



The American Society for Training and Development (ASTD) is a national organization serving the needs of training and education specialists since 1944. Southwest Florida chapter members share a common vision to promote quality, competence, and professional development of all members. The Southwest Florida Chapter was chartered in 1990.

Everybody Feng Shui Tonight! January 23, 2002

Who moved my “Chi”?

Join us on January 23 and learn ways to achieve harmony and balance in your training environments through the use of Feng Shui. Feng Shui is the Chinese Art of Placement. It is based on the belief all things are comprised of energy (“Chi” in Chinese), and energy has an effect on us whether we’re aware of it or not.

Feng Shui creates an environment that harnesses the positive energy and blocks the negative energy. Such knowledge can help you stimulate learning and participation in your training programs!

Lori Snyder is a certified Feng Shui consultant and operates Empress Feng Shui in Cape Coral. She offers personal and business consultations as well as seminars. She is a business owner, speaker, author, and home schooling mother.

Date: Wednesday, January 23, 2002

Place: Holiday Inn Select – Bell Tower, Fort Myers

Time: 5:00 Registration/Networking

5:30 Program begins, followed by dinner

\$20 - Guests, and members without reservation.

\$17 - ASTD members with reservations

\$12 - First time attendees and students

Members who make reservations and who do not cancel by the closing date will be billed. Reservations deadline: NOON on Monday, January 21. To make reservations, either call the ASTD Hotline at 941.338.6765 or e-mail Libby Anderson at edahrsvcs@aol.com. To register immediately, double click on Libby’s e-mail address, above, and send her an e-mail indicating your desire to attend the January meeting.

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How to Reach Us . . .

Hotline: 941.338.0223

Mail: PO Box 07223
Ft. Myers, FL 33919

Web site: www.astdswfl.org

President's Message

Happy New Year!

Dear ASTD Members:

It is my privilege to serve as your new chapter President. I am excited about the goals and direction our chapter is taking in 2002.

We had an excellent 2001! Based on last year's chapter goals, as stated in the Membership Directory, here are some accomplishments:

- Membership increased.
- Increased Public Relations by having more articles listed in the Ft. Myers *News-Press*.
- Continued to support community activities by co-sponsoring a luncheon meeting with the Human Resources Management Association (HRMA).
- Continued to support community activities by sponsoring school drives and canned food drives.
- Implemented a Leadership Committee to develop and implement a succession plan.
- Established partnerships with Barry College, HRMA, and the Ft. Myers *News-Press*.
- Conducted 11 dinner meetings.
- Created the SWFL chapter website
- Began distributing the monthly newsletter on-line.

We begin 2002 with a vision of innovation, collaboration, and self-development. Our goal for 2002 is to provide you with programs that focus on creative thinking, motivating others, cross-functional team building, leading when you are not in charge, managing up, keeping yourself motivated, and e-learning.

Some exciting events to look forward to in 2002!

- Great monthly dinner meetings that are upbeat, fun and informative
- E-Learning applications
- Needs Assessments
- Volunteer opportunities for growth, development, and networking within the chapter
- New member breakfast meetings
- Leadership development meetings

WOW! I am so excited about the events and activities this year! Equally important is ensuring we are meeting your needs as members of this chapter. As always, we welcome your comments and suggestions!

Karen

Karen Endersbee
Chapter President

Chapter Members Get “Propped Up” At December Meeting

By Keith Scott Grossman, Esq.

WOW!

What a creative group we have. From icebreakers to closings, to incentives, our members make wonderful use of props in their training sessions. And the best part? Props don't have to cost a lot of money.

At our December meeting, everyone shared favorite props. Nobody was surprised to see that games are a big hit, especially puzzles. Our members use these to emphasize teamwork as well as listening, and communication skills.

We also learned many of our members place toys at the tables during their training sessions. Kay McLean says they are excellent stress relievers.

Monty Montgomery and Daralene Jones showed us how to get back to basics. Daralene explained a fun icebreaker using only a ball of yarn. Monty taught us his “What's In The Bag?” game, which only requires a paper bag and styrofoam cup. Monty didn't reveal this, but I've been told “What's In The Bag?” is extremely practical because it also doubles as Monty's lunch!

Lenore Ventura shared an excellent tip for using play money in your incentive programs. She makes a template so she can reproduce the money for future programs.

Many of our members buy their props inexpensively at stores like Walgreens, Eckerd's, and Dollar Store. They also buy props that can be reused numerous times. In fact, Libby Anderson heads straight for the discount rack and buys in bulk!

Our members have brains, beauty, and business savvy. Who can ask for anything more? See you at the next meeting for more creative energy.

Prop-Sharing Participants

Our thanks to the following who shared their props in making our December meeting a hit!

Rita Cronin	Big Book of Training Games
Helen Hunter	Big Book of Humorous Training Games/Box of toys
Mike Boccia	Irrational Song Related to Anger
Daralene Jones	Ball of yarn
Karen Endersbee	Elephant puzzle (DS)
Libby Anderson	Kids puzzles (W/DS)
Myra Hale	“The Beaver” stuffed animal (ECC)
Keith Grossman	Bells (OD)
Cheryl Hanson	Career Assessment playing cards (CSI)
Ruth Hubing	“Brain” toy model (BSI)
Monty Montgomery	Paper bag/white styrofoam cup
Lenore Ventura	Play money
Liz Martin	Post-It notes
Louise Senneff	Dominoes (E)
Joshua Sky	Index cards (W)
Kay McLean	Koosh ball/Slinky/Crazy Putty (W)

BSI: Brain Store, Inc.

CSI: Career Systems, Inc.

DS: Dollar Store

ECC: Edison Community College Bookstore

E: Eckerd's

OD: Office Depot

W: Walgreen's

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Every Rainbow Has A Locked Door

By Keith Scott Grossman, Esq.

On a recent Sunday, as it is prone to do in Florida during the summer, it rained most of the afternoon. This was a long, hard rain. Traffic lights failed and cars drifted through deep puddles like canoes.

When it was almost over, my wife, Elisa, said she was disappointed she didn't see a rainbow.

Later that evening, as we got the kids ready for bed, I went outside to walk the dog. I immediately discovered a bright, colorful rainbow in front of our house. This rainbow was complete from end to end and stood majestically against the light blue sky.

When I told Elisa, she hurried outside with our 5-year-old daughter, Maxine, behind her. Noah, our two-year-old son, wanted to see the rainbow also. I carried Noah outside, past the door Maxine left open. I closed the door behind us.

We stood in the driveway and shared the peace and tranquility of the rainbow. We pointed to the different colors, some less noticeable than others. After a few minutes, Elisa headed inside.

That's when we discovered every rainbow has a locked door. We couldn't get inside. Our door can lock by pushing in the doorknob and

turning it. Unfortunately, because of this mechanism, we can lock the door accidentally.

Neither of us had our key, so Elisa called our friends who have our spare key. They did not answer. She then called a locksmith. My friend, Doug Kelley, writes in his book *The Game Rules For Life*, "Adversity is as common to us humans as the air we all breathe. No one is left without tasting the bittersweet tang of adversity. But we can gain valuable experience from adversity which can be utilized for success in many different aspects of life."

This certainly was a bittersweet event. I won't lie; I was disappointed the beautiful rainbow turned sour on us. I felt cheated. But how did we handle it (you ask)?

Let me just say, I imagine the locksmith was surprised to see two adults and two young children in pajamas doing yard work they put off for much too long. Thanks to Elisa's leadership, we took advantage of a window of opportunity.

Adversity comes in many forms, shapes, and colors ... even rainbows. When that door locks, look for the open window. Take advantage and smile. Even rainbows and locked doors require a sense of humor.

Mark Your Calendars Now, for . . .

FUTURE SWFL ASTD PROGRAMS

Wednesday, February 20

"The Edge: Did You Know That Your Employees Can Still Be Motivated to Make a Difference?"

By Paul Bruno, President, Refocus, Inc.

Wednesday, March 13

"The Value of M.O.R.O.N."

*By Gerry Hoeffner
President and Founder, Personnel Dynamics*

New Members

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Membership Renewal Reminder

Whether you are actively enjoying a training career, preparing for one or just find our meetings informative and energizing, you won't want to miss the opportunity to renew your local ASTD membership!

As you are aware, one of the tremendous improvements our progressive board members made this past year was to enact a "common membership renewal date." This is a huge step forward in simplifying our record keeping – for everyone! It was also decided that the renewal would fall in the beginning of the new officer term, which is January.

Annual dues for our local chapter are \$40.

Deadline for your 2002 dues is January 23.

You can pay them at our monthly meeting, coincidentally happening on the same date!

If you haven't already done so, please make out your check now to SWF Chapter, ASTD. Bring it to our meeting or mail to SW Florida Chapter, ASTD, PO Box 07223, Ft. Myers, FL 33919.

For those of you who have paid, please accept our "thanks" for helping make our job easier.

If you have any questions regarding annual dues, please contact our treasurer, Wendy Simon, at 941.275.2953.

TRAINING TRACKS ADVERTISING RATES

Size	1 month	2 months	3 months
Business Card (2x3-1/2)	\$15	\$25	\$35
Qtr page (4-3/4 x 3-3/4)	20	35	50
Half page (4-3/4 x 7-1/2)	40	70	100
Full page (7-1/2 x 9-1/2)	70	120	160

Camera ready, black and white artwork must be submitted by the 7th of the preceding month to Jim Jacoby, Editor; Phone 941.390.1522. E-mail: JacobyJ@aol.com.

2002 BOARD OF DIRECTORS

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JacobyJ@aol.com

[Jim also serves as Training Tracks Editor]

Newsletter Deadline

The next TRAINING TRACKS deadline for submitting articles is Friday, February 1. If you would like to advertise your business or post an employment or contract opportunity, please send your information to Jim Jacoby at JacobyJ@aol.com or call him at 941.390.1522. Postings will be listed here in TRAINING TRACKS and announced at all Chapter Meetings.