



# Sacramento Chapter



## 3rd Annual Northern California Training & Development Conference

A full day of presentations, demonstrations, interactive workshops, networking, contemporary techniques, and innovative tools for staying ahead of the training curve.



SACRAMENTO STATE  
COLLEGE OF CONTINUING EDUCATION

In association with the College of Continuing Education (CCE) at Sacramento State

### Partial Agenda

Full agenda, pages 2-3

Descriptions of presentations, pages 4-14

- 8:00 – 8:45 — Registration and Breakfast
- 8:45 – 9:10 — Welcome / Modoc Hall in the Three Willow Suites
- 9:15 – 11:55 — Morning Workshops with Networking Break at 10:00 (detailed agenda pp. 2-3)
- 12:00 – 1:00 — Lunch, visit exhibitors and 12:15 keynote address in Modoc Hall, Willow Suites with Lisa Montanaro
- 1:00 – 3:40 — Afternoon Workshops with Break at 2:00 (detailed agenda pp. 2-3)
- 3:45 – 4:10 – Closing Remarks and LOTS of Prizes in Modoc Hall, Willow Suites.

### Our Generous Vendors and Sponsors



SACRAMENTO STATE  
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**ASTD Sacramento  
Northern California  
Training and  
Development  
Conference 2013**



**SACRAMENTO STATE**  
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| <b>Time</b>   | <b>Activity</b>                    | <b>Napa Hall Room 2003<br/>Track 1<br/><i>Human Capital</i></b>  | <b>Napa Hall Room 2004<br/>Track 2<br/><i>Workforce Development</i></b>             | <b>Napa Hall Room 2005<br/>Track 3<br/><i>Designing and Facilitating Learning</i></b>      | <b>Napa Hall Room 2006<br/>Track 4<br/><i>Assorted Topics</i></b>       | <b>Napa Hall Room 1007<br/>Track 5<br/><i>College of Continuing Education</i></b>                            | <b>Napa Hall Rm Computer LAB 1008<br/>Track 6<br/><i>Learning Technologies</i></b> |
|---------------|------------------------------------|--|---|--|---|--|--|
| 8:00 to 8:45  | Registration                       | Registration in Napa Hall and Continental Breakfast and Networking in Modoc Hall (Willow Suites)   |   |  |   |  |  |
| 8:45 to 9:10  | Welcome                            | Welcome to NCTDC 2013 Address and Sponsors in Modoc Hall (Willow Suites)   |   |  |   |  |  |
| 9:15 – 10:15  | Workshops                          | <i>Gearing Up for Growth</i><br>Perez  | <i>Doing What Matters™ for Jobs and the Economy, CA Community Colleges</i><br>White | <i>Differences in Generational Learning Styles: Implications for I.D.</i><br>Kreigel       | <i>Using HPT to Add Value and Maximize Results</i><br>Burkett           | <i>Creating accessibility in the online classroom –</i><br>Herbert   | <i>Designing Learning Solutions using New and Emerging Technologies</i><br>Ryan    |
| 10:15 – 10:45 | Break Modoc Hall (coffee and more) | Morning Break / Visit the Exhibitor Room in Modoc Hall<br>Don't forget – This is the <b>ONLY</b> Place to pick up your tickets for the Prize Drawings at the end of the DAY (one ticket available in AM and one in PM) |   |  |   |  |  |
| 10:55 – 11:55 | Workshops                          | <i>Empathy in the Workplace</i><br>Karner  | <i>Change Your Think Leadership</i><br>Plachy                                       | <i>Live, Virtual Instructor-Led Training: De-Mystified and Amplified</i><br>Lockhart-Jones | <i>Technology and Social Learning in Training</i><br>Hundal and Gilland | <i>Employee &amp; Team Development through Start-up, Boom, Recession, &amp; Re-Building</i><br>Irion and Fok | <i>Designing Learning Solutions using New and Emerging Technologies</i><br>Ryan    |
| 12:00 – 1:00  | Lunch: Willow Suites, Modoc Hall   | Visit the Exhibitor Room in Modoc Hall for AM or PM PRIZE Ticket<br><b>12:15 Keynote Address</b>   |   |  |   |  |  |



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|-------------|----------------------------------|--|--|--|--|---|---|
| 1:00 – 2:00 | Workshops                        | <i>Your Journey to Optimal Performance-<br/>Hansford and Wright</i>  | <i>Seven Compelling Leadership Traits<br/>Goldberg and Dupre</i>       | <i>Developing eLearning: Why Use Instructional Design?<br/>Kirkaldy</i>              | <i>Achieve Breakthrough Classroom Engagement<br/>Kennedy</i>     | <i>Thinking of Moving?<br/>Packing tips for moving training from the classroom to online<br/>George</i> | <i>Graphic Design for Non-Graphic Designers<br/>Nipper</i>                        |
| 2:00 – 2:25 | Break Napa Hall for PM Snack     | <b>Afternoon Break / Visit the Exhibitor Room in Modoc Hall</b><br>Don't forget – This is the ONLY Place to pick up your tickets for the Prize Drawings at the end of the DAY (one ticket available in AM and one in PM) |  |  |  |   |   |
| 2:30 – 3:30 | Workshops                        | <i>Captain NEEWA-Howes</i>   | <i>Succeed At Contract Work!<br/>Lushenko</i>                          | <i>Design for Enhanced Engagement<br/>Carli and Hiner</i>                            | <i>Cancellation</i>  | <i>What does the College of Continuing Education do?<br/>CSUS CCE Staff</i>                             | <i>Graphic Design for Non-Graphic Designers<br/>Nipper</i>                        |
| 3:40 – 4:10 | Closing Remarks & Prize Drawings | <b>Modoc Hall Closing Activities / Lots of prizes (Save your tickets!)</b>   |  |  |  |   |   |

# AM Sessions (pp. 4-9)

## Human Capital Track: Gearing Up For Growth

### Objectives

- Core competencies to build human capital
- Align actions with best practices
- To identify key talent, look beyond the title
- To identify opportunities for growth and develop quality performers
- How to use coaching as a tool to overcome obstacles, inspire growth, challenge perceptions, and enhance performance

Laura A. Perez, CEC, CMC – CEO, Epiphany Coaching, (916) 248-9756, [Laura@epiphanycoaching.net](mailto:Laura@epiphanycoaching.net)

Laura Perez, CEC, CMC is a Certified Master Executive Coach, facilitator, educator, and management consultant with more than 20 years' experience working collaboratively with executives to improve organizational efficiencies, communication effectiveness, and promote a healthy company culture. Laura is the CEO of Epiphany Coaching, a company that equips executives and senior leadership teams to reach their highest potential. From accelerating teamwork and enhancing management acumen, to effectively managing complex board-level dynamics and structure, and navigating challenging organizational transitions, Laura works with business leaders and management to help discern where they are going and the best path to get them there. Her coaching engagements focus on executive coaching, career expansion, organizational development, leadership efficacy, performance management, succession planning, effective communication, conflict resolution, social/emotional intelligence, and team building.

Laura holds degrees in business management and business administration. She received her coaching credentials from the Institute for Professional Executive Coaches in New Jersey.



## Human Capital Track: Empathy in the Workplace

### Objectives

- Learn why it is important to have empathy in the workplace.
- Learn what ways to include empathy in training.
- Learn how to get stakeholders to buy-into empathy at work.

Dawn M. Karner – Principle Coach, Trainer, Consultant; Pilot Pioneer – CPLP, BS Organizational Behavior (USF), Associate Certified Coach (ICF), Board Certified Coach (CCE), Certified Professional Co-Active Coach (CTI)

Dawn Karner is a professional of learning and development coach and consultant with 25+ years of experience in management and human resources. Certified in emotional intelligence (EQ) by 6 Seconds Emotional Intelligence Network, she has implemented EQ program for Executive and Mid-Level Management to increase communication and deepen relationships. She excels at making complex concepts seem easy in a safe learning environment.

## Workforce Development Track: Doing What Matters™ for Jobs and the Economy, California Community Colleges

### Objectives

- Understand the state's workforce plan using regional and sector strategies, including Sacramento's priority hiring sectors;
- Navigate the Doing What Matters website to connect with workforce partners and practitioners in your region;
- Connect the dots of how the community colleges workforce planning and funding applies to the work you do as training and development experts;
- Use [www.CACareerCafe.com](http://www.CACareerCafe.com) free resources, research, strategies and tools to support your students, clients and customers with their job search (connected to the new CalJOBS) and in developing and targeting your workforce training.



Maureen E. White, M.A., EdD., SPHR – Career, Organization, Workforce and Education Consultant, Career Education Practices, Workforce & Economic Development, CA Community Colleges, State of CA, (916) 445-0103, [mwhite@cccco.edu](mailto:mwhite@cccco.edu), [www.doingwhatmatters.cccco.edu](http://www.doingwhatmatters.cccco.edu)

Maureen White, EdD, SPHR, oversees statewide Career Technical Education projects, including Small Business sector, and state and federal funding for the California Community Colleges Chancellor's Office, Workforce and Economic Development Division. She served as VP, Workforce Readiness, for the Sacramento Area Human Resources Association (SAHRA) Board, was a catalyst for the ASTD-SAHRA partnership, and signed an MOU with EDD and SAHRA to support hiring veterans. Dr. White is President Emeritus of the California Career Development Association (CCDA) and the Sacramento Professional Network (SPN). Prior to the Chancellors Office, Maureen was Director of a post-secondary vocational training school. As an Adjunct Professor for Los Rios CCD, CSUS and USF, Maureen taught and trained 100s of staff, faculty, students and professionals in leadership, career, communication, change management and OD skills.

## Workforce Development Track: Change Your Think Leadership

### Objectives



How to coach leaders on improving team and individual accountability by applying principles from her book, "*Change Your Think: An Unexpected Way to Think About Managing People*." Kris will teach the essential building block for coaching leaders. When managers understand how their minds impact their decisions, they can make the choice to react or respond. This awareness is particularly helpful as it relates to holding employees accountable for performance.

Kris V. Plachy. – Founder/CEO, The Manager School, Master of Organizational Management, Certified Coach, (916) 221-1685, [kris@krisplachy.com](mailto:kris@krisplachy.com), [www.themangerschool.com](http://www.themangerschool.com)

Kris Plachy teaches exceptional coaching skills to leaders and to people who coach leaders. Through her organization The Manager School, she offers a robust Leadership Coach Certification program. Her experience includes leading a national performance coaching team, the design of enterprise-wide coaching and leadership programs and solutions for broad organizational change. In addition to her work with leaders throughout the country, she is a published author of "*Change Your Think: An Unexpected Way to Think About Managing People*."



## Designing and Facilitating Learning Track: Differences in Generational Learning Styles: Implications for Instructional Design

### Objectives

- Identify common generational stereotypes pervasive in popular literature today.
- Learn about the only longitudinal generational research done in the history of the field.
- Understand Dr. Kriegel's research on intergenerational learning styles and how the research informs appropriate instructional design for the 21st century, multi-generational workforce.

Dr. Jessica Kriegel, EdD. – Global Organizational Development Consultant, Oracle Corporation, (415) 244-2617, [jesskriegel@gmail.com](mailto:jesskriegel@gmail.com)

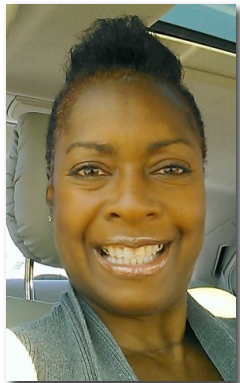
Dr. Jessica Kriegel serves as a Global Organizational Development Consultant at Oracle Corporation, providing consulting services to various business partners on a variety of company initiatives and team development needs. She is also Vice-President of the Sacramento Area Organization Development Network ([www.SAODNetwork.org](http://www.SAODNetwork.org)). She recently completed an EdD in Educational Leadership and Management with a specialization in Human Resources Development at Drexel University. Her dissertation was titled "Differences in Learning Preferences by Generational Cohort: Implications for Instructional Design in Corporate Web-Based Learning." She also holds an MBA in International Business and was formerly a freelance consultant in Milan, Italy, specializing in leadership development, team building, and cross-cultural communication.



## Designing and Facilitating Learning Track: Live, Virtual Instructor-Led Training: De-Mystified and Amplified

### Objectives

- Assess the applicability of V-ILT to their organization
- Choose an appropriate technology platform
- Design for V-ILT
- Develop delivery capabilities for V-ILT offerings



Dr. Janet Lockhart-Jones, EdD. – Curriculum Manager, Pitney Bowes Enterprise Learning and Development and Consultant and Business owner, Lockhart-Jones Consulting, (707) 427-8682, [Janet.lockhart-jones@comcast.net](mailto:Janet.lockhart-jones@comcast.net), [www.lockhartjonesconsulting.com](http://www.lockhartjonesconsulting.com)

Dr. Janet Lockhart-Jones is a seasoned Learning and Development professional. She has amassed 20 years of experience and expertise in roles such as Leadership Consultant, Master Trainer, Curriculum Manager, and Organizational Change Consultant. Fortune 1000 companies in the U.S., India, Brazil, Argentina, Canada, Belgium, South America, England, Canada, and Mexico have engaged Dr. Lockhart for various learning and organizational change initiatives.

Janet's passion is in using her expertise in live, virtual instructor-led training (V-ILT) to help transform the way companies deliver engaging, high impact learning to employees. She believes that most organizations, including academia, have not yet begun to exploit the power of live, V-ILT; she pledges to change this.

Dr. Lockhart holds the degrees of Doctor of Education, Master of Science in Human Resources Management and Bachelor of Science in Business. She is a member ASTD, MSMA and holds the distinction of Stanford Certified Project Manager from Stanford University.

## Assorted Topics Track: Using Human Performance Technology to Add Value and Maximize Results



### Objectives

- Define RSVP fundamentals of the Human Performance Technology (HPT) process
- Add workplace value through use of HPT principles
- Identify 2 performance support tools for immediate application

Holly Burkett, PhD, SPHR, CPT and Certified ROI Professional (CRP)  
Principal, Evaluation Works, (530) 400-8875, burkettth@earthlink.net, www.evaluationworks.net

Holly Burkett, PhD, SPHR, CPT is Principal of Evaluation Works and has over 20 years experience assisting public and private sector clients evaluate the impact of diverse learning and performance improvement initiatives. An Evaluation Expert with the Office of Performance Review, her clients have included the International Union Against Tuberculosis & Lung Disease, Apple, and the National Security Agency. She is a select member of SHRM's "Measures & Metrics" Taskforce, which is creating national guidelines for Human Capital Metrics. As a Certified Performance Technologist (CPT), Holly designed the HPT curriculum for Drexel's HRD program and is HPT faculty. She is past Editor of ISPI's PI Journal and is now part of the Accreditation Committee assigned to update the CPT Standards. Certified as a ROI professional since 1997, she is a frequent conference presenter, workshop leader, and author. Holly is passionate about helping clients show how their work matters.

## Assorted Topics Track: Technology and Social Learning in Training

### Objectives

- Demonstrate an understanding of social learning
- Demonstrate an understanding of the difference between social learning and social training
- Understand how a social business platform can be used for social learning in your training, including formal, informal, and ad hoc activities



Chris Gilland, Senior Instructional Systems Designer, MBA, Internal Social Business Platform expert, Blue Shield of California, (530) 228-4799, Christopher.Gilland@blueshieldca.com, Twitter: @c\_gilland

Chris Gilland has been with Blue Shield of California for 12 years. As a Senior Instructional Systems Designer, he is heavily involved in co-leading a project involving the use of technology in classroom training. Additionally, he works with various operational areas throughout the company to design and develop course materials.

Sukhjit Hundal, Senior Instructional Systems Designer, Internal Discovery Based Learning expert, Blue Shield of California, (530) 736-5189, Sukhjit.hundal@blueshieldca.com, Twitter: @SukhsBlahBlah

Sukh Hundal has been with Blue Shield of California for 11 years. As a Senior Instructional Systems Designer, she has been at the forefront in developing and implementing curriculum using the Discovery Based Learning approach. She is also co-leading a project involving the use of technology in classroom training.



## College of Continuing Education Track

### Creating accessibility in the online classroom

This presentation will outline different tools and strategies to make online training accessible for participants.

**Objectives:**

- Learn strategies to make online training more accessible to your participants
- Examine the benefits and challenges of developing courseware for a diverse population
- Discover best practices and tools to be used for accessibility in online course development

**Geoffrey Herbert** is a Web Course Developer/ Multimedia Designer for Sacramento State's College of Continuing Education. He has been working in Online Learning for the past six years with an emphasis in interactive design techniques, rapid deployment, and ADA compliance. His role includes being a lead technical designer for online projects as well as a technical liaison to clients that need to match specific technologies to their desired training needs. [herbertg@csus.edu](mailto:herbertg@csus.edu)



### Employee & Team Development through Start-up, Boom, Recession, & Re-Building

Presenters will highlight a ten year history of evolving approaches to employee and team development. Gain ideas to develop your employees and learn from the trial and error of others!

**Objectives**

- Beyond the New Employee Orientation to Onboarding
- Creating the culture of a learning environment: How to = Can do
- Sustaining employee development through shifts in resources, leadership, and business cycles
- Leading employee development in isolation

**Christine Irion**, Senior Program Manager, CCE (916) 278-4809, [irionc@csus.edu](mailto:irionc@csus.edu)

Christine Irion has 15 years of experience in planning, developing and managing extended education, academic credit, public, and client/ contract programs at CCE. She leads the development of extended education online course offerings, and oversees organizational development efforts for the Extension Programs area. She previously managed programs in the health and human services, information technology and higher education fields. Christine received a bachelor's degree in Sociology and Women's Studies and her master's in Educational Administration and Policy Studies from Sacramento State.



**Hei Fok**, Program Manager, CCE, (916) 278-3369, [fok@csus.edu](mailto:fok@csus.edu)

Hei Fok designs and conducts program research, analysis, reporting and evaluation for the effective development and delivery of contract training programs as well as operational policies and procedures. He also performs operational and fiscal analyses for CCE to determine methods, procedures and systems to achieve specific programmatic goals. Prior to joining CCE eight years ago, Hei worked at Sacramento City College's Learning Skills and Tutoring Center for 10 years as an Instructional Assistant. He earned a bachelor's in Business Operations Management and a master's in art from Sacramento State.





# **Learning Technologies Track: Designing Learning Solutions using New and Emerging Technologies**

## **Objectives**

My presentation will consist of a “Prezi” format that will lead the audience down a path of learning to identify “non-standard” technologies they can use to deliver presentations with a “wow” factor. Some of the technology and concepts I will discuss and demonstrate include:

- The use of iPads and apps in training and presentations
- Using video and character based elearning
- Using mobile technology for a mobile workforce

Michael Ryan – Training and Technology Consultant, BA Communications, (916) 705-4403, mryan0@icloud.com

Based on nearly 18 years of experience, Michael Ryan leads business transformation initiatives by addressing change management needs in the areas of learning solutions, communications, leadership, organizational alignment, workforce transition, and deployment.

Michael works with organizations to determine needs, evaluate goals, develop customized courseware, and facilitate targeted sessions using fresh and creative ideas and technology.



## **End of AM Sessions**

# PM Sessions (pp. 10-14)

## Human Capital Track: Journey to Optimal Performance

### Objectives

- Elevate physical vitality and resilience
- Enhance mental focus and clarity
- Increase emotional insight and calm
- Engage value-based action
- Increase influence and motivation

Dee Hansford, CRP – Dee Hansford Consulting, (916) 801-4593, deethanks@gmail.com

Dee spent almost 15 years with the Walt Disney Company in Florida. As a manager at the Disney University, she served as trainer/presenter to internal audiences, including 6,000 managers and supervisors, executives and cast members. She frequently presented “The Disney Approach to People Management” to international guests who attended the Disney Institute. Since forming her own company, Dee has been a keynote speaker, guest presenter and trainer at numerous organizations including CalPERS, UC Davis Leadership Program, Wells Fargo and others.



Dianna Wright, Ph.D. – TheWrightCoach (916) 456-5350; dianna@thewrightcoach.com

Dr. Wright is a consultant and trainer with over 25 years of experience helping people and teams attain maximum effectiveness and productivity. She works with people in challenging, high-stress environments to optimize individual and team performance through energy management and mindfulness-based emotional intelligence. She has facilitated classes at all management levels of local and state government agencies, non-profit and private sector businesses.



Dr. Wright brings experience at the university level the corporate world. As an Olympic level athlete, she integrates her athletic/coaching experience into her training to inspire and motivate people to perform at their best.

## Human Capital Track: Captain NEEWA: Human Motivation That Works

### Objectives

Develop a simple motivational action plan that works for any situation when trying to inspire another individual to achieve more or to become more. Captain NEEWA is a very simple motivational theory to remember and to use each and every day.

Keith Howes – Human Resources Director, Western Health Advantage, (916) 563-2220, k.howes@westernhealth.com. BS Human Resource Development, National member of SHRM, Nationals member of ASTD, Past ASTD Chapter President.

Keith Howes has 25+ years of experience in Human Resource Management and Human Resource Development, including over 25 years of designing and delivering various leadership and customer service training programs. Experience in private, public, education and non-profit sectors. Managed 1986 World Conference on Human Resource Development.

Western Health Advantage won the “Healthiest Employer Award” earlier this year and is soon to become a finalist in the “Best Places to Work” programs with the Sacramento Business Journal.



## Workforce Development Track: Seven Compelling Leadership Traits

### Objectives

- Learn about leadership traits not normally mentioned.
- Explore participants' stronger leadership traits and the ones they most want to improve in.
- Discuss methods for becoming better leaders.



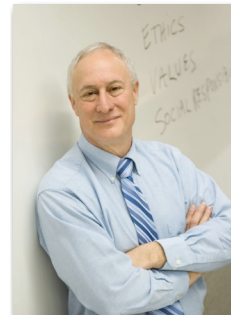
John Dupre, MBA – Organization Development Consultant, BA, Beloit College, MBA, Anderson School, UCLA, (310) 765-0709, johndupre1@gmail.com, www.johndupreconsulting.com

John Dupre is an independent organization consultant. His primary focus is on designing innovative ways to build more productive and satisfying workplaces. His work includes team building, coaching, improving processes, and training.

Prior to starting his current practice, John spent 10 years as the Director of OD at Mattel, Inc. in El Segundo. He was also an adjunct professor at Antioch University in their master's program in

Organizational Development.

Before Mattel, John had been an external consultant for 20 years, working at Block Petrella Weisbord, Inc. in New Jersey, one of the leading OD consulting firms in the United States.



John Goldberg, MBA – Leadership and Workforce Development, (916) 444-3353, johngoldberg@hotmail.com, JohnGoldberg.com, LinkedIn.com/in/JohnGoldberg

John Goldberg provides leadership and employee development training in Sacramento and Costa Rica. He has served as Manager of Organization Development and Training in a Fortune 500 company, government, and nonprofits.

John teaches Business and Leadership at University of California, Davis and Management and Organizational Behavior at University of Phoenix.

## Workforce Development Track: Succeed At Contract Work!

### Objectives

- Get the position – What companies expect you to know technically and what they might ask you in an interview. Are you a good fit for this project and team?
- Get started – What can you expect in the first few weeks on the job. Before you start teaching, you will need all the tools.
- Exceed expectations – How to be a successful virtual team member.

Raquel Lushenko – Learning and Development Manager, Wells Fargo Insurance Services, (916) 214-1555, Raquel.Lushenko@wellsfargo.com

Raquel Lushenko has been involved with all aspects of delivering training programs for over 15 years. She plans, schedules, writes curriculum, and delivers training. She has interviewed hundreds of contractors for technical training projects and hires the best. She currently leads a virtual team that provides training on 5 enterprise wide agency management systems to over 5,000 team members in 150 offices nation-wide. In addition, she manages a team of contractors who teach a document storage system to waves of offices and provides technical support for those offices during their first weeks of use.

She has a diploma in local area networking, is a CAN Certified Novell Administrator, MCP Microsoft Certified Professional, Network+ certified, and Enterprise Project Methodology certified.

Last year, Raquel implemented her idea for the “Joy At Work” initiative, which grouped virtual team members, enabled them to play games and share with each other why they loved their jobs.



## Designing and Facilitating Learning Track:

### Developing eLearning: Why Use Instructional Design?

#### Objectives

- Gain a basic understanding of the Instructional Systems Design Process.
- Gain an understanding of the correlation between the ISD Process and Organizational Goals.
- Gain an understanding of the importance of using the ISD Process when designing eLearning interactions.

Keithia Kirkaldy – eLearning Curriculum Consultant/Developer for Dignity Health, (916) 662-5211, KKirkaldy00@yahoo.com

Keithia Kirkaldy is an eLearning Curriculum Consultant/Developer for Dignity Health. Prior to her position with Dignity Health, she was a training coordinator for HP's Enterprise Service Management Division. She has a diverse background in technology. She was a Regional IT Services Manager for a global environmental engineering firm for over 10 years. Not only did she provide computer systems support and client service management, but also designed and facilitated technical training. Eventually, she transferred into the Corporate University as the Learning Management Systems Administrator. This was her introduction to online learning development and management. Upon leaving the company, she realized her passion for training and education and thus decided to pursue her Masters of Education degree in Instructional Design of Online Learning.



## Designing and Facilitating Learning Track: Design for Enhanced Engagement

#### Objectives

- Learn how to design engaging visual presentations
- Practice principles of design that will enhance presentations
- Understand composition, storyboarding, typography and photos usage



Andréa Carli – Corporate trainer and educator, Workforce Equanimity as an associate partner, (916) 599 0941, carli9467@comcast.net, www.diventa.net

Andréa facilitates trainings for VSP Global in Sacramento, where he has trained and motivated employees and suite C leaders. Before working with VSP Global, Andréa taught at CSUS in the Design and Foreign Languages Departments.

Andréa graduated from Brigham Young University with a BFA in Design and a minor in Communication. After graduation, he worked in several studios and advertising agencies in Milan, Italy and Sacramento, California. The skills acquired in the design field set Andrea's presentations apart from the rest, thanks to engaging images and effective use of design principles



Dr. Larry Hiner, PsyD – Partner, Workforce Equanimity (916) 709-0737, dlarry@workforceeq.com

Dr. Hiner enjoys over 30 years' experience in education, healthcare, and technology. He has worked for major universities as teacher and administrator and has served in senior roles for industry leaders, such as Johns Hopkins University and IBM, leading successful organizational learning and knowledge management projects.

Dr. Hiner has recently focused on employee enablement, addressing some of the turbulence facing the workforce in the 21st century by applying principles of postmodern organizational learning. In 2007, he completed requirements for a PsyD in Organizational Psychology at PSP, including a dissertation on Innovation and Leadership. Dr. Hiner has earned national certifications as Counselor and Executive Coach.





## **Assorted Topics Track: Achieve Breakthrough Classroom Engagement**

### **Objectives**

In this fast-paced, interactive workshop you will:

- Learn multiple techniques to engage your audience
- Get tools for transferring learning to performance
- Use and receive the four frame-game templates and
- Walk away with a list of 52 presentation and application methods

Katrina Kennedy – Owner, Katrina Kennedy Training, (916) 832-0698, [katrina@katrinakennedy.com](mailto:katrina@katrinakennedy.com), [www.katrinakennedy.com](http://www.katrinakennedy.com)

Katrina Kennedy, owner of Katrina Kennedy Training has been training in the Sacramento area since 1997. She is known to the training community as “the trainer’s trainer” and specializes in train-the-trainer workshops. Katrina has a Master’s Degree in Human Resource Management and Development from Chapman University and a Bachelor’s Degree in Sociology from the University of California at Riverside. She is actively involved with the Sacramento ASTD Chapter in the evolution of the very successful “Fundamentals for Trainers,” the chapter’s very successful bi-annual train-the-trainer program.

## **College of Continuing Education Track: Thinking of Moving? Packing tips for moving training from the classroom to online**

Moving stinks! I don’t know one person who has ever said, “Moving is great! I love it!” Quite the opposite! That’s because it’s just plain miserable most of the time. Packing up all of your stuff, schlepping it to a new place is not fun at all. Am I right?

We are, of course, talking about moving your classroom training to online. Come to this session to see how best practices of household moves apply to moving your training from the old classroom neighborhood to a new online neighborhood.



Deborah George has designed and delivered training to support strategic plans for a Fortune 500 company. As an instructor, she designed and delivered learning activities to facilitate communication and critical thinking in a traditional college classroom setting. At CCE she worked closely with a large state agency to assist with instructional design of multi-year, multi-million dollar leadership programs. Over the past three years Deborah has been designing and developing instruction for web-based public programs to support CCE’s growth into online delivery of education and training.

[dgeorge@csus.edu](mailto:dgeorge@csus.edu)

### College of Continuing Education Track

## What does the College of Continuing Education do?

Participants will learn about who the College of Continuing Education (CCE) is. The presenters will discuss the different departments and programs CCE has to offer.

#### Objectives of the session:

- Learn who CCE is and what they do
- Discover ways to work and partner with CCE
- Explore new program ideas and offerings

Presented by CCE staff

#### About CCE:

CCE has been offering courses, seminars and workshops since 1951. Programs have reflected the external needs of our regional workforce and employers. Sample offerings include: online degree completion programs, weekend courses for working adults, summer session courses for Sacramento State students, English language training, custom training for local employers, industry credentialing and conferences for government agencies and professional associations.

As a self-supporting educational unit of Sacramento State, CCE receives no public funding for its operation. Fees collected for each class cover instruction and administrative costs.

Whether you're interested in exploring just one course or enrolling in an academic degree or certificate program, CCE is here every step of the way to ensure you find the center of your success.

### Learning Technologies Track: Graphic Design for non-Graphic Designers

#### Objectives

- Learn the different image categories and how they are used.
- Learn the different types of visuals and when you would use them.
- Learn about graphic design principles and where to use them.
- Learn how graphic design principles will make your e-learning more meaningful, memorable, and motivating.

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Scott Nipper has been designing and developing eLearning for over 10 years. Scott is the Technical Training Manager for the Americas at Barco, Inc., a global high-tech firm, where he manages the learning function and oversees the eLearning program. Scott has designed and developed dozens of eLearning courses for Intel, Kaiser Permanente, and his current employer, Barco, Inc.

Scott received a Certificate of Instructional Design in 2004. Scott participated in the design and development of the eLearning Instructional Design Certification Program at the College of Continuing Education, CSUS and currently teaches courses in the program.



## End of PM Sessions