



A Word From Our President:

Joyce Szilvasy, 892-2111

Meeting Schedule:

Upcoming Meetings:

May 13th:

Facilitating Organizational
Change—

Facilitator: Dr. David Goetsch

June 10th:

Managing the Learning Function—

Facilitator: TBD

My work experience is in Human Resources and I normally describe myself as a jack of all trades and a master of none. I'm an HR Generalist.

After attending the Spring ASTD workshop, "After What's Been Learnt Has Been Forgotten", by Stephen E. Dickinson, I realized that I have been training employees for years based upon my assumptions of why the training was needed. Oh, I thought I had all the information I needed. If it was a safety training issue, I made sure the training met the OSHA standards. If I planned training in Sexual Harassment or Diversity, well it was the right thing to do to educate our employees and hopefully prevent or prepare for any lawsuits.

But the training that my team really spent many hours and much effort preparing was the two day New Employee Orientation. That was our pride and joy; we enhanced it each time we brought new employees on board. Everyone loved it. However, after listening to Steve Dickinson on the topic of "Evaluation of Training" I realized that we were missing a key element. We never determined why the training was needed and what our management team expected as the outcome of the training. In other words, why were we conducting a two day new employee orientation and what did we expect our new employees to learn? If we couldn't answer this first question then how did we evaluate the training to see if it was successful? Steve's PowerPoint slides and the table from his lecture are located on our web site at www.astd-emeraldcoast.org. The table data comes from the audience participation in the opening activity and answer the three questions: What are your requirements of a Trainer? What are your requirements of the Training? What are your requirements of the Facility/Logistics?

Dr. David Goetsch, VP of OWC, will share his techniques acquired through his many years of study and experience as we learn more about **Facilitating Organizational Change** at our May chapter meeting. When you review his bio you will wonder when he sleeps. He has published 53 business books, holds four Masters Degrees as well as his Doctorate in Education. I encourage each of you to attend the May 13th meeting and not to miss out on this great opportunity.

I hope that all of you continue to take advantage of the networking opportunities and programs provided each month by your local chapter. Your volunteer board members are busy behind the scenes to ensure that we have quality programs and networking sessions/ice breakers. Tasha Gunn, VP of Membership, has been hard at work building our prospective members list. At the end of 2007 we had 45 members and we now have 83 members, a growth of 84%! What a fantastic job!

Get involved with your chapter; help us continue to grow and continue our success.

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Employers cut payrolls less than expected
U.S. jobs fell by 20,000 in April, unemployment rate dips to 5 percent (reported by MSNBC)

WASHINGTON - Employers cut far fewer jobs in April than in recent months and the unemployment rate dropped to 5 percent, a better-than-expected showing that nonetheless still revealed strains in the nation's crucial labor market.

For the fourth month in a row, the economy lost jobs, the Labor Department reported Friday. But in April the losses totaled 20,000, an improvement from the 81,000 reductions in payrolls logged in March. Job losses for both February and March turned out to be a bit deeper than previously reported.

The latest snapshot of the nationwide employment conditions — while clearly still weak — was better than many economists were anticipating. They were bracing for job cuts of 75,000 and for the unemployment rate to climb to 5.2 percent.

To read more, follow the link below to msnbc.com.

<http://www.msnbc.msn.com/id/24425026>

"Facilitating Organizational Change"

1. It is not the strongest of the species that survives, nor the most intelligent, but the one most responsive to change. —Charles Darwin
2. Change is the law of life. And those who look only to the past or present are certain to miss the future. —John F. Kennedy
3. Change is inevitable, except from vending machines. — Unknown

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please go to
www.astd-emeraldcoast.org