

Fall Conference 2017

Modern Learners: Engage for Results

Breakout Descriptions

Breakout Session Title	Breakout Session Description and Objectives	Facilitator Bio
<p>Let Them Choose: Cafeteria Style Learning for Adults</p>	<p>Cafeteria Style Learning is an approach that allows instructional designers (chefs) to apply content (ingredients) to a variety of interchangeable activities (recipes), resulting in an informal classroom workshop in which each learner builds a customized learning experience (meal). It's the answer to passive, choice-less training that has become the norm. You want to see learners light up, not shut down. You want learners to choose from a cornucopia of learning experiences rather than being force-fed learning. You want to see your company reap the benefits of well-executed training programs rather than grumble about their ineffectiveness. You want to transform workplace learning for the better. Join us in this session to learn how.</p> <p>Objectives:</p> <ul style="list-style-type: none"> • Identify research on how the brain learns best. • Explain why moving around a room and learning experientially is so much more powerful than sitting in your seat • Discuss how choice enhances the learning process. • Identify the components of a Cafeteria Style Learning Session 	 <p>Jillian Douglas is co-founder and chief experience officer for Idea Learning Group. With more than 20 years of experience in adult education, Jillian has a passion for conceptualizing and delivering operational, managerial, and leadership-focused employee development programs. She also facilitates classroom learning and conducts speaking engagements on a wide variety of topics related to adult learning and development.</p>

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<p>Creating NextGen Experiential Blended Learning</p>	<p>Why does blended learning have to be online and not in the classroom? It doesn't. What about micro learning? Is there one best way? There isn't! But there IS a way to leverage curated content so learners do the pulling -- micro learning content centers. In this session, you will experience how micro learning content centers work. Before you know it you'll be completing your own micro learning content centers!</p> <p>Objectives:</p> <ul style="list-style-type: none"> • Expand your definition of blended learning • Create a plan to develop your own blended learning center 	<p>Ayana Azim currently shares her talents as a Sr. Learning and Development Specialist with the University of Farmers. She's been involved in education for 20 years. Her most recent personal accomplishment in education was receiving her Masters in Organizational Development with a certificate in Leadership Coaching from Avila University in Kansas City, MO. Her experience in content development and knowledge transfer spans all ages from early childhood to high school to adult learners. Ayana is also involved in curriculum building, delivery, and the support of Farmers' specialty products and a nationwide new hire customer service program. She loves being a guide on the side during an employee's journey to success and has a passion for facilitation. She wishes she could get a medal for facilitation just like those she's collecting from her running. Her passions also include confidence coaching and process improvement.</p>

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<p>Social Learning Ensures Training Application</p>	<p>A new process was created and implemented to ensure training content is applied on the job and to help new leaders build a stronger sense of community in the new position. This process is the capstone for a 5-course leadership development curriculum and continues to develop new leaders for another six months beyond the courses in small groups. This system will be explained in detail so you can recreate it in your company as well as steps taken before this was implemented to create strong and palpable support for this new process.</p> <p>Objectives:</p> <ul style="list-style-type: none"> • Participants will be able to identify the steps needed to create executive support of leadership development. • Participants will be able to assess their organizations readiness to embark on a systematic process of developing leaders. • Participants will be able to see how using instructor-led and e-learning in tandem to create more applications from training. • Participants will be able to start identifying their own leadership development using a combination of delivery methods. • Participants will be able to see the benefits to the leaders for this approach. 	 <p>Debra Amandola has been a senior leadership development specialist with Garmin International, Inc. for just over five years. In this time she has created many programs and processes to develop leaders in this engineering and innovative product organization. This has been the first time Garmin has taken leadership development seriously at all levels of the organization. Debra also worked for Sprint for nearly 20 years in leadership development. Debra is a PhD Candidate at Kansas State University in Adult Education with a graduation planned for December, 2017. She also has a MS degree from Fielding Graduate University in Organization Development as well as an MBA in Finance from Baker University.</p>

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<p>Breaking Paradigms by Designing with Microlearning</p>	<p>Microlearning is a trending topic in Talent Development. As E.F. Schumacher, author of A Guide for the Perplexed and Small is Beautiful, said, “Any intelligent fool can make things bigger, more complex, and more violent. It takes a touch of genius — and a lot of courage to move in the opposite direction.” In this session, we will look closely at designing Microlearning: small, focused bites of knowledge, tied to learning objectives delivered via technology. People need to access information when they most need to have it, and they need to have it short-bite sized pieces. This workshop will give you the tools to build your own microlearning element rapidly. Most important, you will leave with a design that is effective, usable, and sustainable. When a webinar, classroom or e-learning course isn’t the answer to the question, microlearning as a performance-support tool may be the solution.</p> <p>Objectives:</p> <ul style="list-style-type: none"> • Get a clear and clever overview and understanding of what microlearning is and isn’t. • Discover the 6 markers and the ‘Discover-Develop-Deliver approach for microlearning. • Apply the learning during the session to a current project. 	 <p>Sally Kopy, M.S.Ed., is an accomplished professional with 20 years experience providing professional talent development, leadership development, institutional advancement, and program development. Her expertise is in the development, delivery, and management of comprehensive education and training programs for all levels of an organization. Sally serves as a Senior Instructional Designer for OptumRx, a subsidiary of UnitedHealth Group. She also serves as a National Advisor for Chapters (NAC) for the Association for Talent Development (ATD). She is a Past President of ATDKC.</p>

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<h2>Mobile Learning in the Age of Immediacy: A Case Study</h2>	<p>What's the most important asset to a retailer? A knowledgeable associate. Today's customers expect personalized service — and they're using their own smartphones to help them make buying decisions. To accelerate our associates' product knowledge, Home Depot is moving training to the sales floor. In this case study of a pilot program, we will present Home Depot's mobile in-aisle learning app and discuss the challenges and opportunities we've discovered on our journey to present on-demand learning in the aisle!</p> <p>Objectives:</p> <ul style="list-style-type: none"> • Discover strategic and tactical tips for building a scalable mobile learning strategy • Learn why mobile learning is much more than performance support • Learn how to gather data to determine mobile ROI 	 <p>Brandon Carson is a Director of Learning at The Home Depot, learning strategist, keynote speaker, and best-selling author. His latest book, <i>Learning in the Age of Immediacy: 5 Factors for How We Connect, Communicate and Get Work Done</i>, explores how the digital transformation is transforming workplace performance. Follow him on Twitter (@brandonwcarson) and LinkedIn (linkedin.com/in/brandoncarson).</p>

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<p>OMG! How AMC Moved from PowerPoint to Reality TV to Train its Millennial and Gen Z Associates</p>	<p>AMC theatres have approximately 26,000 Millennial and Gen Z associates, and as such the organization must leverage technology that appeals to younger generations. At its recent Crew Training Summit, AMC took the concept of "creative learning" to a whole new level. Content was redesigned in a format inspired by the reality TV show "Undercover Boss". Armed with spy cameras, four directors of Operations posed as new crew members and went undercover in theatres. In addition, two undercover guests wreaked havoc in those same theatres. The goal was to use the video to capture and reinforce what associates were already doing right while also integrating live training activities. The content was played in all 660 AMC theatres and yielded the highest engagement levels of any summit ever held. Participants will hear directly from AMC's learning and development leaders - who also happened to be the undercover guests. Content will be featured.</p> <p>Objectives:</p> <ul style="list-style-type: none"> • Explore how technology can be used creatively to support a millennial-focused training strategy. • Learn how to gain buy-in from stakeholders for out-of-the-box training solutions. • Gain exposure to an innovative approach to high-volume training. 	<div data-bbox="1528 298 1692 461" data-label="Image"> </div> <p>Jane Hermstedt is Director of Leadership Development at AMC Entertainment, and have spent seventeen years in learning and development roles in the U.S., as well as in Japan, France, Albania, India, and the United Arab Emirates. Jane has a B.A. in History, an M.A. in International Relations, and a Graduate Master's Certificate in Executive & Professional Coaching.</p> <div data-bbox="1539 821 1709 980" data-label="Image"> </div> <p>Mike Allison is Vice President of Learning and Development at AMC Entertainment. He has been involved in learning and development for over fifteen years having spent extensive time working with associates and clients in the United States, Europe, India, the Middle East, and Australia. Mike has an undergraduate degree in International Relations and a Masters of Public Administration.</p>

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<p>60 minutes a Day That Will Make YOU a Modern Learner</p>	<p>Many of us manage, design, conduct, and measure training for others every day. What do you do for your own development? You might be shocked to discover in this session all the different things you could do to: enhance your knowledge stay up on current trends expand your toolbox "steal" stuff from your new friends create a personal learning network Join me for 60 minutes. Leave with a plan. (Note: session will use smartphone or tablet interaction)</p> <p>Objectives</p> <ul style="list-style-type: none"> • Curate using a curation tool news, research, and videos to enable participants to stay current with trends in our industry. • Locate and choose a MOOC that expands your knowledge, creativity, or skills. • Invite the right people into your circle of learning to create resources, add to your own knowledge, or (gasp) copy an idea! • Analyze other's work to launch your own, learn a new trick, or declare you will never ever do that. • Design a plan that after a few pilot phases you can evaluate for the effectiveness of your own learning. 	 <p>Heidi Matthews is Training Manager for Terracon Consultants Inc., a national professional services firm headquartered in Olathe, Kan. Heidi has more than 20 years of experience in the learning and development field. Her professional background includes roles in management, instructional design, eLearning development, and facilitation building effective training and performance support tools. A former VP of Marketing & Communications of the Association for Talent Development (ATD) Kansas City chapter, she is also a member of the eLearning Guild. Heidi earned a Bachelor of Arts in Secondary Education, Social Studies from Purdue University. She is a facilitator for the Circles program in Olathe, KS.</p>

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<h2 data-bbox="218 347 558 586">The Gamification of Talent Development</h2>	<p data-bbox="648 342 1350 813">If you're like most people, the term gamification is often misunderstood. But gamification is simply about taking the psychology and motivation of games --- fun, challenge, achievement --- and applying it to real world, nongame situations. In this session, you'll experience firsthand how gamification design is used to create change within organizations. Gamification is becoming an incredibly successful industry. Organizations are seeking designers to help them explore the potential of gaming technology and ideas that produce behavioral and attitudinal change in education, talent development, productivity, and quality of life. Discover how to create a fun, collaborative gamification experience in which players are interested in greater interaction and understanding of the rules of the game. It's like getting a gold star for a good job . . . only better.</p> <p data-bbox="648 850 795 878">Objectives:</p> <ul data-bbox="648 883 1356 1263" style="list-style-type: none"> • Create a fun, collaborative gamification experience to produce behavioral and attitudinal change in education, talent development, productivity, and even quality of life. • Avoid 4 major mistakes when planning your gamified experience • Learn how gamification tackles challenging problems and captures measurement, behavior analysis, and engagement • Use gamification mechanics and motivators to generate needed change and objectives. • Map a practical method for approaching gamification in your organization. 	 <p data-bbox="1409 626 1896 1260">Monica Cornetti works with individuals and organizations who want to learn how to think differently to achieve uncommon results. A gamification speaker and designer, Monica was rated #1 among the “Gamification Gurus Power 100” by RISE in 2015 and 2016, and in 2015 was also recognized as a Top 3 Finalist in the “Gamification Guru of the Year Award” by the World Gamification Congress held in Barcelona, Spain. Monica is the founder and CEO of the Sententia Gamification Consortium and the author of the book <i>Totally Awesome Training Activity Guide: Put Gamification to Work for You</i>. She is a graduate of Seton Hill with a BA in psychology and the University of Houston-Victoria where she earned a master’s degree in economic development and entrepreneurship.</p>