
Disrupt Talent Development



Jamie Irvin, GreenPath Financial Wellness

Session Description

In the industry there are many new ways of working that disrupt traditional ways of training. What are you doing at your organization? This session will host a roundtable discussion where we talk about new trends, new ways of approaching work, and ways we can disrupt TD!

Bio

With a background in education, Jamie is energized by facilitating and helping others learn new information. She is currently the Manager of Talent Development at GreenPath Financial Wellness in Farmington Hills, MI. Working with four TD Specialists, the team hosts new hire training, staff development courses and oversees the leadership development programs. She is passionate about training in innovative ways and is working to incorporate behavioral economics and human centered design into her work. Jamie earned a B.A of Science in Education from Wayne State University.

Employee Engagement: A Return on Effort (ROE)



Dr. Lee Meadows
Professor

Session Description

Employee Engagement: A Return on Effort (ROE)

As the challenges of employee turnover, retention and career advancement play out on the organizational landscape, managers are hard pressed to formulate and implement strategies that ensure productivity while maintaining a stability of talent within their discretion. While many strategies are formulaic in appeal, proven strategies that focus on employee engagement have demonstrated a higher return on effort. This session will address the fundamentals of implementing employee engagement strategies and its practical purpose as a tool in minimizing employee turnover and maximizing employee retention.

Bio

Lee Meadows is a graduate of Michigan State University having completed a Ph.D in Higher Education and Management. His career portfolio includes having served an Area Director of University Housing Programs at Michigan State University, a supervisor of Human Resources at General Motors, a Senior Consultant for Change Management at EDS, a Management Change Consultant for A.T.Kearney, and a Manager of Training and Development for the Kellogg Foundation. He has been an active consultant for leadership development, management training and change management for several profit, non-profit and government agencies. He has authored several leadership columns for the Novi News and the Michigan Chronicle. He is a sought after keynote speaker and conference presenter specializing in leadership, diversity and inclusion and management training. He has, also, been an active teacher of adult learners and is keenly aware of the challenges that come with being a full-time professional and a part-time student.

Focus on Facilitation, Tactics for the New Year

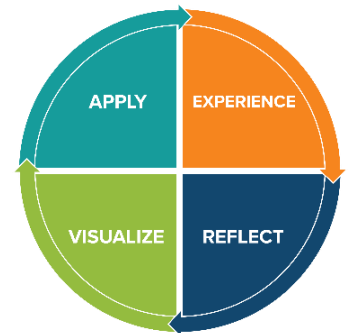


Tom Buck, President and Founder
Prism Learning Solutions, LLC

Session Description

Focus on Facilitation, Tactics for the New Year

Facilitators can play a major role in helping individuals, teams and organizations meet their goals. With objectives like moving culture, enhancing behavior, increasing engagement and improving performance results, facilitators need to keep adding to their toolkit. Tom will offer a guided and group-directed dialogue on the challenges and opportunities for facilitators in meetings, group activities and training. The topics chosen by each group will be explored based on the group's experiences, and fresh ideas and techniques will be shared for moving groups toward their goals.



Bio **Facilitator/Trainer/Business Strategy Consultant**

Tom is passionate about building communities, and helping organizations achieve more for those they serve. Whether he is working individually with a CEO, leading a CEO forum, helping a senior leadership team coalesce and create a strategic plan, serving on or chairing a board, creating and leading a community of practice, or creating learning programs for clients, Tom drives for high impact, meaningful results.

Tom earned an MBA in Business Economics from Wayne State University and a BA in Psychology from the University of Michigan. Tom started his training career at General Motors, working in many functions, including on the plant floor. He founded Prism 25+ years ago.

Along his journey, Tom has published several articles and exercises on team development, innovation, and implementation of quality improvement tools, leadership principles and best practices in management. A regular contributor of practitioner-oriented learning activities, these contributions can be found in various publications including, “The Best Practices for Teams” annuals and the “ASTD Team & Organization Development Sourcebooks.”

THE POWER OF ONLINE AMPLIFICATION: PERSONAL BRANDING ON LINKEDIN



Brenda Meller
Owner & Marketing Consultant
Meller Marketing

Session Description

The Power of Online Amplification: Personal Branding on LinkedIn

We all know that LinkedIn is the #1 professional network and a place to find people and be found online, but are you using LinkedIn the right way? Attend this session and learn the power of amplification through your LinkedIn network. This talk will focus on four key areas:

1. Optimizing your profile
2. Supercharging your invitations and responses to invitations
3. Learning the keys to status updates that engage
4. Using LinkedIn blogs to expand your reach

Bio

For the past ten years, Brenda has been embracing social media to help propel her personal and professional efforts. She first realized the power of social media when she made a career change through LinkedIn at the height of Michigan's downturn in 2008. After moving into a new career, she started sharing her knowledge of social media through workshops, webinars, presentations, and via online blogs. The short story is that she loves marketing and social media and has developed a knack for sharing it with others. Her approach has always been to present information in a "judgement-free" zone, where there are no bad questions, and to make sure every attendee gains new insights that can be put to use right away. Connect with her online: www.linkedin.com/in/brendameller

STORYTELLING: THE CRITICAL SKILL OF THE FUTURE



Jessica Tower
President, Tower & Company

Session Title: Storytelling: The Critical Skill of the Future

Session description:

Technical knowledge and skills related to finance, engineering and even medicine that have traditionally been highly valued are likely to become commoditized as computers take on more of these tasks through artificial intelligence and machine learning. As a result, the critical thinking and communication skills that we more often associate with the humanities are predicted to become more valuable.

The ability to communicate and influence others will differentiate the top performers from the rest. Storytelling is a highly effective method of communication that can create an emotional connection between the speaker and audience, and it is more memorable than other forms of communication.

To compete in the future, storytelling is the critical skill that your leaders, sales team, and other performers in your organization can't do without.

Bio:

Jessica Tower is President of Tower & Company, a consulting firm dedicated to helping companies make better use of their talent through talent assessment, training, and organizational development. She has designed and facilitated training workshops for organizations of all sizes, from small businesses to Fortune 500 companies. She has worked with leaders at all levels to improve individual and organizational performance using interventions that include 360 feedback, leadership development programs, talent assessment, job design and performance management.

Jessica has a dual Bachelor's degree from Vanderbilt University in English and Human and Organizational Development, and a Master's degree from Wayne State University in Industrial-Organizational Psychology. She is the Past President of the Michigan Association of Industrial and Organizational Psychology, and a member of the Society of Industrial Organizational Psychologists. You can read articles by Jessica at towerandco.com/blog.

No More Dry Toast! Butter Up Your Virtual Instructor-Led Training to Increase Participation!



Joan Allesee

Session Title: No more dry toast! Butter up your Virtual Instructor Led Training to increase participation!

Description:

Virtual instructor led training (VILT) is gaining popularity due to the need to train a geographically diverse workforce. This reduces the cost and makes your course scalable, convenient for the learner, gives you flexibility to create short modules, and builds in a naturally diverse learner group since anyone can participant from any location.

It all sounds great, however, the challenge is to stop spreading the dry-toast syndrome by offering a boring course within this exciting platform. In a world full of tantalizing multimedia options, digital natives and digital immigrants alike can gravitate to reading emails and checking Instagram instead of interacting in an activity that you've marinated for weeks. In this short presentation, I'll teach you some tips and techniques to make your next VILT course appealing through the use of interactions, themes, and a sprinkle of interesting graphics.