

## 2nd Annual Department-wide Learning and Employee Development Forum November 9, 2010

[Click here to Register via Commerce Learning Center!](#)\*

\*Times and Sessions are subject to change.

8:00-8:30 Registration/Reception (Lobby)  
8:30-8:45 Welcome (Auditorium)  
8:45-9:45 Keynote



**KEYNOTE SPEAKER:**  
**DEBORAH TANNEN IS BEST KNOWN**  
**AS THE AUTHOR OF YOU JUST DON'T**  
**UNDERSTAND, A NEW YORK TIMES BEST**  
**SELLER FOR NEARLY FOUR YEARS**  
**INCLUDING EIGHT MONTHS AS NO. 1**

8:45-9:45 Keynote  
9:45-10:00 Break & Vendor Visits  
10:00-11:00 Session 1

### **Design and Build Leadership Programs to Engage the Learners**

The session will help you make sense of the kaleidoscope of learning strategies that are available today and show you how to design a customized program that best fits your learners.

Presenter: Peggy Leung, OHRM

Room: 4813

### **The Value of Utilizing Student Hiring Authorities**

The Student Educational Employment Programs were designed with the intent of utilizing them as a viable human resource tool. These programs identify an excellent way to supplement staff needs in terms of manpower during critical periods and provide a means by which to grow our own talent for future workforces.

Presenter: Theodoris Corbett, NOAA

Room: 1410

### **Using the Balanced Scorecard to Create a Learning Organization**

A Balanced Scorecard is not a list of "metrics" you roll out at budget time and then put back on the shelf for another year. The measures on the scorecard are reviewed at least quarterly and are used to gauge progress and provide an early warning system for the need to change tactics to reach objectives. Ultimately the measures let you know if your approach to affecting your strategic plan is working and if modifications to the approach are needed. You don't always choose the best tactics and approach for a program but you do learn what works and get better at achieve results.

Presenter: Chris Heflin, OS

Room: Auditorium

### **What Successful Leaders Do: The Common Elements of Uncommon Leadership**

Leadership's best practices are simple notions of wisdom, clear-cut kernels of common sense, and well-worn snippets of thinking that are seemingly impossible for many to grasp and implement. This session will discuss the best practices that so few actually practice.

Presenter: Joe Schumacher, OPM

Room: 4830

**11:00-11:15**                      **Break & Vendor Visits**

**11:15-12:15**                      **Session 2**

### **Storytelling to Engage Learning**

Storytelling is a universal human tool that people everywhere use to construct meaning and purpose. This session will showcase methods that you can quickly master to shape information into focused narrative. A powerful story stays with learners and takes on a life of its own, long after the last data table is forgotten.

Presenter: Marc Young, NOAA

Room: Auditorium

### **Developing Supervisory Skills - NOAA's Supervisory Series Blended Learning Approach**

What are the course components that develop good leaders? What minimum components should be included in all supervisory skills program?

Presenter: Debbie Farmer & Tracy Levstik, NOAA

Room: 4813

### **Training Development Using Rapid Development Tools**

Learn how "rapid development" tools are used to develop training at the National Weather Service and at the U.S. Census Bureau. Multiple tools and examples will be shown including Articulate, Captivate, Camtasia, and a HTML Template to build interactive and engaging web-based content. Instructional design processes will also be discussed.

Presenter: Lisa Lawler, CENSUS & Jerry Griffin, NOAA

Room: 4830

**12:15-1:30**                      **Lunch & Vendor Visits**

**1:30-2:00**                      **Recognition & Surprise Training Tool (Auditorium)**

**2:00-3:00**                      **Session 3**

### **Talent Management**

This session will cover how organizations are beginning to look at their talent management functions and processes holistically in order to get the most out of their investment in people. By supporting discrete talent management functions like recruiting, on-boarding, performance management and learning on a single platform, organizations are building a more complete picture of their talent, making it easier to ensure that the right people are in the right positions at the right time.

Presenter: Chris Feeley, Taleo

Room: 1410

### **10 Practical Tips for Project Management**

Project Management is exciting and can help you manage your education and training objectives. I have been both a professional trainer and a project manager and speak both languages. During this session, I will interpret the language of project management and discuss its relevance with you as well as give you 10 practical tips for project management.

Presenter: Adam Santo, NOAA

Room: 4813

### **Using Avatars and Games for Interactive Learning**

This talk will discuss overall changes to DOC's IT security workforce and the assessment of new (to Fed) technology. An interactive learning demo will be provided which uses avatars and games.

Presenter: Carolyn Schmidt, NIST

Room: Auditorium

### **Using Learning Technology to Reach a Remote Workforce (offered twice)**

Recognizing and utilizing various technologies to reach-and-teach our diverse workforce. How are you training the workforce that is not located at your headquarters? Do you send them documents to read and sign and hope they understand the requirement? Are you using online training or do you travel to remote locations to get your message across?

Presenter: Brian McNamara, ITA

Room: 6031

### **Designing Training Events and Materials with Accessibility/Section 508 Compliance in Mind**

Designing training events and materials with accessibility/508 compliance is an essential component of civil rights for persons with disabilities. All citizens should have equal access to government services.

Presenter: Micheal Pearlman & Jennifer Croft, NOAA  
Room: 6057

**3:00-3:15**                      **Break & Vendor Visits**

**3:15-4:15**                      **Session 4**

**Social Learning: Why, What and How**

There is a lot of talk in the learning space about social learning, but not a lot of discussion about how to get started, how to integrate social learning into more traditional approaches, or what unique challenges new social approaches solve. In this session, noted industry expert David Wilkins will lead a discussion of these topics and share a framework that attendees can use to drive strategy decisions around traditional and social learning methods. Come prepared to ask questions, share ideas, and discuss emerging best practices in this interactive session.

Presenter: David Wilkins, Taleo  
Room: 4830

**Reporting as a Proactive Training Tool**

This presentation is a case study of how NWS' Warning Decision Training Branch used reporting from the Commerce Learning Center as a proactive tool to encourage and support field personnel in accomplishing their training goals. These easy to implement techniques can be instrumental in improving training completion rates in your organization.

Presenter: Mark Sessing & Don Rinderknecht, NWS  
Room: 4813

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Presenter: Brian McNamara, ITA  
Room: 6031

**Training a Multi-Generational Workforce**

Understanding the historical factors that influence different generations, and using that knowledge to create power teams.

Presenter: Mike Cohen & Adam Silvey, OTKM  
Room: 6057

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