

President's Corner



Dear
colleagues and
friends,

I hope you all are enjoying the summer with family and friends. I would like to take this opportunity to thank all those who made the past year a success for HMASTD and highlight what your HMASTD Chapter accomplished over the past year, and give you a glimpse of where we are heading in 2011-12.

I would like to extend my appreciation to David Freedman for all of his leadership during the past year. In addition to David's leadership we have an active Chapter board, who without their help we could not have accomplished anything. David made sure the chapter's focus was on finding ways to provide value to our members. His years of leadership with the chapter are impressive and along with our board and the continued active involvement of members the chapter achieved several goals in 2010-11.

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HMASTD Workshops will resume in September

8:00am - 11:30am

Sunmark Federal Credit Union's Training Room, Latham, NY

Friday, September 16th

**Staying on the Right Path: Career Planning and Talent
Retention Drives Business Success**

Panel: TBA

[Reservations and further details](#)

New Workshop Prices:

Registration & Breakfast: 8 - 8:45am; Workshop: 9 - 11:30am

Cost: Members \$25, Non-Members \$35, Full Time Students \$15,

Walk-in's charged an additional \$5.

Hudson-Mohawk ASTD Workshop Sponsors



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Member Spotlight



William Lane, Ph.D., of William Lane Associates, LLC

William Lane is the founder and CEO of William Lane Associates, LLC, a consulting firm organized to support the efforts of those agencies, service providers, corporations and associations whose focus is on serving the needs and improving the lives of older people and their families. This newly formed corporation is a successor to GoldenLane Associates, Inc. (GoldenLane) which was founded by Rose Golden and William Lane in 2001.

Bill holds a Ph.D. in Sociology from Kansas State University. For 25 years he was a member of the faculty in the Department of Sociology/Anthropology and Coordinator of the Social Gerontology at SUNY Cortland. While at SUNY he founded and served as the first Director of the Center for Aging and Human Services. In 2006 he retired from active teaching to concentrate on his work with his consulting firm. In 2009 the partners decided to dissolve GoldenLane and in January, 2010 Bill formed his current firm.

During his tenure at SUNY Cortland, Bill was the recipient of two post-doctoral fellowships from the Gerontological Society of America. He is a Past President of the State Society on Aging of New York and the 1996 recipient of their Walter M. Beattie, Jr. Award for outstanding contributions to the field of gerontology. He is a Past Treasurer and President of Sigma Phi Omega, the National Honor and Professional Society in Gerontology. Bill also served as Treasurer of the Association for Gerontology in Higher Education and received a 2006 Mildred M. Seltzer Distinguished Service Recognition Award from them.

Over the past few years, Bill has worked to develop caregiver resource centers to train family caregivers, establish programs to support grandparents raising grandchildren and to continue conducting research in the field of aging. Recently, he accepted a position with the Consumer Directed Personal Assistance Association of NYS as the Project Coordinator for a grant to develop and implement a plan to expand participation in New York State's Medicaid funded Consumer Directed Personal Assistance Program (CDPAP). He continues to assist other agencies in creating innovative programs to serve older adults and their families.

Training Tip: Over the past 30 years we have all come to grips with issues surrounding diversity. Now things are changing again; both society and the workforce are getting older. Over 10,000 baby boomers turn age 65 everyday or, to put it another way, 1 boomer turns 65 every 11 seconds. Because of a combination of better health, increased longevity and the economic need to continue to work, we are going to find older people in our training sessions. We need to embrace this new diversity. Older people have interesting experiences and will respond well to group activities. Consider them as a resource, one that can enrich our training sessions.

– William Lane

President's Corner, continued

The following is a quick snapshot of some of our chapter's accomplishments:

- Celebrated our 16th annual conference (even with weather challenges)
- Launched our new website
- Began using social media tools (Linked In, Facebook, Twitter)
- Achieved National ASTD – CORE standing
- 28 new members joined HMASTD
- Provided monthly performance based learning programs
- Led for the first time two successful regional networking events with 4 Capital Region professional associations

Going into 2011-12, I want to continue the Board's goal for finding new ways of creating value for members and our learning community. This will entail:

- Expand how we offer performance based programs to strengthen WLP skills and competencies using social media, mentoring, and innovative face to face programs
- Identify, introduce, and engage new members to HMASTD from diverse organizations who may not be aware of our value to them as professionals
- Build new relationships with employers to raise awareness and support for workforce development programs strengthening leader and employee skills to more effectively achieve business outcomes
- Create a new SIG for WLP Leader's to develop a WLP academy for 2011-12

We need your active involvement and look forward to hearing from you in how your HMASTD chapter can provide value to our membership and community. With all the challenges we face each day in our personal and professional lives it is often hard to make the time to energize and renew our own selves. I believe our organization can be a resource for your personal and professional growth. So take the time this summer and reflect on what we can do for you to assist you in 2012. Then reach out to anyone on the board and share your idea and make it happen this year.

I look forward to working with all of you this year,

Steve Russell

Steve Russell

HELP WANTED!



The conference planning committee needs your help. We are now recruiting for the position of 2012 Conference Chair. Please contact the [HMASTD office](#) if you are interested in this position.

HMASTD Member News

Judi Clements of Judi Clements Training and Development has been selected by The Industry Calendar to present two workplace audio training programs "Documentation & Discipline Fundamentals" and "Meeting Magic: Facilitation & Meeting Productivity." The Industry Calendar is a Georgia-based company that creates and sells audio conferences, webcasts, seminars, and other training courses for busy professionals on the go. Participants learn best practices & quality standards by listening to experts from a variety of disciplines. She has been selected by Von Roll USA in Schenectady, NY to present Customer Service training for service and sales representatives. The training will cover basic customer service protocol, as well as, how to handle difficult situations.

Guilderland professional speaker **Mark Grimm** received strong reviews for presentations at two major conferences in June. Grimm received a 3.85 score out of a possible 4.0 in evaluations from an address at the Credit Union Association of New York's annual convention in Lake Placid. His topic, "Wow Them! Take Your Public Speaking to the Next Level." Grimm also spoke there on media relations. He also addressed a regional conference for the Project Management Institute in Saratoga Springs. His topic, "Better Communication = Better Leadership." Event host Tim Christensen said, "Wow! I heard no less than a dozen positive comments from our attendees." Michigan PMI chapter VP Sue Dunkel said, "Wish I heard Mark's presentation before my last presentation."

Michael Harrington of New Directions Consulting, Inc., has recently partnered with one of Coca-Cola's manufacturing plants to work on team development and a 3-year advanced innovation plan. Harrington and the New Directions team are working specifically with the manufacturing plant that is piloting Coca-Cola's new Freestyle initiative. Recognizing their need to be the 'manufacturer of choice' amongst the other syrup plants, this team is using New Directions to help build a competitive, cutting-edge, team-based culture to implement this new phase of business. Harrington stated, "We were excited to get the call. The leaders of the plant had come across a high-performance teaming article of ours and liked what they read. We have been implementing teams for over 25 years now, so we come not only with the theory and best business standards of high-performance teaming, but with the practical, step-by-step roadmap to implement teams within a competitive timeline. The bottom line is that in order for a team to be beneficial, the whole must be seen as greater than the individual parts – 1+1 must be greater than 2. In this day and age we cannot rely solely on our own individual skills and talents, we have to rely on the skills and talents of a diverse and innovative group of people working towards a common goal – what we call teams." Harrington continued, "This plant knows that to remain at the top of the drink

HMASTD Member News (continued)

distributor list, it will have to build self-directed work teams to achieve their vision of being #1. We are just grateful and pleased they chose us to join them for the ride.” New Directions Consulting is an innovative training and employee development firm located in southern Vermont since 1984. The company specializes in helping organizations get the most out of their people by raising the bar and inspiring potential. New Directions partners with organizations to build a people-centered, high-engagement workplace by providing services in facilitation management, employee training and development, staff and customer surveying, leadership and executive coaching, and organizational strategy and assessment. Some of their recent clients include Sanofi Pasteur, Alcoa, Crane Currency, KAPL, Catholic Charities of Albany, and CHA.

Joan Hebert, MBA, MS, Principal of Hebert Performance Training, a NYS Woman-Owned Business Enterprise, presented for the third year at the 2011 NYS Society of Human Resources Conference on July 12th. The event was held at the Saratoga Hilton in Saratoga Springs and attended by hundreds of HR professionals from across the state. Hebert shared “Presenting with Pizzazz”. Joan also completed "Focus Groups" for a national bank client. Having worked with their branch management's development over the past two years, Joan was asked to conduct focus groups identifying areas to improve their training and internal communication, gathering input from staff and management throughout the US.

Allie Middleton of Integrative Leadership Practices, has been awarded a contract with Bectel's Marine Propulsion Laboratory, thanks to membership in HMASTD. She will provide training to emerging leaders from the engineering and IT teams as part of a week-long Leadership Conference. **Newell Eaton**, of East-West Leadership Coaching will join her in this collaborative effort.

Denise Ringer of St. Peter's Health Care Services presented “Aligning Learning in Health Care” as part of the international 2011 Chief Learning Officer Virtual Forum on June 7, 2011.

Book Recommendations:

The Power of Alignment: How Great Companies Stay Centered and Accomplish Extraordinary Things

-George Labovitz

(Highly Recommended – drills home the Points on the Board concepts from our May workshop)

WLP Scorecard: Why Learning Matters

-Ray Rivera

The Southwest Airlines Way – Using the Power of Relationships to Achieve High Performance

-Jody Hoffer Gittel

Do You Know Who is Joining Your Organization's Workforce? by Stephen Russell

A thought provoking report on the future of workforce development came out earlier this year that all workplace learning professionals (WLP) need to read regarding the challenges facing young adults transitioning to the workforce and/or postsecondary education. The report by [The Pathways to Prosperity Project](#), out of Harvard's Graduate School of Education examines the failures and potential solutions toward preparing young adults for initial jobs and lifetime [career readiness](#). The authors make three bold recommendations to our nation's educator, business, community, and government leaders.

1. Develop a broader vision of school reform that will help young people navigate from adolescence to adulthood and have the necessary knowledge and skills to achieve job success.
2. Expect the nation's employers to play a larger role in supporting career development for young adults.
3. Develop a new social compact between society and the nation's young people so that by the time they reach their mid-20s, every young adult will be equipped with the education and experience to lead a successful life as an adult.

What does this mean for WLP and HMASTD members? It means everything – The students and young adults described in the [Pathways to Prosperity](#) report are the people we see every day coming into our organizations.

Why do we need to be part of the solution? Because our CEO's and companies depend on our strategic understanding in who is coming through the future workforce pipeline.

Are your new employees ready with basic 21st century employability skills to hit the ground running? WLP are expected to create innovative learning and development plans and be active leaders to ensure we have the very best and highly engaged employees to achieve success.

We see the challenges of new workers every day. Employer studies are raising concerns with the level of skill and competence high school graduates demonstrate as they enter the workforce. Recent studies are identifying that nearly half (46%) of all employers reported difficulty hiring qualified workers. Close to a third (29%) believe they will experience difficulty in hiring despite the slowing economy.

The core of our work is to effectively prepare employees and leaders to meet the talent management challenges in our organizations. As you enjoy the rest of the summer please read [Pathways to Prosperity](#) and send a copy to your senior leadership. Take some time out and reflect on how ready you are toward answering the following questions.

- ✓ **What role can our company play in working with secondary and postsecondary education to better prepare students for the 21st century workplace?**
- ✓ **What is your company doing to develop and sustain career readiness within your organization?**

HMASTD Board 2011/12

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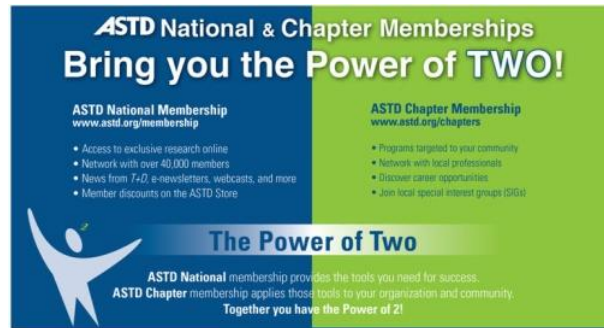
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