth Wade, Stan Gage

Track(s): Measurement, Evaluation, and ROI



Executive Coaching: What We Do and Do Not Know

M317 - Monday, June 4, 4:00 - 5:30 p.m.

You will be asked to participate in an interactive survey of coaching practices that you currently use in your coaching programs. The research evidence of effectiveness of a variety of the most commonly used coaching practices will be examined. Individually or in small groups, you will rate the effectiveness of the practices you currently use. Findings from current coaching research will be briefly examined. Small groups will be asked to discuss and list the barriers to research on coaching outcomes. A large-group discussion will summarize what questions about coaching you would like to be able to answer and how answering these questions would help you. Using the framework of Kirkpatrick's Four Stage Model of Evaluation, you will work in small groups to identify specific measures that you can capture to assess the effectiveness of your own coaching programs. Finally, you will be asked if you would like to participate in a listserv devoted to communicating results of research on coaching outcomes.

Speaker(s): Nona Saling

Track(s): Measurement, Evaluation, and ROI

Be Bold—Create a Roadmap for Leadership Success!

TU212 - Tuesday, June 5, 1:45 - 3:00 p.m.

Are you concerned about the shrinking pool of leadership talent in your organization? You will learn how WaMu had a need for talented and effective leadership to manage its loan fulfillment centers and how the company solved this business challenge and expanded this program in subsequent years to address this issue across its business channels. Using real-life examples, the speakers will show you: 1) How WaMu improves its bench strength for management positions; 2) How to increase internal hiring and promotions; 3) How to reduce the need for costly external hiring. WaMu met their goal of hiring 70% internally. You will learn about a nine-month blended learning program for leadership development. The goal of this program is to improve performance and readiness for a new role through the use of multiple delivery methodologies: four customized workshops; a series of on-the-job experiential activities with real-life scenarios; e-learning programs; virtual meetings; coaching and feedback from participant managers; selected readings and discussions; and an action learning project to solve a real business problem.

Speaker(s): Ferril Onyett, Marian Anderson

Track(s): Leadership and Management Development

It's Lonely at the Top: How Sun Helps New Executives Shine

W313 - Wednesday, June 6, 1:15 - 2:45 p.m.

In 2002, Sun Microsystems was alarmed to find that the turnover rate for its vice presidents was 37 percent within the first two years of hire. In response, a survey of internal customers was conducted to design a comprehensive Executive Assimilation Program, targeted at new vice presidents who enter this critical senior level as an external hire, through an acquisition, or through an internal promotion. The program includes a one-day orientation workshop, a mentor match, a quick-start transition plan, and a coaching guide to help create an extensive 90-day plan. It also includes a thorough website with self-service tools. You will learn from Sun's experience in creating this program, including gaining buy-in from the CEO and his team, developing the learning content, reactions of the executives who have been through the program over the past two years, and improvements made to move forward. You will have the opportunity to complete an assessment that will give you insights into the strength of your own organization's ability to assimilate and onboard executives. You will also work with others in the session to begin to design this type of program in your own organization.

Speaker(s): Sandra Trenka

Track(s): Leadership and Management Development



ASTD 2007 HOT TOPICS—DIVERSITY

Here are some sample sessions covering the hot topic of “Diversity” at this year’s conference.

Shaping a Skills-Based Curriculum Across Diverse Departments

SU415 - Sunday, June 3, 3:30 - 4:45 p.m.

Curricula are typically designed for job titles, but that approach may not be the best fit for your organization when today’s workers are asked to take on additional roles. You will learn to develop a coordinated curriculum based on job skills rather than job titles in order to target employees across multiple and diverse departments. You will be introduced to the Skills-Based Curriculum Development Model and to tools used to create a curriculum for 10 “families” identified by grouping skills from the 180-plus job titles in the Coca-Cola Company’s retail organization. This model’s tools are now being replicated across other organizations within Coca-Cola. Through activities, you will learn how to identify the critical skills that cut across jobs and departments, group them into “like roles,” look for performance gaps in the roles, rank the most pressing gaps, and plan training initiatives to address those gaps.

Speaker(s): Jay Lambert, Tony Brown

Track(s): Learning as a Business Strategy

Effectively Managing Multicultural Talent

M115 - Monday, June 4, 12:30 - 1:45 p.m.

Outsourcing has grown enormously over the past few years; however, most of the attention so far has focused on the economics of the transaction. The McKinsey Global Institute estimates \$18.4 billion in global IT work and \$11.4 billion in business-process services have been shifted abroad so far—just one-tenth of the potential offshore market. One primary reason is that we still have a lot to learn about using offshore talent to boost productivity. Professor Mohanbir Sawhney of Northwestern University’s Kellogg School of Management says: “One of our tasks in business schools is to train people to manage cross culturally.” The speakers’ focus in this session is on global outsourcing and the intercultural strategies of managing its intrinsic challenges. First, they will explain the business objectives, strategies, and major challenges of outsourcing to India, then debate possible strategies around those challenges. During the second half of the session, you’ll be working with the intercultural effectiveness model presented to analyze a typical outsourcing miscommunication, in the process deciding how to maximize productivity and satisfaction. You will also work in pairs or small groups to apply your learning to your own work situations.

Speaker(s): Dianne Hofner Saphiere, Geetha Rajagopal

Track(s): Learning as a Business Strategy

Changing Attitudes and Behaviors through Experiential Activity

M201 - Monday, June 4, 2:15 - 3:30 p.m.

Nothing is more challenging than trying to change old attitudes and behaviors in arenas such as safety, customer service, diversity, teamwork, and process improvement. Drawing from a diverse menu of experiential techniques, the speaker will show you how to create openness to change, challenge beliefs, encourage experimentation, and obtain support. You will take away a toolkit of strategies designed not only to engage your participants at deep levels, but also to shift their paradigms and expand their behavioral repertoires.

Speaker(s): Mel Silberman

Track(s): Designing and Delivering Learning

How to Effectively Train Diverse, Multicultural, and International Audiences

TU102 - Tuesday, June 5, 10:00 - 11:15 a.m.

In this session, the speaker will demonstrate practical ideas with immediate application to effectively address multicultural audiences—whether you are training people of one specific culture different than yours or conducting learning sessions with people of a variety of nationalities and cultures. The program is designed and conducted based on theory-in-practice and the speaker’s experience in training interactions with multicultural audiences of business people, executives, educators, and officials from more than 70 countries in Asia, Africa, Europe, and the Americas.

Speaker(s): Fernando Sanchez Arias

Track(s): Designing and Delivering Learning

Preparing Leaders for Global Leadership: Eight Practices for Transnational Leaders

TU211 - Tuesday, June 5, 1:45 - 3:00 p.m.

The challenges leaders face in the 21st century differ substantially from previously. The globalization heralded for the past 25 years has arrived. Work and life boundaries are significantly intertwined. Diversity in the workforce is at an all-time high. And virtual work teams extend well beyond the borders of North America. The boundaries of business do not stop at country borders or headquarters. Managers and leaders must possess and operate from broadened worldviews and enhanced global capabilities. In this session, the speakers will introduce you to a well-researched model for developing global leaders in your organization. The model is based on a conceptual framework synthesizing transformational and relational leadership, intercultural communication, and transformative learning principles. This model offers an approach for developing leaders to effectively embrace the challenges of the global workplace. It offers a platform preparing leaders for: working more effectively cross-culturally and cross-border; appreciating difference to gain the most from others; innovating creative processes to achieve outcomes; and building the global talent pipeline. Sure to spark your imagination and test your own competencies at working globally, this session will provide you with ideas you can take back to your workplace for immediate implementation.

Speaker(s): Beth Fisher-Yoshida Ph.D., Kathy Geller

Track(s): Leadership and Management Development

ASTD 2007 HOT TOPICS— MEASUREMENT, EVALUATION, ROI

Here are some sample sessions covering the hot topic of “Evaluation” at this year’s conference.

Show Me the Money: Measuring ROI for People, Projects, and Programs

Workshop 8 - Saturday, June 2, 9:00 a.m. - 5:00 p.m.

This powerful workshop will teach learning and development managers how to show the impact of programs, projects, and initiatives. Using a proven methodology being used in more than 2,000 organizations, this workshop will show you how to measure the impact of programs including ROI, communicate data in a compelling way, and use data to drive improvement and build respect for programs.

Speaker(s): Jack Phillips Ph.D.

Track(s): Measurement, Evaluation, and ROI

Measure Business Impact: Micro and Macro Perspectives

Workshop 9 - Saturday, June 2, 9:00 a.m. - 5:00 p.m.

Learning executives and professionals are constantly challenged to demonstrate the value created by investments made in learning and performance improvement initiatives. Meeting this multifaceted challenge requires determining how to measure at both micro and macro levels: - the effectiveness and business impact of individual initiatives (micro perspective) - the integrated impact of multiple initiatives on a single audience, e.g., sales, services, or management (macro perspective) - the cumulative impact of learning investments over time on meta-variables, such as retention, employee morale, productivity, customer satisfaction, or partner loyalty (macro perspective). This workshop introduces three measurement frameworks evolved from best practices to address these challenges; provides tools, processes, and lessons learned from implementation of frameworks in corporations such as Verizon, Cisco, and IBM; challenges you to analyze cases, apply criteria for selection of appropriate measurement frameworks and collaborate on preparing measurement plans for collecting, analyzing, and reporting results.

Speaker(s): Reza Sisakhti

Track(s): Measurement, Evaluation, and ROI

ROI on a Shoestring: How to Measure More With Less

SU316 - Sunday, June 3, 1:45 - 3:00 p.m.

Despite heightened interest in return-on-investment and increased pressure for WLP professionals to prove their bottom-line value, many myths, fears, and false assumptions persist about the complexity and cost of implementing results-based evaluation processes, especially at the ROI level. The speaker will explore myths surrounding ROI implementation and will highlight best practice strategies for effectively moving beyond common barriers. Through global case scenarios, a proven evaluation model, and “tried and true” cost savings approaches, you will receive practical tools for developing a credible, economical ROI strategy and building organizational readiness for a value-added measurement culture in a resource constrained environment.

Speaker(s): Holly Burkett MA, SPHR, CPT

Track(s): Measurement, Evaluation, and ROI

Training Impact Evaluation That Senior Managers Believe and Use

SU401 - Sunday, June 3, 3:30 - 4:45 p.m.

The Success Case Method is an innovative procedure that quickly digs out and documents the very best results that training is achieving, and then pinpoints the replicable factors and practices that managers can leverage to increase ROI and drive performance improvement throughout the organization. Better yet, this breakthrough method’s results make a CFO-proof business case for manager involvement in training and help your organization build capability to leverage learning investments into sustained performance improvement. The speaker will review real examples from Allstate Insurance, Hewlett Packard, Grundfos (Denmark), and Coffee Bean & Tea Leaf, among others, that demonstrate this highly effective, innovative, and, above all, practical evaluation method.

Speaker(s): Robert Brinkerhoff

Track(s): Measurement, Evaluation, and ROI

Upfront Evaluation Adds \$1M to Bottom Line through Management Development

TU316 - Tuesday, June 5, 4:00 - 5:30 p.m.

The client, operating in the global ports business, was suffering in excess of \$2M damage costs annually. The challenge was to reduce this by 40 percent at a time when the client was experiencing perhaps its worst period of financial performance, and the pressure was on to cut costs. Hardly the time to be looking for extra money for training, but that’s exactly what was achieved, and this directly led to an annual bottom-line contribution of \$1 million.

Speaker(s): Martin Schmalenbach MSc BEng AMIEE LicFITOL RAF(ret’d)

Track(s): Measurement, Evaluation, and ROI



ASTD 2007 HOT TOPICS—SKILLS GAP

Here are some sample sessions covering the hot topic of “Skills Gap” at this year’s conference.

Wake Me When It’s Over: Keeping Generation Y Engaged in the Classroom **SU308 - Sunday, June 3, 1:45 - 3:30 p.m.**

Academic research shows that traditional methods of corporate training are increasingly out of step with emerging generations. Linear, lecture-based learning that is very effective with Baby Boomers may be perceived as an anachronism by younger workers, who grew up with engaged group learning and critical thinking techniques that allowed them to be in control of their own learning processes. In this session, the speakers will challenge the traditional approach to workshop design and look at some fun and creative techniques that engage younger employees in the classroom.

Speaker(s): Kim Rowe

Track(s): Designing and Delivering Learning

Get Ready, Here They Come! The Who, What, and How of Coaching the New Generation Workforce **TU206 - Tuesday, June 5, 1:45 - 3:00 p.m.**

Today, the new generation of workers has entirely different expectations of how businesses should operate and how employees should be managed. The speakers will cover the three most important questions that must be answered in order to meet the challenge of the new talent market demands: 1. Who are these workers and what do they need and expect? 2. What does the organization need and expect? 3. How do we coach and counsel around those needs and expectations? Knowing that each generation has a different motivational and coaching style, we need to ask enough questions, the right questions, and generate an adequate number of alternatives in order to help the emerging workforce. Using a real case study, the speakers will guide you through a process to answer the Who, What, and How of coaching the new generation workforce. You will walk away with a four-step coaching plan that includes a model to improve performance and give immediate feedback when correction is needed. This model will ultimately help your organization set the standards and expectations for the new generation.

Speaker(s): Bob Lewis, Pat Schnee

Track(s): Career Planning and Talent Management

Blanchard on Leadership and Creating High Performing Organizations **TU301 - Tuesday, June 5, 4:00 - 5:30 p.m.**

Wall Street and the pressures of business today make many people think that the only target that counts is financial success. While financial success is important, it’s only part of the story for a high performing organization. In high performing organizations, energy is focused not just on one bottom line, but three bottom lines—being the provider of choice, the employer of choice, and the investment of choice. This triple bottom line is the difference between mediocrity and greatness. Author Ken Blanchard will share the characteristics

of a high performing organization from his new book. Using the acronym SCORES, you’ll learn about the six elements evident in every high performing organization: S = Shared Information and Open Communication C = Compelling Vision O = Ongoing Learning R = Relentless Focus on Customer Results E = Energizing Systems and Structures S = Shared Power and High Involvement.

Speaker(s): Ken Blanchard

Track(s): Facilitating Organizational Change

Building and Sustaining an Engagement Culture: Foresight, Hindsight, and Insight

W201 - Wednesday, June 6, 10:30 - 11:45 a.m.

Organizations that build effective processes into their talent management strategy cultivate an environment that attracts and develops talent, fosters satisfaction and loyalty, and improves productivity and profitability. This session combines years of research and experience, introduces roles of three critical stakeholders, and presents five phases essential to any talent initiative necessary to deliver a return on investment. The speaker will share how to strengthen organizational capabilities, maximize internal practices, and improve talent results using a unique blend of time-tested interventions. If you have been tasked with the job of creating or sustaining an engagement or retention initiative, this session provides an easy-to-follow guide. If you are in the midst of an initiative but want to improve and amplify the outcomes, the lessons of experience presented will provide some specific hands-on recommendations. This fast-paced interactive session will leave you with a practical road map that can be immediately applied.

Speaker(s): Beverly Kaye

Track(s): Career Planning and Talent Management

Are You Ready to Train the Emerging Generations? **W306 - Wednesday, June 6, 1:15 - 2:45 p.m.**

Did you know that ASTD has over 70,000 members worldwide, and that more than 70 percent are over the age of 40 and 35 percent are over the age of 50? One of the hot topics today is designing, delivering, and marketing your training and development programs to the different generational learning styles. If you fall within the 70 percent bracket, you are either a Generation Xer or a Baby Boomer. You might be asking yourself, “Do I know what the emerging generations want from training and development today? How can I connect with that younger audience to engage them? What do I do if I have a mix of generations in the room?” In this interactive learning session, you will experience three innovative tools that you can immediately use inside your own organizations that will give you the answers to these burning questions.

Speaker(s): Mary Cornetta-Brown

Track(s): Designing and Delivering Learning



ASTD 2007 HOT TOPICS— SUCCESSION PLANNING

Here are some sample sessions covering the hot topic of “Succession Planning” at this year’s conference.

Prescriptive Development: Linking Business Outcomes to Succession Planning

SU207 - Sunday, June 3, 12:00 - 1:15 p.m.

Surround yourself with talented people and you have a chance at winning. Surround yourself with people whose talents align with your goals and you create a strategic advantage. Organizations that succeed create decision models based on where they are headed. In this session, the Center for Creative Leadership and Pearson Performance Solutions combine their decades of research on leadership to help you evaluate your succession planning and leadership development programs to advance your decision models. Executive Behavior, Prescriptive Development, and Process Integrity principles provide a framework for identifying obstacles and delivering results that improve the bottom line: - Executive Behavior principles focus on the key influencing factors to create action. - Prescriptive Development drives business outcomes from targeted learning for mass employee populations and individuals. - Process Integrity is a gauge of the contextual relevance and objectivity of the succession planning process.

Speaker(s): Mark Walker, Pete Hammett

Track(s): Career Planning and Talent Management

Connect, Lead, Engage: Nokia’s People Engagement Strategy

SU306 - Sunday, June 3, 1:45 - 3:00 p.m.

One of the key objectives of Nokia’s new Global People Strategy is to promote employee engagement. Engagement at Nokia means inspiring employees to contribute to the Nokia vision; developing leaders who create value for customers, employees, and investors; and challenging employees to meet their personal and professional aspirations. The speakers will share the results of a study connecting leadership personality, competencies, and employee engagement. In addition, they will introduce the new Nokia orientation program designed to facilitate engagement. You will preview sample orientation materials, select key leadership competencies connected to engagement, and leave the session with an action plan to promote engagement in your own organization.

Speaker(s): Catia Porto, Cristina Wildermuth M.Ed.

Track(s): Career Planning and Talent Management

Talent Management at American Express: Reporting on the Results

SU407 - Sunday, June 3, 3:30 - 4:45 p.m.

At the ASTD International Conference in 2006, American Express presented its corporate approach to developing learning professionals by linking development activities to the ASTD Competency Study. This year, American Express returns to present the measurable results of that talent management strategy as a best practice. The American

Express Learning Network is a global organization supporting learners throughout the world. The speakers will share processes for identifying gaps, writing individual development plans, rolling plans up to a department and network level. Speakers will bring working documents that can be modified for use in other organizations, including their 2nd generation learning tracks, self-assessments, development plans, and roll-up reports.

Speaker(s): Dorothy Craddock, Kimberly Stewart

Track(s): Career Planning and Talent Management

Accelerated Executive Transitions: Keys to Increasing Retention, Effectiveness, Leadership Success

M107 - Monday, June 4, 12:30 - 1:45 p.m.

What would it be worth to your organization to have new leaders at all levels become fully productive sooner? The stakes are high and the odds are uninspiring when it comes to executive transitions, both internal promotions and external hires. Transitions are times of opportunity but also of vulnerability. Far too many leaders fail in new positions as a result of continuing to do exactly what worked for them in the past when their new situation calls for something very different. Transition management is a core career skill. The speakers will provide tools, techniques and strategies to quickly and efficiently ramp up new leaders to full productivity and maximize successful executive transitions. The transitions matrix and the roadmap for transitions will be presented. Case studies, interactive exercises and assessments will be used to help you determine how to help new leaders rapidly diagnose their situation, identify key relationships, establish priorities and secure early wins so they can build momentum.

Speaker(s): Kathy Bernhard, Ronnie Kurchner-Hawkins

Track(s): Career Planning and Talent Management

Beyond Turnover: An Evidence-Based Model for Impacting Employee Retention

TU105 - Tuesday, June 5, 10:00 - 11:15 a.m.

Many organizations speculate about the reasons why employees decide to stay or leave their jobs. What’s missing is an evidence-based retention strategy. The results of two major field-based research studies, one funded by the Coca-Cola Retail Research Council and the other by a major hospitality firm, provide a systematic, validated, and evidence-based answer to this speculation. The findings of these studies reinforce the systemic nature of employee turnover. Today, WLP practitioners are being challenged to assist their organizations to solve such performance problems as the retention of human resource talent. Who better to help their organizations than WLP practitioners who understand this systematic relationship?

Speaker(s): John Cox

Track(s): Career Planning and Talent Management

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Career Center

In 2007, in addition to individual appointments with career coaches and resume reviewers and free educational sessions on a host of topics, participants will be able to schedule a mock interview and get immediate feedback. This new feature offers a chance to practice interviewing in a safe environment.

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EXPO

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TELL US ABOUT YOURSELF!

Please complete the following questions so we know who you are and how to serve you better!

1. Please indicate your span of control in your organization:

- Executive-oversee multiple functional areas
- Director-oversee an entire functional area
- Manager-oversee department within a functional area
- Supervisor-manage a group within a department
- Team leader-manage a work group or team
- Individual contributor-member of a team or independent employee
- Independent consultant
- University professor or college instructor
- Full-time student
- Other (please specify) _____

2. Your purchasing authority:

- I have purchasing authority
- I can recommend purchases
- I can specify purchases
- I have no influence on purchasing decisions

3. Size of organization?

- 1
- 2 to 9
- 10 to 49
- 50 to 99
- 100 to 249
- 250 to 499
- 500 to 999
- 1,000 to 1,499
- 1,500 to 4,999
- 5,000+

4. Size of training budget managed by your organization:

- Less than \$10,000
- \$10,000 to \$49,999
- \$50,000 to \$99,999
- \$100,000 to \$499,999
- \$500,000 to \$999,999
- \$1,000,000 or greater

5. How long have you been in the training & development/learning/performance field?

- Less than 1 year
- 1 to less than 2 years
- 2 to less than 5 years
- 5 to less than 10 years
- 10 to less than 20 years
- 20 or more years

6. Which of the following best describes your organization/you?

- A "for profit" organization
- A "not for profit" organization (not including government)
- A training/learning product or service company
- An academic institution
- A government agency
- Military branch or service
- Consulting firm
- Independent consultant or sole proprietor
- Full-time student
- Unemployed
- Other, please specify _____

7. Your employing company's industry/sector:

- Agriculture, forestry, fishing, and hunting
- Utilities
- Manufacturing
- Wholesale Trade
- Retail Trade
- Transportation and Warehousing
- Software Publishers
- Broadcasting and Telecommunications
- Information (other services)
- Finance and Insurance
- Real Estate and Rental and Leasing
- Management Consulting Services
- Colleges, Universities, and Professional Schools
- Business Schools and Computer and Management Training
- Healthcare and Social Assistance
- Pharmaceutical
- Arts, Entertainment, and Recreation
- Accommodation and Food Services
- Public Administration
- National Security
- Other, please specify _____

Thank You! We greatly appreciate your willingness to share with us.



CONTACT INFORMATION

Check here if this is a new address.

ASTD Member I.D. Number _____ Chapter Code (if applicable) _____

Mr. Ms. Mrs. Miss Enterprise Services Partner Code (if applicable) _____

Last Name: _____ First Name: _____

Title: _____

Organization: _____

Address: _____

City/State/Province: _____ Country/Zip/Postal Code: _____

Business Phone: (____) _____ Fax Number: (____) _____

Email Address: _____

Preferred Name for Badge: _____



If you have a disability that requires auxiliary aids during the conference please specify.

Audio Mobile Visua



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*If you are joining from Canada or Mexico, please add \$25; all other countries, please add \$70

CONFERENCE REGISTRATION

1. Full Conference Badge

A FULL conference registration includes concurrent sessions, general sessions, and networking receptions from June 3-6 and entrance to EXPO Hall from June 4-6.

	Member	Nonmember
Regular Rate	<input type="checkbox"/> \$1,200	<input type="checkbox"/> \$1,450
Student <i>Registration includes student membership. (12 credit hours per year)</i>	<input type="checkbox"/> \$300	
<input type="checkbox"/> Government <input type="checkbox"/> Corporate Team <input type="checkbox"/> International Delegation (choose one)	<input type="checkbox"/> \$750	<input type="checkbox"/> \$1,000
Corporate Team code: _____ Need your code? Contact: groupmemberships@astd.org		
International Delegation code: _____ Need your code? Contact: intlidel@astd.org		

2. Daily Badge

A DAILY conference registration includes concurrent sessions, general sessions, networking receptions, and entrance to EXPO Hall for the particular day(s) specified. Daily registration does not include Celebration.

	Member	Nonmember
Sunday – Wednesday	<input type="checkbox"/> \$450/day	<input type="checkbox"/> \$495/day
Government	<input type="checkbox"/> \$250/day	<input type="checkbox"/> \$275/day

Please specify which day(s):

- Sunday (no EXPO) Monday Tuesday Wednesday

3. EXPO Only Badge

An EXPO ONLY registration allows entrance to the EXPO Hall for the particular day(s) specified.

Monday – Wednesday \$25/day

Please specify which day(s): Monday Tuesday Wednesday

4. Guest Badge

Name: _____

A GUEST conference registration includes general sessions, networking receptions, and entrance to EXPO Hall only. Guest Badge does include Celebration.

Sunday – Wednesday \$325

see reverse side to complete the form

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