



# CFCExpress Inform, Inspire, Involve Q2 2006



## From Tammy Ascolese – 2006 Newsletter Editor

Welcome to the second quarterly newsletter! I hope you are enjoying the new distribution schedule and can see the benefits of having a newsletter that is “By the Chapter, For the Chapter.” Please remember that we are always looking for members to submit articles to help make the newsletter a valuable resource, and as a bonus you will get yourself published! We have added a new section “Acknowledgement Area” where we can view accomplishments of our fellow members! I have enjoyed my new membership with the local chapter as well as nationally. The CFC-ASTD chapter has made me feel right at home, both as a new member and the newsletter editor.

### Volume 4, Issue 2

#### Inside this issue:

From the Editor	1
Spotlight on a Member	1
Got Bucks?	1
Reality Check	2
Lisa’s CPLP Corner	3
CFC-ASTD Online Services	4
Chapter Opportunity	5
Acknowledgement Area	5
Call for Submissions!	6

## Spotlight on a Member – John Morales

John Morales is an actively **involved** member as the Facilities Chair for CFC-ASTD. John started his training career in 1998 and was “hooked”. It is interesting how John became a member— his co-worker at SeaWorld introduced him to ASTD where he attended a meeting as a guest. He was so **inspired** that John joined as a member and has been involved for about a year. John enjoys his membership and is able to take the knowledge, **inform** others, and implement the ideas at his job. John was born in New York and grew up in Puerto Rico as well as Texas. John is married and has three children.

## Got Bucks? The Bonus Bucks Program

*Barry Altland  
President*

CFC-ASTD has enjoyed the fun and excitement generated by the Annual Bonus Bucks Auction held at the End Of Year Celebration Program each December for many years. Bonus Bucks have become an integral part of our chapter operation, and many of our members appreciate the tradition.

The Bonus Bucks Program started again with the March 2006 monthly chapter meeting. At the meetings, you will receive Bonus Bucks for attending the session. It’s that easy! You can earn more bucks returning the program evaluation sheet (and your name tag) at the end of the meeting.

There will still be times throughout the programs calendar in which your Executive Board will advertise special opportunities to receive further discretionary Bonus Bucks as an incentive toward chapter initiatives, i.e. canned food drives for Second Harvest Food Bank, chapter membership renewals, etc., thus providing even more opportunities to take part in the silent or live Bonus Bucks Auction bidding at the December program!

#### Contributors:

- Tammy Ascolese
- John Morales
- Barry Altland
- Lisa Spahn
- Tab Brannan
- Fitz Ward

NEXT QUARTER  
Your name could  
be here!

CONTRIBUTE an  
article! See back  
for details!



## Reality Check

*Barry Altland*  
President

In my career, I have experienced a number of organizational restructurings, "downsizings," "realignments," and the like. As HR professionals, many of us are familiar with the fancy monikers we place on the reality of what is occurring—the lives of human beings are being affected through the loss of their jobs.

In those many instances, I always found myself standing among the "living," to the point where I began to feel invincible. Well, as of last month, my number came up. My current job role, and the entire function of global learning and organizational development, was eliminated. I found myself wondering, "So, what now?" The answer to that question was obvious—my passion lies in the learning profession, and I was ready to discover my next calling.

How quickly I uncovered several truths. One, the market is solid right now in many areas. Two, my involvement in CFC-ASTD proved immeasurable in my ability to receive phone calls, gain interviews, and eventually, land that next offer.

ASTD delivered:

- **Experience** - ASTD members and leaders gain valuable experience in group dynamics, event planning, and the marketing, promotion and management of a vital and respected organization.
- **Commitment to the Learning Profession** - Having an ASTD membership on your resume, and even better, leadership roles in the chapter, reflects your commitment to staying on the leading edge of the workplace learning and performance profession.
- **Peer Leadership** - Being recognized as a leader by one's industry peers makes a bold statement to a potential new company. Gaining the trust of others in like careers, an essential part of ascension to chapter leadership, speaks loudly to hiring managers.
- **Network-Building** - The vast majority of contacts I know in the WLP profession have been gained from not only my chapter membership and time investment, but more likely my choice to be actively involved in the Central Florida chapter. Relying on this network was invaluable to get my feet in doors, get conversations started, and get solid references.
- **Emotional Support** - When we need it the most, professional contacts who have also become close friends can be there to tell you what you need to maintain your self-esteem in trying times. Words of encouragement, such as "You'll have no problem, a person with your skills," can take you far.



In the absence of empirical data, I feel confident that other chapter leaders past and present will share similar stories. Soon you will hear of our annual Leadership Involvement event, to be held on August 8th. Our goal will be to answer the questions, "What opportunities for chapter leadership are out there, and where do I best fit in?" Rest assured, you belong here. There is a place for everybody, with only one requirement—**passion**.

I do not wish for any of our professionals to experience the reality check of being "between opportunities," but if you must, will you be ready? How about an internal promotion? What is it that sets you apart? Make CFC-ASTD chapter leadership roles be a part of what makes you "high potential!" To become involved in chapter leadership, simply approach any Executive Board member at a program, or send an e-mail to [board@astd-cf.org](mailto:board@astd-cf.org) simply stating, "I would like to **get more involved!**"

## Lisa's CPLP Corner

*Lisa Spahn  
President-elect* After months of studying, it was finally the morning of the written exam. I had to make an appointment with Thompson Prometics. If anyone has tested with them before, this won't be a surprise for you. I had never taken a test there, so I must say, it was quite a surprise.



I arrived for my test and the first thing that I was asked to do was to keep a photo ID, empty my pockets, remove all jewelry, and place all personal belongings in a locker. I was allowed to carry the key to the locker and my ID into the testing room. The workers were very proud to call this "the Fort Knox of testing".

They provided scrap pieces of paper and a pencil, then showed me to a computer. There were cameras at every angle. I was wondering what other kinds of testing they did.

As I logged on, I noticed that the question number was in the upper left-hand corner. It said, "Question 1 of 150." In the upper right-hand corner, a countdown clock had started. As if I weren't nervous enough! Now I found myself looking at the left-hand corner and then the right-hand corner, trying to determine if I had enough time to complete the test. When I reached the last question, I still had about 45 minutes left on the countdown clock. There is plenty of time, don't worry about this – just be prepared for it.

As I answered the questions, I found that I was given a choice if I wanted to mark the question. I took advantage of this option and marked the questions that I was not sure about. With so much time remaining, I was able to go back and double-check those answers. I found this option very useful.

When I finished the written exam, I was unable to get the results immediately because this was the Pilot Program. I am not sure if you will be able to receive the scores immediately or not when you test. You must pass the written portion before you can submit the Work Product Portion of the Certification.

By the way, I heard at the end of March that I have passed the Certification and now am adding "CPLP" after my name!

If you have any questions for me, feel free to email me at [lisa@astd-cf.org](mailto:lisa@astd-cf.org) Please allow 48 hours for a response from me – unfortunately I have limited access to email.



Coming next month – the Work Product Submission.

## CFC-ASTD Online Services

**Tab Brannan** **VP, Finance** Our chapter has made great strides in the past year with regard to online services for our members and the WPLP community. Registering for our monthly programs online has grown increasingly popular for our members and guests. The online registration for our Florida Regional Conference was tremendously successful. And now, membership application is as simple as the click of a mouse!

In addition, members of the WPLP community who want to purchase our mailing list or Web site advertisement have been able (through our proficient master of communication, VP of Professional Development, Bill Sawyer) to arrange for online payments.

With the 2006 year, we are growing in our new partnership with ASTD National for membership application processes for both new members and renewals. This will allow our members to be invoiced annually as a friendly reminder for their national and local renewal.

All things being new and improved, we've had some growing pains and learning curves. I thought our newsletter would offer a great opportunity for us to touch base on some of these points.

### PROGRAM REGISTRATION

- Utilizing our payment process online requires a credit card.
- You do not have to have an existing PayPal account to use this process. Follow the prompts given for non-PayPal members on the PayPal screen.
- If you are registering for someone else, please use THEIR name, not your own, in the registration fields. This still allows you to pay for their registration, while avoiding confusion at the registration table when searching for the person present at the event.
- When you reach the payment confirmation screen, print the page for your receipt.
- If you are not sure you have completed the online registration process, contact [crystal@astd-cf.org](mailto:crystal@astd-cf.org) for registration confirmation.



### MEMBERSHIP APPLICATION/RENEWAL

- Following the "Join Us" link on our local chapter website ([www.astd-cf.org](http://www.astd-cf.org)) allows you to print a membership application, complete the form at your convenience and mail to the CFC-ASTD address on the application along with your dues (you are welcome to bring the completed application and dues to a monthly program if you prefer).
- If you would like to renew or join online, you can follow the [www.astd.org/astd/membership/how\\_to\\_join](http://www.astd.org/astd/membership/how_to_join) link and follow the prompts on ASTD National's Web site. Start by selecting *Online Membership Application -*

For Membership Renewals: Click on *Renew your membership*  
(you must have your National ID number to renew online)

For New Membership:

- Click on the state of *Florida*
- Choose *Central Florida Chapter* from the drop down list
- For Local Membership ONLY, unclick *MN10001 1 Year Regular Classic Membership (Nat'l)* and choose *MC9133L 1 Year Central Florida Chapter Membership* (leave both boxes checked for National and Local Memberships)
- Click *Add Item(s) to Order*
- Proceed to *Checkout*

We appreciate all the questions and feedback you've given us with regard to these new processes. Your patience has been equally admirable. Please stay tuned as we move forward. More exciting things are in store as we endeavor to create systems that save you time and resources.

## Chapter Opportunity: Orange County Public Schools

*C. Fitz Ward*  
Member Our chapter mission is to inform, involve, and inspire. The CFC-ASTD has a part of its organization direction to increase membership, market the chapter, and be more community involved. We have a wonderful opportunity to make progress towards these goals through a single event.

CFC-ASTD will be conducting "team building" activities for teachers at the brand new **Stone Lake Elementary School** in Orange County. We need volunteers to lead and assist with these sessions. As training professionals primarily of adults in the for-profit world, this event allows us to provide a learning opportunity to our fellow learning and performance professionals of children in the not-for-profit world.

We will be facilitating a learning event for grade level and special area (music, art, physical education) teachers.

The goals of this event are to:

- Participate in tasks to help them learn a little more about one another.
- Gain an understanding or sensitivity to individual working styles and that people have different work styles.
- Have sensitivity to professional diversity. For instance, many teachers come with different cultural backgrounds, educational backgrounds, and professional accomplishments.
- Understand the benefit of understanding and appreciating one another.
- Be provided with examples or tasks that can be used by teachers to help their students gain an appreciation of student differences early in the school year.



The event will be 1/2 day in length and take place on **July 26, 2006** from **8:30 a.m. - 12:00 noon**. All the volunteers will be apprised of the activities to be performed through a scheduled meeting.

If you are interested in participating or have additional questions, please feel free to contact **C. Fitz Ward** at **407-304-3088** or [fward@hteinc.com](mailto:fward@hteinc.com).

Your assistance and professionalism is needed! This event will be beneficial to both the chapter and the school system and we hope you will be a part of this inaugural event!

## Acknowledgement Area

Each of us have accomplishments to be proud of—admit it, or let someone else! This is a new area of the newsletter where you can send an acknowledgement for yourself or another member.

From Lisa Spahn — Congratulations to Pat Wisniewski for achieving her CPLP!

If you have an accomplishment you'd like to share with the chapter, please contact Tammy Ascolese at [ascolese@hotmail.com](mailto:ascolese@hotmail.com) by August 4, 2006. You can "pat yourself on the back" or give a colleague a "congrats" - let's share the accomplishments that we've worked so hard to achieve!



American Society of Training and Development  
Central Florida Chapter

Founded in 1979 and chartered in 1982, the Central Florida Chapter of the American Society for Training and Development (CFC-ASTD) has grown from 25 members to over 350 members today. Growth and success have been phenomenal during the Chapter's short history.

Since its founding, the Chapter has received numerous awards. In 1989, 1990, 1991, and 1992, the Chapter received the National Excellence Award. Service on national, regional and local committees reflects the professional commitment of the members of CFC-ASTD. Several chapter members provide their expertise at the National level by serving on National ASTD committees or as Regional and Industry Group Directors. Members are frequent presenters at regional and national conferences.

*Contact Us:*

*Central Florida Chapter of ASTD*

*(407) 332-2667*

*www.astd-cf.org*

Current Officers 2006

President	Barry Altland
President-elect	Lisa Spahn
Immediate Past-president	Betsy Montague
VP, Member Services	Karen Inscho
VP, Professional Development	Bill Sawyer
VP, Finance	Tab Brannan
VP, Communication	Marisa Davis
VP, Marketing	Bill Fowler
VP, Programs	Crystal Melton
Knowledge Master	Gina Strano
Webmaster	Wendy Dye
ASTD National Advisor for Chapters	Kathy Shurte
Area Manager, Eastern U.S.A	Jonathan Gerstner, Ph. D.

You may reach any of the above members by using the email address format of  
firstname@astd-cf.org

## CALL FOR ARTICLE SUBMISSIONS!!!

*Enjoy this quarter's newsletter? Be a part of the next one!*

*We want YOU to get involved!*

*The focus for the Q3 2006 newsletter is on the **Improving Human Performance** competency...*

*If you have experience in this area, and would like to submit an article for publication in the Q3 newsletter, please contact Tammy Ascolese at [ascolese@hotmail.com](mailto:ascolese@hotmail.com), by August 4, 2006 with your article concept.*

*Remember, our chapter mission is simple: to **Inform, Inspire, and Involve**. So... **Get Involved!** **Inform and Inspire** others by sharing your experiences and knowledge!*

