

# 2008 ASTD Speaker Listing



<b>A</b>	
Abate, Lisa: .....	SU311
Abeles, Jon: .....	TU307
Adderley, Ronald: .....	TU309
Albritton, Chuck: .....	M108
Alexander, Cheri: .....	M318
Al-Failakawi, Ahmad: .....	M211
Allen, Don: .....	SU316, W116
Allen, Michael: .....	M302, TU201
Arellano, Laura: .....	W109
Arets, Jos: .....	TU121
Armstrong, Colleen: .....	SU211
Armstrong, Sharon: .....	CT202
Arnold, Arlean: .....	M305
Au, Iva: .....	M307
<b>B</b>	
Bahl, Susan: .....	SU105, TU216
Bailey, Lannette: .....	SU311
Bailey, Rita: .....	Managing the Learning Function Certificate
Baker, Wendy: .....	TU116
Balanoff, Michael: .....	E-Learning Gallery
Ball, Debbie: .....	TU117, W117
Banta, Mimi: .....	Training Certificate, M207
Barbazette, Jean: .....	SU209
Barley, Karen: .....	SU318
Barnea, Nurit: .....	W319
Barnes, B. Kim: .....	SU212
Barton, Kathleen: .....	TU222, W122
Bassett, Melissa: .....	SU216
Bauer, Conny: .....	W119
Bayer, Shon: .....	EXDE5
Becker, Dean: .....	W215
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Beinert, Ann: .....	SU304
Bersin, Josh: .....	M318
Betof, Ed: .....	M104
Bianco-Mathis, Virginia: .....	Coaching Certificate, M115
Biech, Elaine: .....	Creating Leadership Development Programs Certificate, SU203, TU202
Bingham, Tony: .....	Monday General Session
Blanchard, Ken: .....	TU101, W101
Blanchard, Scott: .....	M123
Block, Peter: .....	M101, M203
Bodrero, Rebecca: .....	E-Learning Gallery, TU318, W318
Booher, Dianna: .....	W123
Bowman, Sharon: .....	SU207, M110
Bray, Simon: .....	W309
Brinkerhoff, Robert: .....	TU320, W301
Brisk, Mary Alida: .....	SU112
Brower, Gregory: .....	E-Learning Gallery
Brown, Marshall: .....	CS101, CM102
Burke, Bernie: .....	M204
Burke, Janice: .....	EXDE6
Burkett, Holly: .....	SU120, M219
Busch, Dodie: .....	SU109
Butner, Josh: .....	W222
Byham, William: .....	M103, TU103
<b>C</b>	
Calderon, Robert: .....	SU311
Callas-Miller, Gwen: .....	M318
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Campbell-Borland, Dawn: .....	SU219
Carlson, Steven: .....	Workshop 6
Caro, Mary: .....	SU117, M117
Carter, Tracie: .....	M109
Cassidy, Dawn: .....	W307
Castro, Alfredo: .....	SU317, M105
Cervantes, Angel: .....	M205
Chapman, Bryan: .....	SU313, M111
Chen, John: .....	TU308
Christensen, Kent: .....	TU221
Clark, Ruth: .....	Workshop 4, SU101, SU301
Clay, Cynthia: .....	EXD9, TU111, W211
Cocove, Tony: .....	W317
Cohen, Ed: .....	SU204

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Colaizzi, Dave: .....	TU310	Edwards, Kathleen: .....	SU210, M311
Cook, Benjamin: .....	SU218	Elkeles, Tamar: .....	TU204
Cooney, Janice: .....	SU211	Elkins, LeAnn: .....	EXD10
Cope, Kevin: .....	Workshop 2, M319, TU319	Elsenheimer, Jim: .....	E-Learning Gallery
Cornell-Powers, Cheryl: .....	TU305	Emery, Janet: .....	M307
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Cummings, Michelle: .....	M312		
Czarnowsky, Mike: .....	M124, W205		
Czech, Carl: .....	W222		

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Daley, Lynne: .....	TU213
Dauman, David: .....	M310
de Isasi, Victoriano: .....	M213
De la Puerta Domecq, Macarena: .....	TU212
De Back, Alan: .....	CS202
Degirmenci, Nilüfer: .....	W307
del Castillo, Mario: .....	M322
DePetro, George: .....	TU310
Derryberry, Anne: .....	W313
DeTuncq, Toni: .....	W321
DeVere, Cyrus: .....	E-Learning Gallery
Dillon, Douglas: .....	TU224
Dirksen, Julie: .....	E-Learning Certificate, TU314, W112
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Dublin, Lance: .....	TU313
Dugdale, Keith: .....	EXD14
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Edwards, Ethan: .....	Advanced E-Learning Certificate

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Fauntleroy, Lorimer: .....	Advanced Designing Learning Certificate
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Fine, Alan: .....	M221
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Ford, Donald: .....	Evaluating HPI Solutions Certificate, M322
Frampton, Peter: .....	Workshop 1
Franklin, Nicole: .....	M109

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Geller, Martha: .....	EXDE7
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Gibson, Jeff: .....	TU223
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Gillis, Lynette: .....	SU219
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Goldsmith, Marshall: .....	SU100, SU200

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Grace, Paula: .....	SU110, TU110	Howe, Paul: .....	EXD18
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Guice, Jill: .....	TU213	Jayshankar, K.: .....	M105
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Ha, Jung Eun: .....	SU314	Jimenez, Ray: .....	W323
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Hagan, Chris:.....	TU305	Jok, Charles:.....	E-Learning Gallery
Halls, Jonathan: .....	SU105, M214	Jones, David:.....	EXD24
Hamilton, Sylvia: .....	SU117, M117	Jones, Jared:.....	EXD1, EXD3, EXD7
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Haneberg, Lisa: .....	W209	Jones, Kristi: .....	EXD2
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Harrison, Todd: .....	SU218	<b>K</b>	
Hartt, David: .....	M220	Kagan, Spencer:.....	TU109, W210
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Henchbarger, Tracy:.....	EXD4	Katz, Judith: .....	M315
Herrmann-Nehdi, Ann: .....	EXE5	Kauffunger, Charles:.....	E-Learning Gallery
Hetrick, Heather: .....	M310	Kaye, Beverly:.....	M201, TU302
Higgins, Jim: .....	M320, W320	Kayser, Wendy: .....	TU102, TU218, W102, W218
Hill, Anthony:.....	M305	Keefer, Jeffrey:.....	E-Learning Gallery
Hill, Cindy:.....	Test Design and Delivery Certificate	Keller, Heather: .....	Workshop 5
Hinds, John: .....	W307	Kemp, Becky:.....	E-Learning Gallery
Hine, Kurt: .....	SU214	Kendall, Peter:.....	CM202
Hirota, Neusa: .....	SU323	Khan, Mahmoud:.....	M108
Holloway, Mason: .....	Analyzing Human Performance Certificate, SU122	Kim, Han Soo:.....	TU219

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Kirkpatrick, Donald:.....	TU102, W102	Lopker, Geri: .....	Designing Learning Certificate, TU221, TU312
Kirkpatrick, James:.....	TU218, W218	Lozano Job, Margarita: .....	SU205
Knapp, Anne:.....	SU115, M116	Lucas, Jim: .....	Business Essentials for Trainers Certificate
Knight, Steven:.....	Career Planning and Talent Management Certificate	Lynch, Doug:.....	SU106
Konerza, Lorianne:.....	TU311	Lynn, Adele:.....	SU310
Koplovitz, Kay:.....	Wednesday General Session	<b>M</b>	
Kotula, Mitch:.....	Facilitating Organizational Change Certificate	Maciag, David: .....	TU120, W120
Kowalski, Steven:.....	SU315, TU315	Macpherson, Ross:.....	CS201, CT101
Kristensen, Kristoffer: .....	M225	Maitre, Heather:.....	TU307
Krzmarzick, Andrew:.....	W105	Majeski, John:.....	SU109, TU305
KS, Karthik:.....	M209	Mallen, Antigoni: .....	SU214
Kudla, Szymon:.....	M118, TU118	Mankin, Dennis:.....	TU221
Kuhlmann, Tom:.....	EXDE1	Manning, Edmond: .....	E-Learning Certificate
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LaBorie, Kassy:.....	Workshop 11	Marquardt, Mike: .....	Action Learning Certificate
LaBonte, Thomas:.....	HPI in the Workplace Certificate, TU322	Marshak, Robert J.:.....	M113, TU113
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Lee, Ho Suk: .....	SU314	Michaels, Richard: .....	EXD8
Lee, Steve:.....	Advanced E-Learning Certificate	Millbower, Lenn: .....	TU209
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Lewis, Dave:.....	W309	Mohl, Larry: .....	TU104
Lewis, Howard: .....	TU112	Mokoena, Charlotte: .....	TU317
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Lindgren, Sue: .....	SU124	Monaco, Joey Lynn: .....	TU307
Liu-Ford, Phyllis: .....	M322	Montocchio, Laura: .....	EXD6
Livingston, Becky:.....	TU307	Mooney, Timothy:.....	M218
		Moran, Jerry:.....	SU304
		Mosher, Bob: .....	W311
		Myers, Steven: .....	SU319

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<b>N</b>		
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Nagari, Paolo:	.....	W217
Nakahara, Koko:	.....	M322
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Nguyen, Frank:	.....	E-Learning Gallery, SU220, M121
Nicolls, Marcus:	.....	EXD1, EXD3, EXD7
Nielsen, Julie:	.....	M115
Nishimoto, Al:	.....	TU305
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Ogiso, Etsuko:	.....	SU223, M222
Ohai, Tim:	.....	TU105
Olmstead, Cynthia:	.....	EXD20
O'Neill-Blackwell, Jeanine:	.....	W312
Orey, Maureen:	.....	CPLP Prep Workshop
O'Shea, Pam:	.....	TU305
Otto, Klaus:	.....	M212
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Pacelli, Mary Ann:	.....	E-Learning Gallery
Palmer, Benjamin:	.....	TU215
Pande, Pete:	.....	W113
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Phillips, Gina:	.....	M109
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Phillips, Ken:	.....	SU217
Phillips, Patti:	.....	Measuring and Evaluating Learning Certificate, M321, TU321
Phillips, Rebecca:	.....	TU304, W118
Picardi, Jeanne:	.....	CM201
Pike, Bob:	.....	M301, TU301
Pillen, Pepijn:	.....	SU213
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Polichetti, Joanne:	.....	TU123
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Raffaele, Cindi:	.....	E-Learning Gallery
Ramadoss, Vithya:	.....	TU307
Ray, Rebecca:	.....	W304
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Reynolds, Penny:	.....	EXDE2
Rhea, Rebecca:	.....	Workshop 11
Riboldi, Juan:	.....	EXD5
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Robinson, Dana:	.....	SU202, M202
Rosenberg, Marc:	.....	Managing Organizational Knowledge Certificate, SU201, SU303
Rossett, Allison:	.....	TU200, W200
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Scott, Susan:	.....	EXE4, EXD16, EXD19
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Sharpe, Davida:.....	TU307	Tchoi, Camile:.....	E-Learning Gallery, W216
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Sherwani, Naseem:.....	SU224	Thiagarajan, Sivasailam:.....	TU303, W303
Shoemaker, David:.....	W104	Thompson, Mack:.....	TU108
Siegal, Wes:.....	SU114	Thompson, Tina:.....	Managing the Learning Function Certificate
Sisakhti, Reza:.....	M223	Thornburgh, Colleen:.....	W204
Sitzmann, Traci:.....	TU119	Throop-Robinson, Jacqueline:	EXD24
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Smith, Roland:.....	M107, TU107	Toto, Joseph:.....	M104
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<b>T</b>		Weber, Frances:.....	SU316, W116
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Tate, Thomas:.....	EXDE3	Wethington, Nadine:.....	W204
Taylor, Craig:.....	SU307		

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White, Allen:.....	SU216
Wick, Cal:.....	M316
Wiley, Steven:.....	SU116
Wilkinson, Michael:.....	Workshop 9
Willmore, Joe:.....	SU322, M323
Wills, Patrick:.....	M210
Willyerd, Karie:.....	M304
Wilson, Mike:.....	M307
Wimms, Allison:.....	TU218, W218
Wingron, Sharon:.....	W324
Wong, Alex:.....	M307
Worthen, Brenda:.....	W205

## Y

Yaguchi, Duke:.....	TU311
Yan, Jenny:.....	SU105
Yap, Robin:.....	E-Learning Gallery
Younger, Greg:.....	E-Learning Gallery

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Zeiberg, Charlene:.....	TU123
Zenger, John:.....	TU323

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# 2008 Track Listing

Tracks	Session Number	Session Title	Session Start Time	Session End Time
<b>Career Planning and Talent Management</b>	SU107	Maximizing the Impact of Coaching in Your Workplace	12:00 PM	1:15 PM
	SU206	Identifying Solutions for Effective Individual and Team Onboarding	1:45 PM	3:00 PM
	SU307	Employee Retention Strategies: Learning and Development's Vital Role in Keeping Great Talent	3:30 PM	4:45 PM
	SU310	High Potentials: Who Gets In? Using EQ Interviewing as One Method to Screen	3:30 PM	4:45 PM
	M100	Taking Talent Management Seriously	12:30 PM	1:45 PM
	M103	Zero to Sixty: Ramping Up Employees to Minimize Time to Productivity	12:30 PM	1:45 PM
	M106	Recognizing Career Contentment	12:30 PM	1:45 PM
	M107	Talent Sustainability: Orchestrators, Accelerators, and Influencers	12:30 PM	1:45 PM
	M108	How Companies, Leaders, Educators, Trainers, & HR Executives Contribute to the Building of a Nation's Professionalism	12:30 PM	1:45 PM
	M200	Taking Talent Management Seriously	2:15 PM	3:30 PM
	M201	The Development Dialogue: The Critical Link to Engagement and Retention	2:15 PM	3:30 PM
	M205	Global Focus Panel: Talent Management	2:15 PM	3:30 PM
	M224	CPLP Certification: The Time Is Now!	2:15 PM	3:30 PM
	M310	Engaging New Employees Day One at the World's Largest Retailer	4:00 PM	5:30 PM
	TU103	Zero to Sixty: Ramping Up Employees to Minimize Time to Productivity	10:00 AM	11:15 AM
	TU105	Generation Next: Developing the Next Generation of Sales Performers	10:00 AM	11:15 AM
	TU106	Modern Strategies for Finding and Keeping the Best Employees	10:00 AM	11:15 AM
	TU107	Talent Sustainability: Orchestrators, Accelerators, and Influencers	10:00 AM	11:15 AM
	TU108	Increasing Employee Engagement and Development Through Career Laddering	10:00 AM	11:15 AM
	TU224	Identify, Train, Appoint: A Performance-Based Approach to Manager Precertification	1:45 PM	3:00 PM
	TU302	The Development Dialogue: The Critical Link to Engagement and Retention	4:00 PM	5:30 PM
	TU310	Try Before You Apply: Sheetz's Realistic Job Preview Case Study	4:00 PM	5:30 PM
	W105	A Federal Family Portrait: Boomers Passing the Torch to Gen X/Y	8:00 AM	9:15 AM
	W107	Applying HRD Fundamentals for a Successful Work-Life Balance Strategy	8:00 AM	9:15 AM
W108	Managing the Learning Organization: Internal and External Case Study	8:00 AM	9:15 AM	
W206	Assessment as a Catalyst for Aligning Development to Business Needs	10:30 AM	11:45 AM	

SU=Sunday

M=Monday

TU=Tuesday

W=Wednesday

# 2008 Track Listing



Tracks	Session Number	Session Title	Session Start Time	Session End Time
<b>Designing and Delivering Learning</b>	Workshop 4	Efficiency in Learning: Evidence-Based Methods to Optimize Mental Load in Workforce Learning	9:00 AM	5:00 PM
	Workshop 7	Redesign Your Training with Appreciative Inquiry and Experiential Learning	9:00 AM	5:00 PM
	Workshop 9	The Seven Separators of Facilitation Excellence	9:00 AM	5:00 PM
	SU103	Rev Up Your Accelerated Learning Techniques	12:00 PM	1:15 PM
	SU109	Sim-Elations: Make It Real and Wow Your Learners	12:00 PM	1:15 PM
	SU110	Building a Masterful Instructional Team for the Classroom	12:00 PM	1:15 PM
	SU207	Right from the Start: What Beginning Trainers Need to Know	1:45 PM	3:00 PM
	SU209	Facilitate Discussions with Impact!	1:45 PM	3:00 PM
	SU210	Guiding the Journey from SME to Learning Facilitator	1:45 PM	3:00 PM
	SU224	ASTD Competency Study: A Pulse Check in 2007	1:45 PM	3:00 PM
	SU311	Using Job and Task Analysis in a Faster-Is-Better World	3:30 PM	4:45 PM
	SU312	The Power of Voice: Using Vocalics to Influence and Persuade	3:30 PM	4:45 PM
	M102	Crash and Learn: Eliminating the Mistakes that Kill Participation and Motivation!	12:30 PM	1:45 PM
	M109	Competency-Based Training	12:30 PM	1:45 PM
	M110	Right from the Start: What Beginning Trainers Need to Know	12:30 PM	1:45 PM
	M207	Needs Assessment Redefined: Using a Human Performance Improvement Approach	2:15 PM	3:30 PM
	M209	Untangling the Training Challenges (Challenges Galore) of a Nation	2:15 PM	3:30 PM
	M301	Creative Training Techniques: 17 Ways to Increase the Impact of Your Training	4:00 PM	5:30 PM
	M308	Story Theater: Using Emotional Triggers to Enhance Learning	4:00 PM	5:30 PM
	M311	Guiding the Journey from SME to Learning Facilitator	4:00 PM	5:30 PM
	M312	A Teachable Moment: Processing the Experience	4:00 PM	5:30 PM
	M327	Impacting Multicultural Audiences: Effectively Train Diverse, Multicultural, and International Audiences	4:00 PM	05:30 PM
TU109	Use Your Noggin: Science to Make Your Presentations Brain-Friendly	10:00 AM	11:15 AM	
TU110	Building a Masterful Instructional Team for the Classroom	10:00 AM	11:15 AM	

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# 2008 Track Listing

Tracks	Session Number	Session Title	Session Start Time	Session End Time	
<b>Designing and Delivering Learning</b>	TU200	The Evaporation of Classroom Training	1:45 PM	3:00 PM	
	TU203	Crash and Learn: Eliminating the Mistakes that Kill Participation and Motivation!	1:45 PM	3:00 PM	
	TU207	Running Interference: Getting the Learner to Touchdown	1:45 PM	3:00 PM	
	TU209	Learning in a Frenzied World: Strategies for Grabbing Learners' Attention	1:45 PM	3:00 PM	
	TU301	Creative Training Techniques: 17 Ways to Increase the Impact of Your Training	4:00 PM	5:30 PM	
	TU303	Jolt Participants into Awareness and Action	4:00 PM	5:30 PM	
	TU308	The iTeam: Using Technology to Build Teams	4:00 PM	5:30 PM	
	TU309	The Hat Exercise: A Diversity Simulation	4:00 PM	5:30 PM	
	TU311	Overcoming Staffing Challenges in a Global Learning Environment	4:00 PM	5:30 PM	
	TU312	Designing Leadership Development to Bridge the Generation Gap: Pitfalls and Practical Lessons	4:00 PM	5:30 PM	
	W103	Rev Up Your Accelerated Learning Techniques	8:00 AM	9:15 AM	
	W106	The Power of Voice: Using Vocalics to Influence and Persuade	8:00 AM	9:15 AM	
	W109	Captive to Interactive: Transforming Resistant Learners	8:00 AM	9:15 AM	
	W110	Running Interference: Getting the Learner to Touchdown	8:00 AM	9:15 AM	
	W200	The Evaporation of Classroom Training	10:30 AM	11:45 AM	
	W210	Use Your Noggin: Science to Make Your Presentations Brain-Friendly	10:30 AM	11:45 AM	
	W219	Measurement and Improvement through a Quality Service Program in an Insurance Company	10:30 AM	11:45 AM	
	W222	Performance Out of Chaos: Lessons from Navy SEAL Training	10:30 AM	11:45 AM	
	W303	Jolt Participants into Awareness and Action	1:15 PM	2:45 PM	
	W308	These Are a Few of My Favorite Games	1:15 PM	2:45 PM	
	W311	Informal Learning: Are We Missing a HUGE Opportunity?	1:15 PM	2:45 PM	
	W312	Using Learning Styles to Create Training That Sticks	1:15 PM	2:45 PM	
	<b>E-Learning</b>	Workshop 11	Turning Classroom Trainers Into Online Facilitators	9:00 AM	5:00 PM
		SU101	E-Learning and the Science of Instruction	12:00 PM	1:15 PM
		SU112	Microsoft's Answer to a Global Management Development Dilemma	12:00 PM	1:15 PM
		SU201	Beyond E-Learning: New Approaches to Managing and Delivering Organizational Knowledge	1:45 PM	3:00 PM

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# 2008 Track Listing



Tracks	Session Number	Session Title	Session Start Time	Session End Time
<b>E-Learning</b>	SU211	The Cognos Curriculum: Finding the Right Balance for a Blended-Learning System	1:45 PM	3:00 PM
	SU301	E-Learning and the Science of Instruction	3:30 PM	4:45 PM
	SU303	Beyond E-Learning: New Approaches to Managing and Delivering Organizational Knowledge	3:30 PM	4:45 PM
	SU313	Keeping Interactivity at the Center of Rapid Development	3:30 PM	4:45 PM
	M111	Keeping Interactivity at the Center of Rapid Development	12:30 PM	1:45 PM
	M112	Learning in the Virtual World of Second Life	12:30 PM	1:45 PM
	M210	Evolutionary Development for DoD Training	2:15 PM	3:30 PM
	M211	E-Learning in the Middle East	2:15 PM	3:30 PM
	M302	Forget What You Know About Instructional Design and Do Something Interesting!	4:00 PM	5:30 PM
	M304	Learning's Perfect Storm: Are We Ready?	4:00 PM	5:30 PM
	M313	E-Learning 2.0 for Personal and Group Learning	4:00 PM	5:30 PM
	M314	Offshore E-Learning: Cultural Challenges, Opportunities, and Solutions	4:00 PM	5:30 PM
	TU111	The Virtual Facilitator: Creating Interactive Online Learning Experiences	10:00 AM	11:15 AM
	TU112	AT&T's Approach to Maximizing Impact in the Virtual Classroom	10:00 AM	11:15 AM
	TU201	Forget What You Know About Instructional Design and Do Something Interesting!	1:45 PM	3:00 PM
	TU205	Off-the-Chart Results: Successful Sales Training through a Blended Learning Solution	1:45 PM	3:00 PM
	TU210	How Do Executives Really Evaluate Distance Training?	1:45 PM	3:00 PM
	TU211	Learning in the Virtual World of Second Life	1:45 PM	3:00 PM
	TU313	Learning 2.0: Mobile, Rapid, Immersive, Collaborative, and Non-Formal	4:00 PM	5:30 PM
	TU314	Why Your Brain Loves Video Games & the Implications for E-Learning	4:00 PM	5:30 PM
	W104	Formal vs. Informal Learning: Is the Course Dead?	8:00 AM	9:15 AM
	W111	Immersive E-Learning Simulations for Wachovia Customer Service Training	8:00 AM	9:15 AM
	W112	Why Your Brain Loves Video Games & the Implications for E-Learning	8:00 AM	9:15 AM
W211	The Virtual Facilitator: Creating Interactive Online Learning Experiences	10:30 AM	11:45 AM	
W313	Serious Learning with Serious Games	1:15 PM	2:45 PM	
<b>Facilitating Organizational Change</b>	SU104	Connecting Learning and Employee Engagement at Caterpillar: A New Frontier in Organizational Learning	12:00 PM	1:15 PM
	SU113	Getting People on Board for Change	12:00 PM	1:15 PM

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# 2008 Track Listing

Tracks	Session Number	Session Title	Session Start Time	Session End Time
<b>Facilitating Organizational Change</b>	SU114	Resistance to Change: Capturing Its Energy for Success!	12:00 PM	1:15 PM
	SU203	Change Is Good: 10 Tactics to Make It So	1:45 PM	3:00 PM
	SU212	Managing Innovation: A Journey toward Organizational Change	1:45 PM	3:00 PM
	SU213	Facilitating Change – Dare to Get Personal!	1:45 PM	3:00 PM
	SU304	Merging Two Cultures: Tribal Traditions and Casino Operations	3:30 PM	4:45 PM
	SU314	Powership: A New Approach to Followership	3:30 PM	4:45 PM
	SU315	Leveraging Team Innovation to Achieve Organizational Change	3:30 PM	4:45 PM
	M113	The Covert Barriers to Organizational Change	12:30 PM	1:45 PM
	M114	Getting People on Board for Change	12:30 PM	1:45 PM
	M212	Evolutionary Management: Learning from Nature and Evolution for Organizational Development	2:15 PM	3:30 PM
	M213	Telefónica University: The Changing Tool	2:15 PM	3:30 PM
	M315	Raising the Bar on Culture Change: Taking a Giant Leap to Inclusion	4:00 PM	5:30 PM
	TU101	Putting Your Know-How Into Action	10:00 AM	11:15 AM
	TU113	The Covert Barriers to Organizational Change	10:00 AM	11:15 AM
	TU114	Influencer: The Power to Change Anything	10:00 AM	11:15 AM
	TU202	Change Is Good: 10 Tactics to Make It So	1:45 PM	3:00 PM
	TU212	From Regulated Market to Free Market: How to Retain 11 Million Customers	1:45 PM	3:00 PM
	TU213	Don't Swallow the Elephant Whole: A Competency Integration Case Study	1:45 PM	3:00 PM
	TU315	Leveraging Team Innovation to Achieve Organizational Change	4:00 PM	5:30 PM
	W101	Putting Your Know-How into Action	8:00 AM	9:15 AM
	W113	Putting Teeth into Change Leadership: What Every Changing Organization Must Do	8:00 AM	9:15 AM
	W114	Blockages to Organizational Change in China	8:00 AM	9:15 AM
	W204	Hardwiring Healthcare Excellence: The Journey Begins with World-Class Leaders	10:30 AM	11:45 AM
	W212	T & D's Role in Guiding Change	10:30 AM	11:45 AM
	W213	Developing a Learning Culture for High Performance	10:30 AM	11:45 AM
	W315	Shared Governance: Decision Making from the Point of Service Outward	1:15 PM	2:45 PM
<b>Leadership and Management Development</b>	Workshop 5	Examining Cultural Differences: Increased Awareness for Global Leaders	9:00 AM	5:00 PM
	Workshop 6	Quit the Nifty Teambuilding Seminars! Design a Leadership Development Team	9:00 AM	5:00 PM

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# 2008 Track Listing



Tracks	Session Number	Session Title	Session Start Time	Session End Time
<b>Leadership and Management Development</b>	SU100	What Got You Here Won't Get You There: Helping Successful Leaders Get Even Better	12:00 PM	1:15 PM
	SU115	Learning Well by Doing Good: Community Involvement-Based Action Learning	12:00 PM	1:15 PM
	SU116	A Transformational Journey from Gettysburg	12:00 PM	1:15 PM
	SU200	What Got You Here Won't Get You There: Helping Successful Leaders Get Even Better	1:45 PM	3:00 PM
	SU204	Preparing Full Life Cycle Leaders the Satyam Way	1:45 PM	3:00 PM
	SU214	How to Accelerate Your Managers' Learning	1:45 PM	3:00 PM
	SU215	A Structured Approach to Leadership Development: Case Study of Chevron's Leadership Program	1:45 PM	3:00 PM
	SU302	Casual Monday: Meeting the Demands of the New Talent Market	3:30 PM	4:45 PM
	SU316	Putting Out the Welcome Mat: New Leader Assimilation and Coaching	3:30 PM	4:45 PM
	SU317	International Development Programs: New Issues, New Approaches	3:30 PM	4:45 PM
	M101	Community: The Structure of Belonging	12:30 PM	1:45 PM
	M105	Global Focus Panel: Leadership Development	12:30 PM	1:45 PM
	M115	Unique Leadership for Your Unique Organization	12:30 PM	1:45 PM
	M116	Learning Well by Doing Good: Community Involvement-Based Action Learning	12:30 PM	1:45 PM
	M203	Community: The Structure of Belonging	2:15 PM	3:30 PM
	M214	Maximizing Performance by Creating an Innovative Workplace Culture	2:15 PM	3:30 PM
	M215	A Structured Approach to Leadership Development: Case Study of Chevron's Leadership Program	2:15 PM	3:30 PM
	M225	Growing Leadership Competency	2:15 PM	3:30 PM
	M309	Using Improv Techniques to Teach Managers Recognition Skills	4:00 PM	5:30 PM
	M316	Accelerating the Transfer and Application of Learning	4:00 PM	5:30 PM
	TU115	Taking Your Leadership Pipeline Global: What Really Works!	10:00 AM	11:15 AM
	TU116	The Power of Peer Mentoring: Tools or Learning in the Connected Organization	10:00 AM	11:15 AM
	TU214	Are You a New Leader? Learn to Act Like One!	1:45 PM	3:00 PM
	TU215	Using Multirater Assessments to Measure Emotional Intelligence and Leadership Behaviors in Middle Managers	1:45 PM	3:00 PM
	TU223	Practical Applications of the Five Dysfunctions of a Team Model	1:45 PM	3:00 PM
	TU316	Leadership, Disney Style	4:00 PM	5:30 PM

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# 2008 Track Listing

Tracks	Session Number	Session Title	Session Start Time	Session End Time
<b>Leadership and Management Development</b>	TU317	Developing Managers to Enhance Employee Engagement	4:00 PM	5:30 PM
	W115	Are You a New Leader? Learn to Act Like One!	8:00 AM	9:15 AM
	W116	Putting Out the Welcome Mat: New Leader Assimilation and Coaching	8:00 AM	9:15 AM
	W201	Casual Monday: Meeting the Demands of the New Talent Market	10:30 AM	11:45 AM
	W209	Training "Power Hours": An Informal Approach to Management and Leadership Training	10:30 AM	11:45 AM
	W215	Building Resilient Leadership: A Model of Client and Vendor Collaboration	10:30 AM	11:45 AM
	W217	Intercultural Intelligence®: The Key Component for Successful Global Virtual Teams	10:30 AM	11:45 AM
	W304	Changing the Landscape: Executive Development at MasterCard	1:15 PM	2:45 PM
	W316	Developing Business Acumen in Leaders and Managers	1:15 PM	2:45 PM
	W317	Successfully Understanding and Managing the Four Generations in Today's Workplace	1:15 PM	2:45 PM
<b>Learning as a Business Strategy</b>	Workshop 12	Re-thinking Corporate Responsibility, One Nail at a Time	6:30 AM	6:00 PM
	Workshop 2	Building Business Acumen: What the CEO Wants You to Know	9:00 AM	5:00 PM
	SU105	Global Focus Panel: Engaging Business Leaders in Learning	12:00 PM	1:15 PM
	SU106	Will ISO Flatten the Training World?	12:00 PM	1:15 PM
	SU117	Tapping into Partnerships to Strengthen Tuition Assistance Programs	12:00 PM	1:15 PM
	SU118	Delivering Effective Strategic Diversity Management Education	12:00 PM	1:15 PM
	SU216	Managing the Training Requirements Labyrinth from Sources To Learners	1:45 PM	3:00 PM
	SU305	WLP Scorecard: Why Learning Matters	3:30 PM	4:45 PM
	SU306	Building a Partnership with the Public Workforce System	3:30 PM	4:45 PM
	SU318	Operational Excellence That Supports World-Class Training	3:30 PM	4:45 PM
	SU319	Practical Negotiating Skills for the Training Manager	3:30 PM	4:45 PM
	M104	Leaders as Teachers	12:30 PM	1:45 PM
	M117	Tapping into Partnerships to Strengthen Tuition Assistance Programs	12:30 PM	1:45 PM
	M118	Welcome to the Revolution: An HPI Implementation Case Study	12:30 PM	1:45 PM

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Tracks	Session Number	Session Title	Session Start Time	Session End Time
<b>Learning as a Business Strategy</b>	M124	ASTD Research: An Overview of the State of the Industry and Other Recent Studies	12:30 PM	1:45 PM
	M204	People Development: Implementing a Business-Aligned Strategy in Ireland	2:15 PM	3:30 PM
	M216	Delivering Effective Strategic Diversity Management Education	2:15 PM	3:30 PM
	M217	Learning in the Extended Enterprise: The MasterCard Way	2:15 PM	3:30 PM
	M318	Nuts and Bolts: Building a High-Impact Learning Organization	4:00 PM	5:30 PM
	M319	Building Business Acumen: What the CEO Wants You to Know	4:00 PM	5:30 PM
	TU117	The Training's NOT the Thing: Getting Business Results from Training	10:00 AM	11:15 AM
	TU118	Welcome to the Revolution: An HPI Implementation Case Study	10:00 AM	11:15 AM
	TU204	Leading the Learning Function	1:45 PM	3:00 PM
	TU216	Lean Learning: How to Adapt the Successful Lean Concept to Learning	1:45 PM	3:00 PM
	TU217	Turkcell Academy's Journey from Training Department to Corporate University: Why We Do What We Do	1:45 PM	3:00 PM
	TU318	Collaboration is VITAL: How (and Why) to Build a Network	4:00 PM	5:30 PM
	TU319	Building Business Acumen: What the CEO Wants You to Know	4:00 PM	5:30 PM
	W117	The Training's NOT the Thing: Getting Business Results from Training	8:00 AM	9:15 AM
	W205	Executive Development: Findings From ASTD & BAH's Recent Study	10:30 AM	11:45 AM
	W216	Capturing Knowledge: Know What You Know, Know What You Don't	10:30 AM	11:45 AM
	W318	Collaboration is VITAL: How (and Why) to Build a Network	1:15 PM	2:45 PM
	W322	Leading Companies of San Diego	1:15 PM	2:45 PM
<b>Measurement, Evaluation, and ROI</b>	SU119	Measuring Project Management Performance: The Fundamentals in Creating an Effective Project Management Scorecard	12:00 PM	1:15 PM
	SU120	Action Planning as a Performance Measurement and Transfer Strategy	12:00 PM	1:15 PM
	SU217	Developing Valid Level 1 Evaluation Forms	1:45 PM	3:00 PM
	SU218	Case Study: How WellPoint Aligned Learning Strategies to Business Strategies...and then Evaluated for Optimal Business Impact	1:45 PM	3:00 PM
	SU219	When the Bottom Line Is Human Life: Evaluating a National Health Care Program	1:45 PM	3:00 PM

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Tracks	Session Number	Session Title	Session Start Time	Session End Time
<b>Measurement, Evaluation, and ROI</b>	SU320	Designing Surveys the Actionable Way	3:30 PM	4:45 PM
	SU321	Verifying Capability to Perform: Designing and Developing Performance Tests	3:30 PM	4:45 PM
	M119	Designing Surveys the Actionable Way	12:30 PM	1:45 PM
	M120	The Value of Learning	12:30 PM	1:45 PM
	M218	Success Case Evaluation Method®: From Training Partner to Business Partner	2:15 PM	3:30 PM
	M219	Action Planning as a Performance Measurement and Transfer Strategy	2:15 PM	3:30 PM
	M303	Show the Impact of Learning and Development: Techniques to Isolate the Effects of Programs	4:00 PM	5:30 PM
	M320	Improving Your Knowledge Tests: A Practical Short Course for Test Authors	4:00 PM	5:30 PM
	M321	ROI: The Big Picture	4:00 PM	5:30 PM
	TU102	Evaluating Training Programs: The Four Levels	10:00 AM	11:15 AM
	TU104	Proving the Business Impact of Leadership Development at Children's Healthcare of Atlanta	10:00 AM	11:15 AM
	TU119	A Meta-Analysis of the Meaning of Trainee Reaction Data	10:00 AM	11:15 AM
	TU120	Learning Evaluation: It's a Full-Time Job	10:00 AM	11:15 AM
	TU218	Crossing the Great Training Divide: Program Development and the Four Levels	1:45 PM	3:00 PM
	TU219	Asian Characteristics: Results of Evaluation in Japan, Korea, and China	1:45 PM	3:00 PM
	TU304	Scorecards: Using Strategy Mapping to Link Education to Organization Outcomes	4:00 PM	5:30 PM
	TU320	Training Impact Evaluation that Senior Managers Believe and Use	4:00 PM	5:30 PM
	TU321	ROI: The Big Picture	4:00 PM	5:30 PM
	W102	Evaluating Training Programs: The Four Levels	8:00 AM	9:15 AM
	W118	High- and Low-Stakes Training in High-Stakes Organizations: Lessons from Medicine	8:00 AM	9:15 AM
	W119	The Success Case Method at Work: VELUX Corporation	8:00 AM	9:15 AM
	W120	Learning Evaluation: It's a Full-Time Job	8:00 AM	9:15 AM
	W203	Show the Impact of Learning and Development: Techniques to Isolate the Effects of Programs	10:30 AM	11:45 AM
	W218	Crossing the Great Training Divide: Program Development and the Four Levels	10:30 AM	11:45 AM
	W301	Training Impact Evaluation that Senior Managers Believe and Use	1:15 PM	2:45 PM

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Tracks	Session Number	Session Title	Session Start Time	Session End Time
<b>Measurement, Evaluation, and ROI</b>	W320	Improving Your Knowledge Tests: A Practical Short Course for Test Authors	1:15 PM	2:45 PM
	W321	Implementing Objective Mapping: Linking Learning, Performance Change, and Business Results	1:15 PM	2:45 PM
<b>Performance Improvement</b>	SU111	Great Teams: What Does It Take and How Can HR Contribute?	12:00 PM	1:15 PM
	SU121	Four Key Ingredients to Teamwork and Performance Improvement at Work and at Home	12:00 PM	1:15 PM
	SU122	Competencies that Count: Using HPI to Create Performance-Based Competency Models	12:00 PM	1:15 PM
	SU202	Performance Consulting 2.0: What's the Same and What's Different?	1:45 PM	3:00 PM
	SU205	Global Focus Panel: Link Between Learning and Performance	1:45 PM	3:00 PM
	SU220	Optimizing Electronic Performance Support Systems	1:45 PM	3:00 PM
	SU221	Bottling Expertise: Using Cognitive Task Analysis to Specify Expert Problem Solving	1:45 PM	3:00 PM
	SU322	Organizational Culture for Performance Consultants	3:30 PM	4:45 PM
	M121	Optimizing Electronic Performance Support Systems	12:30 PM	1:45 PM
	M122	Realigning Our Processes to Focus On and Achieve Performance Results	12:30 PM	1:45 PM
	M202	Performance Consulting 2.0: What's the Same and What's Different?	2:15 PM	3:30 PM
	M220	Performance Improvement the Coast Guard Way	2:15 PM	3:30 PM
	M221	Inside Out: Understanding and Influencing Breakthrough Human Performance	2:15 PM	3:30 PM
	M322	West Meets East: Human Performance Improvement in Asia	4:00 PM	5:30 PM
	M323	Organizational Culture for Performance Consultants	4:00 PM	5:30 PM
	TU121	HPI in Love with Informal Learning: Four Funerals and a Wedding?	10:00 AM	11:15 AM
	TU122	You Have a Core Competency Model. Now What?	10:00 AM	11:15 AM
	TU220	Realigning Our Processes to Focus On and Achieve Performance Results	1:45 PM	3:00 PM
	TU221	HPI as a Management Model at Saudi Aramco Oil Company	1:45 PM	3:00 PM
	TU322	Delivering Business Results as an Internal Consultant: A Case Study	4:00 PM	5:30 PM

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Tracks	Session Number	Session Title	Session Start Time	Session End Time
<b>Performance Improvement</b>	W121	You Have a Core Competency Model. Now What?	8:00 AM	9:15 AM
	W319	Color Me Red: Training Programs as Brand Assets	1:15 PM	2:45 PM
	W323	How Social Networking Affects Training and Performance: A Case Study	1:15 PM	2:45 PM
<b>Personal &amp; Professional Development</b>	Workshop 1	Breakthrough Financial Literacy: The New Required Language of Business	9:00 AM	5:00 PM
	Workshop 3	Building Creative Output	9:00 AM	5:00 PM
	Workshop 10	The Total Trainer Makeover: Methods for Evolving and Reinventing YOU!	9:00 AM	5:00 PM
	SU102	Optimizing Your Work-Life Balance	12:00 PM	1:15 PM
	SU123	Beyond Time Management	12:00 PM	1:15 PM
	SU124	Executive Coaching: Can You Afford an Uninformed Decision?	12:00 PM	1:15 PM
	SU223	Kaikaku: Building Innovation Skills in Japan	1:45 PM	3:00 PM
	SU308	Neurobics	3:30 PM	4:45 PM
	SU309	Critical Thinking Skills for Trainers	3:30 PM	4:45 PM
	SU323	Mastering Professional Networking: Turning Relationships into Lifelong Assets	3:30 PM	4:45 PM
	SU324	Getting to the Heart of the Matter	3:30 PM	4:45 PM
	SU325	LeaderMind: Benefit More from Your Own Mind; Be Aware of the Power within You	3:30 PM	4:45 PM
	M123	How to Speak with Senior Leaders with Authority and Research	12:30 PM	1:45 PM
	M222	Kaikaku: Building Innovation Skills in Japan	2:15 PM	3:30 PM
	M324	Living a Centered Life: Tools for Living and Working in Stressful Environments	4:00 PM	5:30 PM
	M325	Moving Beyond One-to-One: Essential Tools for Coaching Teams with Impact	4:00 PM	5:30 PM
	M326	Copyright Basics for Learning Professionals	4:00 PM	5:30 PM
	TU123	Working with Consultants: Moving from Conflict to Partnership	10:00 AM	11:15 AM
	TU222	"No": The Most Effective Word for Managing Your Workload	1:45 PM	3:00 PM
	TU323	New Pathways to Develop Coaching Skills	4:00 PM	5:30 PM
	TU324	Copyright Basics for Learning Professionals	4:00 PM	5:30 PM
	W122	"No": The Most Effective Word for Managing Your Workload	8:00 AM	9:15 AM
	W123	Creating Executive Presence: Communicate with Confidence® in the C-Suite	8:00 AM	9:15 AM
	W202	Optimizing Your Work-Life Balance	10:30 AM	11:45 AM
	W220	Evolution Is the Next Work Revolution: Are You Prepared?	10:30 AM	11:45 AM

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	Tracks	Session Number	Session Title	Session Start Time	Session End Time
	<b>Personal &amp; Professional Development</b>	W221	Staying Away from the Dark Side: Developing Political Savvy	10:30 AM	11:45 AM
		W309	An Innovative Kick in the Pants: Unlocking Creativity and Innovation for You and Your Business	1:15 PM	2:45 PM
		W324	What No One Tells You about Becoming an Independent Consultant	1:15 PM	2:45 PM
		W325	Barriers to Training Implementation: They're Just Criminal!	1:15 PM	2:45 PM
<b>Monday</b>	<b>Exhibitor Demo</b>	EXD1	The Three Tracks To Creating Accountability at Every Level	12:30 PM	1:45 PM
	<b>Exhibitor Demo</b>	EXD19	A Taste of Fierce Conversations	12:30 PM	1:45 PM
	<b>Exhibitor Demo</b>	EXD2	Making e-Learning Work for Smaller Companies	12:30 PM	1:45 PM
	<b>Exhibitor Demo</b>	EXD20	Building a Common Language of Trust	2:15 PM	3:30 PM
	<b>Exhibitor Demo</b>	EXD3	The Three Tracks To Creating Accountability at Every Level	2:15 PM	3:30 PM
	<b>Exhibitor Demo</b>	EXD4	Developing Workforce Competencies That Help Drive Training Decisions	2:15 PM	3:30 PM
	<b>Exhibitor Demo</b>	EXD5	Targeting Training Through Talent Management	4:00 PM	5:30 PM
<b>Tuesday</b>	<b>Exhibitor Demo</b>	EXD6	Who Wants to Role-Play?!	4:00 PM	5:30 PM
	<b>Exhibitor Demo</b>	EXD7	The Three Tracks To Creating Accountability at Every Level	10:00 AM	11:15 AM
	<b>Exhibitor Demo</b>	EXD8	How to Create Consistent, Professional Training Materials Faster & Easier	10:00 AM	11:15 AM
	<b>Exhibitor Demo</b>	EXD23	Developing and Training the Human Development Sector in the Gulf Region – Building Partnership Between the Government and Private Sector	10:00 AM	11:15 AM
	<b>Exhibitor Demo</b>	EXD9	Web 2.0, Learning 2.0 and the Emergence of Peer-driven Learning	1:45 PM	3:00 PM
<b>Wednesday</b>	<b>Exhibitor Demo</b>	EXD10	Building High Performing Teams in a Fast-Paced Environment	1:45 PM	3:00 PM
	<b>Exhibitor Demo</b>	EXD24	PassionWorks! Your Guide to Passion in the Modern Workplace	1:45 PM	3:00 PM
	<b>Exhibitor Demo</b>	EXD13	Get Control of Email	8:00 AM	9:15 AM
	<b>Exhibitor Demo</b>	EXD14	Building Sustainable Trust-Based Business Relationships	8:00 AM	9:15 AM
	<b>Exhibitor Demo</b>	EXD26	UPS Delivers Innovative Project Management Training (and Six Million Packages a Day!)	8:00 AM	9:15 AM
	<b>Exhibitor Demo</b>	EXD15	Think on Your Feet®	10:30 AM	11:45 AM
	<b>Exhibitor Demo</b>	EXD16	A Taste of Fierce Conversations	10:30 AM	11:45 AM
<b>Exhibitor Demo</b>	EXD17	NEW Certification for Learning Professionals	10:30 AM	11:45 AM	
<b>Exhibitor Demo</b>	EXD18	Engaging e-Learning Exploration – A Look at an Award Winning Solution on Law Enforcement Response to Terrorism	1:15 PM	2:45 PM	

SU=Sunday

M=Monday

TU=Tuesday

W=Wednesday



# CPLP™ RECERTIFICATION WORKSHEET

Professional development is required for CPLPs to remain current in the field and to enhance their continued competence. To fulfill this requirement, CPLPs must accumulate 60 CPLP recertification points during each three-year recertification period in order to maintain their CPLP designation. CPLP recertification points are earned in six approved categories. For a listing of categories, policy and process details, and examples of eligible activities, please visit the CPLP Website at [www.astd.org/recertification](http://www.astd.org/recertification).

## Attention Speakers and Conference Attendees!

Conference activities in the following CPLP-approved recertification categories qualify for CPLP recertification points. Use this form to record those events.

### Continuing Education – Maximum 30 Points per Three-Year Cycle

One point is awarded for each physical hour of continuing education. Points must be earned for Continuing Education outside one's current role/job or involve a new experience or new content. Points are accrued on an hourly basis for all educational time in WLP-related continuing education events. Educational activities must directly contribute to the CPLP's understanding of the WLP profession. Recertification points are not awarded for time spent in non-educational time such as breaks, networking, registration, preparation, assignments, and so forth. For example, attending an eligible 75-minute course (with 60 minutes of instruction) earns one point. A maximum of 15 points during each three-year cycle can be earned for attending undergraduate or graduate courses.

#### Examples of eligible activities:

- ✓ attending commercially available educational courses or workshops
- ✓ attending WLP industry-related educational sessions at national conferences such as ASTD or SHRM conferences.

Course/Session	Date	Eligible Course/Session Hours	CPLP Recertification Points

### Speaking & Instructing – Maximum 20 Points per Three-Year Cycle

CPLP recertification points are awarded per hour. Points are earned for speaking or instructing on a WLP-related subject outside one's current role/job or involving a new experience or new content. Points can also be earned for development work. For every hour of delivery, the individual receives an hour of development time. For example, if an individual presents for an hour and spends two hours in development, the individual receives a total of two points. Points are awarded the first time the presentation is made and may not earn additional points for repeated presentations. **Examples of eligible activities:**

- ✓ presenting an educational activity on a WLP topic at a conference at the national or local level
- ✓ presenting at an annual meeting for a WLP professional society
- ✓ leading a WLP session or workshop.

Course or Speaking Engagement	Date	Delivery Hours	Development Hours	CPLP Recertification Points