



# TEAM ESTEEM!

**You've never seen a Learn St. Louis Conference like this!**

Join the ATD St. Louis Chapter for a day of learning and connecting. We'll celebrate the magic of teamwork, showcase fantastic speakers, play some trivia, and tackle a hands-on team building challenge. If you're a team member, team leader, or team trainer, this fun and interactive conference will give you takeaways that you can apply immediately.

**Date:** Thursday, October 13, 2016  
**Time:** 8:30 am – 4:00 pm  
**Location:** 1050 Des Peres Road, Des Peres, MO 63131  
**Registration:** <http://atdstl.org>

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10/13/2016 | Lodge Des Peres | 1050 Des Peres Road, Des Peres, MO 63131*



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## Conference Schedule

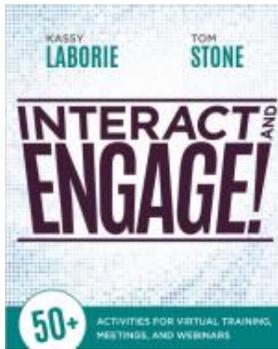
8:30 – 9:00 am	Check-In and Continental Breakfast <i>Bring a new children's book donation for <a href="#">It's Your Birthday, Inc!</a></i>
9:00 – 9:30 am	<b>Welcome</b> ATD St. Louis Board of Directors Chapter Communications Sponsor & Platinum Sponsor Presentation
9:30 – 10:30 am	<b>Keynote Presentation</b> Kassy LaBorie & Tom Stone: <i>Interact and Engage!</i>
10:30 – 10:50 am	Break and Vendor Fair
10:50 am – Noon	<b>Member-Led Morning Breakout Sessions: Choose Your Learning Path!</b> <ul style="list-style-type: none"> <li>▪ Cindy Brendel: <i>Navigating Your Career</i> (Track A, Oak Room)</li> <li>▪ Lisa Whealon: <i>Growing Future Talent</i> (Track B, Maple Room)</li> <li>▪ Dr. Kelly L. Jones &amp; Jody Lumsden: <i>Lifelong Learning: Mindset, Mission, and Metacognition</i> (Track C part 1, Dogwood Room)</li> <li>▪ Vicki Swisher: <i>Close the Talent Gap</i> (Track C part 2, Dogwood Room)</li> </ul>
12:00 – 1:00 pm	<b>Lunch and Vendor Fair</b>
1:00 – 1:50 pm	ATD STL Chapter 70th Anniversary <b>Team Activity</b> Facilitated by <a href="#">Sweetology</a>
1:50 – 2:00 pm	Break
2:00 – 3:30 pm	<b>Concurrent Afternoon Workshops: Choose Your Learning Path!</b> <ul style="list-style-type: none"> <li>▪ Dr. Rob Portnoy, CPLP: <i>Tune Up Your Presentation Skills</i> (Track A, Maple Room)</li> <li>▪ Sharon Wingron: <i>Five Behaviors of Cohesive Teams</i> (Track B, Dogwood Room)</li> </ul>
3:30 – 3:40 pm	Break
3:40 – 4:00 pm	<b>ATDSTL Board of Directors: 70th Anniversary Team Activity</b> Conference Awards and Closing

# Conference Session Descriptions

## Keynote Presentation

### *Interact and Engage!*

Presenters: **Kassy LaBorie**, Director of Virtual Training Services, Dale Carnegie Training  
**Tom Stone**, Director, Technology Based Learning at Dale Carnegie Training



Whether it's an online team meeting, a webinar, or virtual training, engagement is on everyone's mind. Will it be worth the time to attend, or will it be an opportunity to check email? Interaction is the key to engagement, and using a platform's features is the key to interaction. However, the features alone do not engage participants. Authors Kassy LaBorie and Tom Stone will lead us on a lively learning experience based on their book *Interact and Engage! 50+ Activities for Virtual Training, Meetings, and Webinars* (ATD Press, 2015). You will be able to apply what you learn immediately in your own team interactions in online meetings, webinars, and virtual classrooms.



As Director of Virtual Training Services for Dale Carnegie Training, Kassy LaBorie leads a consultancy that partners with organizations to help them develop successful online training strategies. At Dale Carnegie Training, Kassy also served as the Product Design Architect responsible for developing their Live Online Training experience. Prior to this, she was a Master Trainer for InSync Training, a Microsoft software trainer at ExecuTrain, and a Senior Trainer at WebEx where she helped create the WebEx University. A frequent speaker at industry conferences, she has presented at Training Magazine events, CLO Symposiums, The Virtual Learning Show, and ATD TechKnowledge and ICE conferences.



Tom Stone is Director, Technology Based Learning at Dale Carnegie Training. He sets the product roadmap and strategy for their Live Online and other digital offerings, and also leads the new uses of technology in their traditional in-person ILT programs. Tom has been in the Learning and Development field for fifteen years, previously serving in a variety of roles including Senior Research Analyst at Taleo, and before that, Senior Instructional Designer, Manager of Instructional Design, and Product Design Architect at Element K. Tom is a popular industry speaker, writer, and evangelist, and has spoken at over 100 regional, national, and international conferences.

# Member-Led Morning Breakout Sessions: Track A

## *Navigating Your Career*

Presenter: **Cindy Brendel**, Managing Principal at Brendel Leadership Solutions, LLC

This program focuses on developing yourself and your direct reports in our fast-paced, changing workplaces. Learn how to develop yourself and your career through a **six-step Career Planning model**, tools and resources:

1. Knowing Yourself
2. Assessing Your Current State
3. Researching Opportunities and Identifying Gaps
4. Developing Your Individual Development Plan
5. Developing Your Career Plan
6. Implementing the Plan

### **In this session you will learn:**

- The employees' role in career and development planning
- What types of opportunities can help you be more successful in the short-term and long-term
- A six-step Career Planning Model for developing a short-term and long-term Career Plan
- How to incorporate model when developing IDPs and Career Development Plans
- How to use the tools and resources provided



**Cindy Brendel** is a professional coach and is extremely passionate about helping organizations, teams, and individuals set strategy, develop goals and objectives, and implement action plans to move from current state to a future desired state. While working on global assignments, she has facilitated leadership programs in Ireland, China, Belgium, and the Czech Republic. Cindy has 20+ years of experience in the field of Organization Effectiveness and Learning & Development and has led teams for organizations such as Edward Jones, Ingersoll Rand, LMI Aerospace, Enterprise Holdings, and Mallinckrodt Pharmaceuticals. Cindy was selected by the Dean of Ingersoll Rand's Global Corporate University to teach other leaders throughout the organization to deliver such programs as Frontline Leader, Coaching for Performance, Behavioral Interviewing, Change Management, Communicating as a Leader, Employee Engagement, Building Trust, Managing Conflict, and Interpersonal Skills. She is certified to teach Career Systems International's employee engagement program. She has also been certified by the Advanced Performance Group to facilitate their Leading Remotely program.

Cindy is a Power Member and Past President of the ATD St. Louis Chapter. She is also a member of the International Coach Federation, International Society for Performance Improvement and the Society for Human Resource Management. Cindy holds a dual Master's Degree in Management and Leadership and Human Resource Development from Webster University and a B.A. in Business Administration from Lindenwood University. In addition, she received her SPHR from the HR Certification Institute. Cindy is an advocate for the American Cancer Society and United Way. She currently resides in Saint Charles, Missouri, with her husband Patrick and their three dogs.

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# Member-Led Morning Breakout Sessions: Track B

## *Growing Future Talent*

Presenter: **Lisa Whealon**, Chief People Officer, GL group

### **How to successfully implement a leadership development program**

It happens all the time – someone is promoted to a leadership role with minimal formal grooming and when they fail, we scratch our heads. Or, a strong individual contributor is put in a leadership role and because they lack team work skills or hold little value in collaboration, they fall short and disrupt the culture. It is even important in today's workplace that we give our future leaders the tools they need for success and that we help set expectations and build on those leadership competencies. Today's leaders need to be able to identify partners and build a strong team around them.

### **This program focuses on:**

- What is a leadership development program?
- How to obtain buy-in and build support from an Executive Team.
- How to build program content and curriculum.
- GL group Emergent Leader Program examples and program details (including handouts).
- How to measure program success.

By encouraging a leadership development program, companies are not only growing successful future talent, but also building a strong team and comradery and setting the tone that collaboration is vital to leadership. Creating a formal leadership development program helps support those high potential employees by building confidence in their skills and giving them hands-on experience at what they can expect as a leader in your business.

### **In this session you will learn:**

- How to explain and sell the value and ROI of a leadership development program to an Executive Team
- How to develop content and build skills reflective of your culture and the competencies that successful leaders within your culture demonstrate
- How to measure success upon program completion



Lisa Whealon is the Chief People Officer for GL group, a premier provider of literature and educational materials. Lisa has been with GL group for seven years and currently oversees the HR function including Talent Development and Acquisition, Organizational Design, and Internal Communications for the four-division company. Culture is king at GL group, and Lisa leads the people initiatives, which includes creating a new WOW! Benefit every year. Lisa has helped launch GL group's Emergent Leader Program and GL University and assists in the support of WOW! Benefits such as Sandy Vacations, the Marcia Jaffe Scholarship, and Bring-Your-Baby-to-Work. Lisa serves on the Forbes HR Council and is a member of the local and national SHRM and ATD Chapters. Prior to her work at GL group, Lisa worked as an Executive Team Leader for a big box retailer and was responsible for business operations, talent development, and leading key people initiatives.

# Member-Led Morning Breakout Sessions: Track C

## *Lifelong Learning: Mindset, Mission, & Metacognition*

Presenters: **Dr. Kelly L. Jones**, Marketing Training Manager, Nestle Purina  
**Jody Lumsden**, Lead OD Digital Instructional Designer, Nestle Purina

### **The who, what, when, where, why, and how of lifelong learning**

As Learning & Development professionals, we strive to be lifelong learners, but it can be difficult to design and act on development plans for ourselves when our work is focused on developing and supporting others. We need a super-power toolkit that will help us find the time, inspiration, resources, practices, and methodology needed to truly embody the spirit of lifelong learning. In this session, we will share a research-based toolkit that will help you leverage the power of mindset, identify your mission as a lifelong learner, and understand the role of metacognition in the age of digital, social, and informal learning.

### **You will learn about strategies and resources that will help you:**

- examine and appreciate your learning mindset and metacognitive connections
- design and reflect on your professional development journey
- curate your own informal curriculum in the age of digital, social learning



**Dr. Kelly L. Jones** works at the intersection of story and learning. She designs transformative experiences grounded in cognition, creativity, connections, community, and participatory culture. A qualitative researcher and consultant with 15 years of experience in education, curriculum design, learning technologies, new media, and digital storytelling, Dr. Jones is an ATD St. Louis Power Member and serves on the ATD St. Louis Chapter Board of Directors as VP of Communications. As the Marketing Training Manager at Nestlé Purina, she is responsible for the analysis, design, development and implementation of functional training and development initiatives, including curriculum and digital learning solutions. Dr. Jones holds a B.S. in Communication & Information Technology, an M.Ed. in Educational Technology, and a Ph.D. in Curriculum & Instruction. Previously, she was a faculty member and Director of Learning Technologies at Mercer University, and a Governor's Teaching Fellow at the Institute of Higher Education at the University of Georgia. She is an advocate for new literacies, open educational resources, and public libraries.



**Jody Lumsden** is an award-winning creator with diverse experience in industrial design, graphic design, curriculum design, social media, and learning technologies. Focused on community-based learning, Jody's expertise encompasses technology, art, design, creativity, and invention. Her unique approach bring visions to life across multiple channels and formats, in both digital and physical learning spaces. Jody is the Lead Digital Instructional Designer at Nestle Purina, where she is responsible for the design, development, and implementation of eLearning and mobile learning in support of workplace curriculum. She is an active member of ATD St. Louis and volunteers on the Chapter's Communications Committee. Jody holds a B.S. in Industrial Technology, an M.Ed. in Instructional Technology, and an Ed.S. in Curriculum Design & Instruction. She is currently pursuing an Ed.D. in Curriculum Design and Instruction.

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# Member-Led Morning Breakout Sessions: Track C

## Close the Talent Gap

Presenter: **Vicki Swisher**, Senior Talent Development Consultant, IMPACT Group

### Strategies for Developing Next-Generation Leaders

Over the next few years, millions of baby boomers will retire from the workplace. Additionally, over one-fourth of current millennial workers will enter management roles. These are highly significant changes that will have wide-reaching effects on the workplace. As the boomers move out, are your frontline and mid-level managers ready to move up? How will you drive competency and leadership development for key talent to avoid falling into the gap?

In this session, Vicki Swisher, talent development expert, shares strategies for responding to the talent shortage and developing key talent to build a dynamic succession pipeline at your company. Hear tips aligned with the 70/20/10 model of learning to help high potentials and rising leaders benefit from a structured development program that includes hands-on learning, one-one-one coaching, manager and senior leader support, and cohort learning sessions. Vicki will present a model for developing mid-level leaders that creates a win-win situation for everyone – providing career development for frontline and mid-level leaders and building a strong talent bench for your organization.

### Learning Objectives:

- Anticipate and prepare for the talent gap
- Learn an integrated, scalable method to develop rising leaders and build your succession pipeline
- Gain practical tips and insights from case study on ways to retain, leverage, and develop key talent



Vicki Swisher has a wealth of experience in organization and leadership development and talent management. She is known as a strategic talent management architect, leadership and organization development consultant, and learning agility expert. Her broad expertise includes: succession planning, competencies, talent development, learning agility, assessment, coaching, performance management, engagement, team effectiveness, change management, executive facilitation, training, M&A integration, sales and people management.

Vicki is author of *Becoming an Agile Leader*, and co-author of several books on the topics of leadership competencies, agility, and team effectiveness. Her articles and interviews on trending topics in talent management have been featured in Fortune, BusinessWeek, HR Executive, Buyouts, DubaiEye radio, and KippReport. Vicki is a featured speaker at human resources and leadership events across a wide range of industries around the world.

# Concurrent Afternoon Workshop: Track A

## *Tune up Your Presentation Skills*

Presenter: **Dr. Robert Portnoy, CPLP**

President, Executive Communications Training Company, Incorporated

Like it or not, **you ARE judged by the way you talk**. Whether you're delivering a presentation, conducting a performance review, trying to impress an interviewer, or just having a conversation, what you say and how you say it – matters. People listen not only to what you have to say, but how you sound and how you look when you talk. A lackluster message, a monotone voice, filler words, dull and boring slides, a rigid body position, fumbling gestures, even the look on your face can shut down your listeners' attention - and they will stop listening. That's why presentation skills matter. In this 90-minute workshop, you will learn a memorable and compelling system for tuning up your presentation skills so that when you talk, people will pay attention and remember what you tell them.

### **How the Workshop Works:**

- Introduction to *The Presentation Skills Learning System*®
- Learn the System by assessing pre-recorded presentations
- Implement the System for self-improvement within the workshop
- Coach others in real-time using the System
- Take back a unique job-aid to sustain and apply what you learned



**Dr. Robert Portnoy** is dedicated to helping people talk their best when it matters most. He offers professional training and coaching for anyone who would like to overcome their fear of speaking and deliver compelling and dynamic presentations. Distinguishing himself as a professional educator, Dr. Portnoy has trained and coached professional practitioners in presentation skills from across industries including renowned medical institutions, Fortune 500 companies, and top-ranked university programs.

Dr. Portnoy is an ATD St. Louis Power Member. Robert is also the proud holder of the CPLP and a strong advocate for all of our colleagues to earn their ATD certification as a Certified Professional in Learning and Performance, a mark of honor and achievement that covers the entire talent development profession. Dr. Portnoy holds a Ph.D. from the University of Missouri Columbia and a Masters from Washington University St. Louis. He is an adjunct professor of Human Resources Management in the Olin School of Business at Washington University in St. Louis, Missouri, teaching *Managing People in Organizations* and *Introduction to Human Resources Management*.

# Concurrent Afternoon Workshop: Track B

## 5 Behaviors of Cohesive Teams

Presenter: **Sharon Wingron, CPLP**

President, Leadership Consultant at Develop PEOPLE (dba Wings of Success LLC)

According to Patrick Lencioni, author of the best-selling leadership fable, *The Five Dysfunctions of a Team*, **the single most untapped competitive advantage is teamwork**. To gain this advantage, teams must: trust one another; engage in Conflict around ideas; commit to Decisions; Hold one another Accountable; and Focus on achieving Collective Results.

While most organizations require their people to work together and may even use the word "team," few are able to truly capitalize on this strategic advantage of functional and cohesive teams. This session will explore what it takes to be a productive, high-performing team and introduce a proven solution for how to get there.

### In this session you will learn:

- Biggest barriers to building teamwork in the workplace
- Strategies for building a cohesive and productive team
- How to measure your team's effectiveness and explore your team's weaknesses and strengths
- How your personality influences your behavior and impacts your team
- How to maximize The Five Behaviors of a Cohesive Team™ assessment tool



**Sharon Wingron** has a passion for helping people develop themselves--for their own benefit and the benefit of their company. Her expertise is centered on how people's minds work, how people work together, and how people affect a company's bottom line. Sharon is known as a thought leader in her field. She is St. Louis' first Certified DiSC Trainer and is a Diamond-level distributor--in the top 1%--of the worldwide Inscape Publishing Authorized Distributor network. She has recently added the 5 Behaviors of a Cohesive Team to her repertoire. Her client list ranges from Fortune 100 companies to small businesses and her work experience spans 18 countries and four continents.

Sharon is a Power Member and a Past President of the St. Louis Chapter. Sharon was one of the first 250 professionals to earn the CPLP. She is a Master Trainer for ATD certificate programs, a past member of the ATD International Board of Directors and a Past Chair of the National Advisors to Chapters (NAC). Sharon holds an MBA from Southern Illinois University—Edwardsville and a B.S. in Engineering Management, with a Psychology minor, from the University of Missouri –Rolla. She is an adjunct professor for Washington University in St. Louis and a contributing author to *Rising to the Top: A Guide for Success*.

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