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NEBRASKA CHAPTER
Association for Talent Development

Julie Durmaskin Professional Education Scholarship

February 2016

Omaha's local chapter of the Association for Talent Development.

ATD Nebraska is an organization dedicated to providing professional development for its members to improve workplace learning and performance.

February Newsletter

Greetings!

Is it really February already? Time seems to crawl and fly all at the same time. We can check a full month of 2016 off the list already. Did you make new goals? Are you actively taking steps to achieve those goals? Are you ready to take February on and make it work for you?

If you are in need of resources, information, networking and programming to help you make plans and act on them, we are here for you! Sometimes we have to get creative on how we gather our information as this is winter in Nebraska. There may be days where you just can't get to where you need to go. How do you stay informed? How do you get the knowledge you so desire? Check out the articles below on Back Channeling or maybe read up on Virtual Reality Training to see the ways it can work for you. Not sure if you need these things? How about starting with a Needs Analysis? When you do find there is a need, be ready to learn with our program this month wich will help you use Video Deployment to create Engaging eLearning!

Don't forget to drop by www.atdnebraska.org and take a look around. If you rather check out the bottom of this newsletter to find us on Facebook, Twitter, LinkedIn or Pintrest!

Enjoy February, the shorter month that can pack a big positive punch!

Sincerely,

Sandi Knowski
Director of Communications

Back Channeling and You

Written by: Jennifer Labrie Pereira - VP of Communication

Did you attend ATD TechKnowledge this year? I did...through the back channel on Twitter. When you can only afford to go to one or two conferences or programs a year, back channeling allows you to learn from the conference, without being there in person.

So let's back up. You may be asking what a back channel is. For our

purposes, a back channel is an online conversation about a presentation using tools like Twitter. Many conferences suggest a hashtag for participants to use to make it easier for everyone to participate in the conversation. This can usually be found in either the conference materials handed out or online. For ATD Nebraska programs, we put our hashtag on the PowerPoint that displays during the meal before the program.

With this in mind, how do you participate? First thing is to get a Twitter account if you don't already have one and learn how to search. Then, next time you are either at a conference or wish you were at a conference, search for the conference hashtag. Post some comments and include the hashtag to participate in the conversation. I tend to take notes on Twitter with the hashtag; then when I get back from the conference, I do a search and find my notes plus everyone else's comments.

Next time you attend a conference or event, check out the back channel. It's amazing what you can learn there.

It All Starts With the Needs Analysis

Written by: Ericka Juno - VP of Membership

Imagine this, you have just built a fabulous elearning module. You have successfully covered all of the objectives. The customer loves the final product. You are about to assign the elearning to the learners and you find out there are 30 learners and they all work in the same building. No, that is not a typo. You just built elearning for 30 learners. If you knew the audience size at the start of the project, would you have built elearning? Probably not, because building elearning for 30 learners is not cost effective.

A needs analysis should be one of the very first steps in the training process. A good needs analysis will help you identify the current state and the desired state. What are the learners currently doing or not doing? What should they be doing or not doing? During the needs analysis you also find out other valuable information:

- What are the characteristics of the target audience? How many learners will complete this training? Has the audience had any prior training on this subject? Are the learners located in one location?
- Are there any existing resources? Is there something already developed for another use?
- What are the desired results of training? How will you measure success? What metrics should change because of training?
- What are the risks of not doing training? Is this compliance training?
- How will you deploy this training? Who is responsible for telling the learners they need to complete the training? Who will assign the learning?
- What are the project responsibilities for each member of the team? Who is going to do what? What work is in scope?

The needs analysis should end with you writing a scope document to document the project details. Remember to have key stakeholders sign the scope before you move forward on design of the training.

Now imagine instead of spending 100 hours on developing 20 minutes of elearning for 30 learners, you spent 11 hours on developing 30 minutes of classroom training or a resource guide for those same 30 learners. You've just saved your company thousands of dollars in development hours and done it in less time, just by asking the right questions up front.

Coming to a Training Class Near You: Virtual Reality and Augmented Reality - Part 1

Written by: Kim Whiteside - Director of Social Learning

The training industry is constantly buzzing with the latest, greatest technologies and tools to enhance learning. Two technologies that have the potential to change and even disrupt the learning industry are virtual reality (VR) and augmented reality (AR).

In layperson's terms, virtual reality is technology that replaces actual reality with a different one (think -or google-the Star Trek NG holodeck). Augmented reality is technology that changes actual reality (think of that nice yellow first down line on the football field when you're watching a game on TV).

Although these technologies have been talked about for years, it's time to get real about reality. Not only are VR and AR affordable, accessible, and easy to use, but they are showing up in primary schools as a way to engage students and create dynamic learning experiences that increase comprehension, retention, and application.

Colleges are slowly coming into the fold by using assignments and exercises that incorporate VR and AR technologies. As workplace learning professionals, we will soon be developing and presenting courses to audiences that expect more than group exercises, case studies, and eLearning, and they'll come to the classroom with paths to learning different from any we've travelled in the past.

In Part II of this article, I'll provide a list of practical ways that VR and AR can be used to improve learning in workplace classrooms.

Utilizing Video Development to Create Engaging eLearning

Submitted by: Jen Wichern - VP of Education

Camera prices and the size of the package are pretty evenly correlated. It may be just a coincidence, but as the camera itself gets smaller, so do their price. Conversely, the functionality of the camera and quality of video you can achieve in this smaller, cheaper package continues to improve. What used to cost many thousands of dollars and weight more than 50 pounds, can now strap to your palm for about $500. Add to that, the improving quality, usability and price of most post production editing software, and you have a perfect combination of factors that allow learning professionals, with little or no experience, to begin producing very high quality video.

In this session you will learn what it takes to integrate multiple media types into a seamless, engaging learning piece. We will discuss the different types of media (monologue, dialogue, & live action video, images, kinetic typography, and animations), that can be combined for maximum impact with learners. Discuss the video production process from need to lead, including project planning, tool selection, writing scripts, casting actors, publishing content and more.

New and Renewing Members

Jill Banaszak, Mutual of Omaha
Amanda Becker, Schnackel Engineers
Brian Brundige, The Railway Educational Bureau
Brique Carlin, Mutual of Omaha
Tricia Danielsen, Meeting Tree Solutions, LLC
Gretchen Finke Patras, GFP & Company, Inc.
Cheryl Goodman, Metropolitan Community College
Carol Horner, Synchronicity Training and Development
Christine Jaynes Contreras, Planned Parenthood of the Heartland
Mari Kreft, West Central Cooperative
Janine LaDuke, Mutual of Omaha
Fara Malley, First National Bank
Barb McClune, Mutual of Omaha
Mike McIllece, Metropolitan Utilities District
Michael Merritt, HDR Inc.
Susan Olson, HDR Inc.
Julie Panko Haberman, Lincoln Electric System
Tiffany Pietrzak, Mutual of Omaha
Stefanie Shanahan, Mutual of Omaha
Doug Young, Retired
Shelly Whittaker, Gavilon
Danielle Wilcox, Solutionary

Calendar of Events

Utilizing Video Development to Create Engaging eLearning
Day: Wednesday, February 10th, 2016
Time: 11:30 a.m. - 3:00 p.m.
Location: Scott Conference Center, 6450 Pine Street, Omaha, Nebraska, 68106

The Power of Listening
Day: Wednesday, March 9th, 2016
Time: 7:30 a.m. - 9:00 a.m.
Location: Scott Conference Center, 6450 Pine Street, Omaha, Nebraska,

68106

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