



SACRAMENTO CHAPTER
Association for
Talent Development

NEWSLETTER

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CHAPTER PRESIDENT

T.S. Hamilton



As I sit here, virtually, in the ATD Chapter Leader conference, I'm trying to put some of the tips and tools together and enjoying the interactions with chapter leaders from across the nation. As I do so, I have arrived at a couple realizations:

First, I'm so thankful to just have the opportunity to develop myself. Not only am I gaining skills to help me run the chapter more effectively and efficiently, I am also obtaining skills to benefit me in my personal and professional (see "day jobs") lives. I try to remain humble and gracious and keep the thought in the forefront of my mind that not everyone receives opportunities like this every year if at all. This skill building and growth mindset are so critical and will remain critical in this age of VUCA (volatile, uncertainty, complexity, and ambiguity). I wish everyone was afforded this opportunity.

Second, I wish everyone could experience the camaraderie and energy of learning and networking with people who care so deeply about their community and their industry. My fellow leaders have converged in the virtual space from every corner of the country, coming from all walks of life. We were assigned an "accountability buddy," a complete stranger. Every pairing that I "saw" seemed to blossom as if by magic. In other aspects of life, this kind of connection seems to be a rarity. However, here, the synergy pops like popcorn. I am re-energized for another year.

On that note, in the coming weeks, you will see some messaging about nominations and the Board next year. I would encourage you to keep my words in mind as you consider what 2021 might offer you, or what you might be able to offer in 2021

T.S. Hamilton



A TALENT DEVELOPMENT STRATEGY TO ELEVATE EMPLOYEE ENGAGEMENT

HELEN HORYZA

Helen Horyza is an expert in the field of career development, employee development, engagement and retention. She is an accomplished trainer, motivational speaker and executive coach.

Have you ever asked yourself, what can I do in my role to elevate engagement levels? Attendees learned how to coach and train employees to optimize their capabilities and reach their full potential.





HOW TO UNLOCK L&D AS AGENTS OF TRANSFORMATIVE CHANGE

MATTHEW BROWN

Matthew Brown is vice president of learning and brand success at Schoox. He blends people, processes, and technology to better connect HR and talent development.

Too often, folks in L&D are brought in late and asked to turn training around in a dime. Mathew demonstrated how executives can tap the L&D function to drive effective change management, and how L&D can strengthen its influence.

"The secret of getting ahead is getting started."

MARK TWAIN

BEST PRACTICES FOR VIRTUAL ENGAGEMENT

KATRINA KENNEDY

Katrina Kennedy is known to the training community as "the trainer's trainer" and specializes in helping trainers design and deliver learning events that transfer to improved job performance. She has provided training, coaching, and keynotes to organizations since 1997.

By popular demand, Katrina was gracious enough to host two sessions! Now more than ever, people are experiencing many distractions in the virtual training world. Attendees waked away with methods to prepare learners for virtual engagement. Attendees also learned about the various tools and resources they can use to execute training objectives.





VIRTUAL TRAINING BOOTCAMP

KATRINA KENNEDY

By popular demand, Katrina was also able to provide two workshops! Isn't she awesome? We think so!

In this three day virtual workshop, attendees reviewed options for engagement, practice, and learner involvement through their own involvement in practical, repeatable activities. In times when everyone is transitioning to virtual learning, who better to facilitate than Katrina Kennedy.

"Tell me and I forget, teach me and I may remember, involve me and I learn."

BENJAMIN FRANKLIN

PREPARING LEARNERS FOR THE NEW ABNORMAL

WAYNE TURMEL

Wayne Turmel has been obsessed with how people communicate at work for the past 25 years. For the last 15, he's been a leading expert on virtual and remote team communication. As the co-founder of The Remote Leadership Institute, and author of over a dozen books he is recognized as an international thought leader on the way we work now and in the future.

What should we expect in 2021? What skills should organizations and team members need to succeed? These are all crucial questions and who better to answer them than Wayne himself!



A background image showing a stage with several bright spotlights and a thick layer of smoke or fog, creating a dramatic and professional atmosphere.**EXCLUSIVE**

MEMBER SPOTLIGHT

Craig Allred

By Aldo Chavez

Hi Craig, why don't you start by telling us a little bit about yourself and what you do?

Hello and thank you for this opportunity to share my story! I have several years experience working in customer service in a non-profit organization. The last two years I've been exploring getting into a career in HR and Training. I'm aPHR certified and took the HR Management program at Sac State. I've been mentoring with a couple of professionals from SHRM and ATD and now I'm on a team planning a conference for ATD in 2021.

I've found extreme value in being mentored and have taken an interest in helping others gain leadership skills. Along the way I've been an individual contributor for a while and have years of experience as an informal leader. What I've found in that process is I really enjoy helping others to become more equipped in their jobs. I'm looking to get some experience in coordinating training, whether it's classroom, online or leadership focused.

When did you first hear about ATD Sacramento?

I was introduced to ATD, local and national, while mentoring with a SHRM professional. In my research of ATD, the exciting and wide world of training open my eyes to our local chapter.

What interested you in becoming a member?

After conducting numerous informational interviews, I discovered a level of community, dare I say family, of training professionals. ATD Sacramento feels like home!

**Is there a particular event that stood out to you this year?
Any favorites?**

Personally - As a first time dad, I watched my son turn 1 year old.

Professionally - Numerous times of learning advancements, followed by setbacks, then more advancement. Learning has its up's, down's and if you stick with it, up's again.

I hear you are helping out with the ATD Sacramento conference. How is that experience so far?

Blessed! Every ATD Sacramento member (internal & external) are welcoming, helpful and overall great instructors. I've had the amazing opportunity to learn about structural design as applied to building out a conference.

Are you a Power Member?

Not yet, but....As I advance forward I see more and more reason in becoming one. I have no doubt ATD National is just as welcoming as ATD Sacramento!

What would you say to someone considering becoming an ATD Sacramento member?

Brace yourself! The welcoming arms are wide and strong!

What advice do you have for new members?

Don't be afraid to reach out to other members! You will only find professionals who want to help.

Do you have any good book recommendations?

I haven't had the pleasure in reading it yet, but my current top pick (yes, provided by another Corporate Training professional), "The 5 Levels of Leadership" by John C. Maxwell.

Do you have any advice for new people entering the learning and development field?

Make it your personal mission to reach down and help those in the place you once were, a beginner.

Last but not least, where can we find you?

I;m always excited to meet new people! If you want to reach out, you can find me on LinkedIn.

<https://www.linkedin.com/in/craig-allred-aphr-452028164/>

SEARCH FOR YOUR NEXT CAREER



VISIT WWW.TDSAC.ORG

VIRTUAL WORKSHOP

The State of Video for Talent Development in 2020

OCTOBER 20, 2020
10:00 AM - 11:30 AM

FACILITATOR

CHRISTIAL ROCKWELL



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ATD SACRAMENTO CHAPTER

WANT TO BE ON THE BOARD FOR 2021?

We are looking to fill the Director of Marketing & Communications role!



OPPORTUNITIES

- Self growth
- Resume building
- Develop new skills
- Networking
- Work with an amazing team and community!

Contact us at
mail@tdsac.org

brainteaser

THINK OF A THREE-DIGIT NUMBER THAT ENDS IN 5. REMOVE THAT 5, AND THE REMAINING TWO-DIGIT NUMBER IS 500 LESS THAN THE ORIGINAL NUMBER.

WHAT WAS THE ORIGINAL THREE-DIGIT NUMBER?



Answer: 555

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Contact: mail@tdsac.org

