46th Annual

# training 2023
# conference & expo

**Save $300**
Register by DEC 23

MAY THE LEARNING FORCE BE WITH YOU!

**Join us in Orlando** | **February 13-15, 2023**

# training 2023
## conference & expo

### The Learning Force Is Strong at Training 2023

In the galaxy of sun-drenched Orlando, Learning and Development (L&D) professionals will gather to hone their training skills, collaborate on best practices, and bring their newfound knowledge back to their organizations.

Join us February 13-15 at Disney's Coronado Springs Resort, where you will experience:

- A conference kickoff and reception led by international creativity catalyst **Jimbo Clark** that will literally help you find out-of-the-box solutions.
- 100+ **breakout sessions and clinics** led by training Jedis.
- Hands-on demos in the **Innovations in Training Test Kitchen** in the Training 2023 Expo.
- The wizardry of virtual meetings guru **John Chen**, who brings his unique broadcast studio exclusively to the Training 2023 Expo and demonstrates how to leverage multiple screens, best practices for virtual involvement, and lots more to produce super-engaging virtual meetings.
- Original keynotes featuring Lakota activist, filmmaker, and powerful storyteller **Sarah Eagle Heart**, who recently co-authored *Warrior-Princesses Strike Back*; former Pixar and *The Simpsons* storyteller/animator **Matthew Luhn**; and autism activist and scientist **Dr. Temple Grandin**, who demonstrates the power of "thinking in pictures."
- **Dine Around** meet-ups with training experts at local cantinas.

Plus, you can strategize with high-level L&D professionals at the co-located **Learning Leaders Summit** and master new skills at pre-conference **certificate programs**.

Whatever path you choose at the conference, be sure to follow Yoda's sage advice: "Always pass on what you have learned."

**LORRI FREIFELD**
Editor/Publisher, *Training* magazine

**Training 2023 Sponsors:**

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## PRE-CONFERENCE EVENTS

**FRIDAY, FEBRUARY 10**
9:00 am – 4:00 pm ...........3-Day Certificate Programs*

**SATURDAY, FEBRUARY 11**
9:00 am – 4:00 pm ...........3-Day & 2-Day Certificate Programs*

**SUNDAY, FEBRUARY 12**
9:00 am – 4:00 pm ...........3-Day, 2-Day, & 1-Day Certificate Programs*
9:30 am – 5:00 pm ............Learning Leaders Summit*

*Additional fee required.*

## TRAINING CONFERENCE

**SUNDAY, FEBRUARY 12**
5:15 pm – 6:30 pm ............Conference Kickoff & Reception

**MONDAY, FEBRUARY 13**
8:00 am – 9:00 am ...........Breakout Sessions (100 series)
9:15 am – 10:00 am ..........Keynote: Matthew Luhn
10:15 am – 11:00 am ..........Keynote: Sarah Eagle Heart
**11:00 am – 5:00 pm ........Expo Open**
11:15 am – 11:45 am............Expo Learning Stage
11:30 am – 1:00 pm............Expo: Lunch
12:45 pm – 1:45 pm ...........Sponsored Sessions
1:00 pm – 1:30 pm .............Expo Learning Stage
1:45 pm – 2:15 pm..............Expo Learning Stage
2:30 pm – 3:30 pm............Breakout Sessions (200 series)
3:45 pm – 4:15 pm.............Expo Learning Stage
4:00 pm – 5:00 pm ...........Expo Reception
5:30 pm – 8:30 pm............Dine Around Mixer Event

**TUESDAY, FEBRUARY 14**
8:15 am – 9:15 am..............Keynote: Temple Grandin
**9:00 am – 3:00 pm .........Expo Open**
9:30 am – 10:00 am...........Expo Learning Stage
10:30 am – 11:30 am .........Breakout Sessions (300 series)
11:30 am – 1:00 pm............Expo Lunch
11:45 am – 12:15 pm...........Expo Learning Stage
12:15 pm – 12:45 pm..........Expo: Emerging Trainer Leaders Awards
1:00 pm – 2:00 pm ............Breakout Sessions (400 series)
2:00 pm – 3:00 pm............Expo Refreshment Break
2:15 pm – 2:45 pm.............Expo Learning Stage
3:15 pm – 4:15 pm..............Breakout Sessions (500 series)

**WEDNESDAY, FEBRUARY 15**
8:30 am – 9:30 am............Breakout Sessions (600 series)
9:45 am – 10:45 am ..........Breakout Sessions (700 series)
11:00 am – 12:00 pm .........Breakout Sessions (800 series)
12:15 pm – 3:15 pm ............Hands-On Clinics (with box lunch)

# Transforming Hearts & Minds

## SARAH EAGLE HEART
### Changing the Narrative

A member of the Oglala Lakota Nation, Sarah Eagle Heart grew up on the Pine Ridge Indian Reservation in South Dakota, where she learned Native American storytelling traditions. Today, she wields her powerful narrative skills as an activist, philanthropic leader, writer, and Emmy Award-winning consultant film producer – sharing her traditional cultural knowledge to increase diversity and inclusion, build strong networks, and fight for social justice for Indigenous People. She also is the co-CEO of Return to the Heart Foundation, which focuses on resourcing innovative Indigenous women-led initiatives in the ecosystems of climate justice, civic engagement, and regenerative development.

## MATTHEW LUHN
### Connecting Through Stories

Drawing on his 20-plus years of experience as a former animator for *The Simpsons* (the youngest animator to work on the TV series at age 19) and former storyteller for Pixar, Matthew Luhn works with Fortune 500 companies, entrepreneurs, and other professionals to craft and tell stories that bridge the gap between business and heart. The author of the *Best Story Wins* provides practical strategies that teach and inspire people and teams to connect more effectively on an emotional level through compelling stories that engage us in experiences while learning lessons and defining personal and organizational values.

## TEMPLE GRANDIN
### Embracing All Kinds of Minds

Temple Grandin did not speak until she was three-and-a-half years old. Displaying all the signs of autism, she went through countless hours of therapy to learn to speak. Mentored by her high school science teacher and her aunt, she pursued a career as a scientist, becoming a professor of animal science at Colorado State University. Today, half of the cattle in the U.S. are handled in humane facilities she designed. The author of books such as *The Way I See It* and *The Autistic Brain*, she demonstrates the power of "thinking in pictures" and the importance of embracing all kinds of minds.

# Conference Kickoff & Reception

**Sunday, February 12, 5:15 pm – 6:30 pm**

**Creativity Unleashed: Overcoming the Unseen Forces that Stand in the Way of Imagination**

*Jimbo Clark, Creativity and Change Facilitator, innoGreat*

Experience thinking like never before! Most of us prefer the comfort of familiar routines, but if we truly want growth on a personal and business level, we must challenge long-held beliefs, and even risk failure and rejection. At the Training 2023 Kickoff and Reception, international creativity catalyst Jimbo Clark will get you to think out of the box (literally!) to unlock creativity, unravel biases, and find breakthrough solutions for life's puzzling situations. Jimbo will guide you through The BOX Experience, a mindset improvement tool that delivers better results by challenging the status quo and generating new thinking aligned to your future success instead of your past experience — all to get your mind ready for what's to come at Training 2023!

# Dine Around Mixer Event

**Monday, February 13, 5:30 pm – 8:30 pm**

Want an opportunity to meet, connect and network with fellow attendees? Then join this fun dining event, facilitated by industry veterans. You'll choose from dining options at area restaurants that meet your budget. Meet your group of dinner participants by 5:30 pm so you can all go to the restaurant together. **Note:** This is a pay-on-your-own event.

© Disney

"I enjoyed the opportunity to network with colleagues that I wouldn't have had the opportunity to meet, as well as learn from some of the most cutting-edge and innovative minds in the training sphere. The keynotes were fantastic, the vendors were awesome. I can't think of a better investment — I came away with so many ideas and potential solutions to improve our training programs!"

— Lee Broxton, Training Specialist, Research Education, Georgia Institute of Technology

# Engaging Virtual Production — LIVE with John Chen!

New and exclusive at Training 2023! Visit the Expo to observe *the* master of engaging live virtual production — from the inside out and the outside in!

John Chen, the engaging virtual producer who literally wrote the book — *Engaging Virtual Meetings* — helped *Training* magazine to successfully pivot and transform TWO of its normally in-person conferences into fully virtual conferences. These weeklong, ALL-LIVE events included interactive keynotes, "Dine Arounds," breakout sessions with facilitators and attendees on camera, and high levels of interaction and engagement throughout.

What happened behind the scenes? Fast forward to Training 2023 where John will show you! He will recreate his unique production studio in the Expo, complete with his 6-screen set up, proper lighting, green screens, audio board, analog props, and most importantly, his knowledge and experience about how to integrate all these ingredients on the fly to produce more interactive and engaging experiences.

Tap into John's 35 years of digital engagement experience to help raise the bar with your remote meetings and virtual classrooms. Bonus: When you apply what you've learned back at work, you will change learner and attendee experiences for the better, too.

John will go "inside out" when he live streams content from Training 2023 to a remote audience — while "outside in" will include bringing remote content to the Expo, too. John will demonstrate various broadcasting tips and best practices that ensure high levels of engagement. Plus, you'll get to ask all the questions you want after observing him from the audience, stepping into the booth, or even watching a virtual feed!

Learn more about what works and what doesn't, such as:

- Preferred tech and equipment and why.
- Aspects of top-tier technical production for live virtual and remote events.
- Planning and pre-show production materials and practices.

Nothing is off limits — so don't miss this special opportunity to up your own virtual production game!

## innovations in training
### Test Kitchen

## See Tech, Try Tech, Mix It Up!

Ready to add AI, AR, XR, VR, and other emerging technology to your learning content, but want to experience it for yourself first? Do you consider yourself a gadget person? Do you suffer from new tech envy or FOMO?

The solution? Visit the **Innovations in Training Test Kitchen** in the Expo! (Pro Tip: Look for people wearing chef hats and aprons.) Executive Chef Phylise Banner will be joined by several Master Chefs to help you discover innovative tools, new media, and fresh approaches to integrating technology into your learning.

Talk with our Master Chefs about learning design, pick up "recipes" (quick how-to guides), expert demos, and try out some tech. Test Kitchen mini-sessions will help you cook up innovative, immersive, and engaging learning "bites." Don't miss this high-energy, interactive learning experience.

## EXPO HOURS
**Monday, February 13**     11:00 am – 5:00 pm
**Tuesday, February 14**     9:00 am – 3:00 pm

Training 2023 has the suppliers of hardware, software, and product and service solutions that can help you solve your training challenges — now!

Browse top training products and services from our helpful exhibitors and attend demos at the Innovations in Training Test Kitchen.

For a list of exhibitors, see
**www.TrainingConference.com**

Interested in becoming
an exhibitor or sponsor?
Contact **Payton@TrainingMag.com**

## Expo Learning Stage Sessions

Get strategies, tips, and techniques from top-notch Training 2023 speakers during seven sessions on the Expo Learning Stage.

| Monday | Tuesday |
| --- | --- |
| 11:15 am – 11:45 am | 9:30 am – 10:00 am |
| 1:00 pm – 1:30 pm | 11:45 am – 12:15 pm |
| 1:45 pm – 2:15 pm | 2:15 pm – 2:45 pm |
| 3:45 pm – 4:15 pm | |

## *Training* Magazine's Winners' Cafe

Meet, nosh, mix, and mingle with attendees from *Training* magazine's awards: Emerging Trainer Leaders, Training APEX Awards, and Training Magazine Network Choice Awards. Come and learn how you, too, could be a winner!

**training**
EMERGING TRAINING LEADERS 2022

**training**
APEX AWARDS

**training** magazine Network
choice awards

### Expo Cocktail Reception
Monday
4:00 pm – 5:00 pm

### Expo Refreshment Break
Tuesday
2:00 pm – 3:00 pm

**Your 3-Day Conference Registration includes your choice of 8 breakouts from more than 100 sessions ... plus a Hands-On Clinic with lunch!**

| | |
|---|---|
| **Monday, Feb. 13** | **8:00 am – 9:00 am** |

## BREAKOUT SESSIONS

**101 Lessons from YouTube Creators for Creating Better L&D Video**
*Matt Pierce, Learning & Video Ambassador, TechSmith*

**102 Design Quality Survey Questions**
*Sheila Robinson, Principal, Custom Professional Learning*

**103 Unlock the Expert's Halo**
*Jon Aleckson, Consultant, Web Courseworks*

**104 5 Unexpected Ways to Use Coaching "In the Moment"**
*Dianna Anderson, CEO, Cylient*

**105 The Power of Empathy in Elearning**
*Michael Allen, CEO, Allen Interactions*

**106 Sneaking Formative Assessments Into Hybrid Learning**
*Ayana Azim, Independent Training & Coaching Consultant*

**107 Onboarding: The Key to Successfully Integrating Staff**
*Saul Carliner, Author,* The E-Learning Handbook; *Alicia Piechowiak, Project Director, Groupe Engram*

**108 Is Your Topic as Much Fun as Watching Grass Grow? How to Make Dry Content Come Alive**
*Diane Elkins, Co-Owner, Artisan E-Learning*

**109 Maximize Vendor Partnerships to Get More Bang for Your Buck**
*Katie Kuhl, Chief People Officer, LRS Healthcare*

**110 Learner Personas: Design Learning Experience Learners Enjoy**
*Jonathan Peters, Chief Motivation Officer, Sententia Gamification*

**111 Capture Minds and Hearts Through Storycrafting**
*Mark Carpenter, Author,* Mindset Strategic Leadership

**112 Transformative DEI Programs: More than Checkboxes**
*Jiljuana Coleman, Global Business Strategist, Jamerson Strategic Consulting; Laura Wolf, Instruction Designer, Training Help*

**113 7 Mistakes Trainers Make and How to Avoid Them**
*Bob Pike, Chairman, p3 Associates*

| | |
|---|---|
| **Monday, Feb. 13** | **2:30 pm – 3:30 pm** |

## BREAKOUT SESSIONS

**201 Picture Perfect: Turn Words Into Powerful Graphics ... FAST**
*Mike Parkinson, Owner, Billion Dollar Graphics*

**202 "Oh Yeah ... Make Me!" Handling Resistant Learners**
*Laura Arellano, Talent Development Director, Ancestry*

**203 What TikTok Can Teach L&D**
*Vanessa Alzate, CEO, Anchored Training*

**204 Cultivating Racial Equity in the Workplace (CREW)**
*Megan Torrance, Chief Energy Officer; Jess Jackson, Racial Equity Strategist, Torrance Learning*

**205 Training Needs Analysis: To Train or Not to Train, That is the Question**
*Marsha Weisleder, Master Trainer, Langevin Learning Services*

**206 Make it Stick! Training Activities**
*Jed Buck and Roz Buck, Principals, Roz and Jed Training & Consulting*

**207 The Neuroscience of Cohort Learning**
*Grace Chang, Associate Director, Learning Research & Development, EY; Mike Kester, CEO, Lead Belay*

**208 Write for ID: Easy Ways to Find Words that Work**
*Kim Lindsey, Lead Learning Experience Designer, Cinecraft Productions*

**209 Versatility: Secret Weapon to Effective Communication**
*Michael Leimbach, Vice President of Research and Development; David Yesford, Sr. Vice President, Wilson Learning*

**210 Fast and Furious: Storyline 360 Time Savers**
*Ron Price, Chief Learning Officer, Yukon Learning*

**211 Create Experiences Using Design Thinking from Concept to Launch**
*Nick Floro, Designer Architect, Sealworks Interactive Studios*

**212 Stop Training! Create a Learning Culture Instead**
*David Donaldson, CSM, Howspace*

**213 VR Success Stories from the Metaverse**
*Anders Gronstedt, President, Gronstedt Group*

"Training 2022 was my first training conference and it far exceeded my expectations! It wasn't just beautiful facilities or great staff — it was the amazing breadth of talented keynotes and engaging presenters on so many topics! I will definitely be back!"

Stacey Wayman, Manager Client Digital Experience/Training, National MI

"I learned so much that, while I was still at the conference, I reached out to my boss and told him we need to come back next year and bring more of our team with us! The amount of information I took away from the conference will keep me busy for the next year."

Jennifer Preuss, VP Assistant Director of Retail L&D, Rockland Trust Bank

**Tuesday, Feb. 14          10:30 am – 11:30 am**

## BREAKOUT SESSIONS

**301    Get Started with AR with Just an iPad**
*Jeff Batt, Founder, LearningDojo*

**302    Let's Get "Phygital": Physical and Digital Every Time**
*Jimbo Clark, BOX Creator, Innogreat*

**303    Use Blended Learning to Re-Imagine Training**
*Bucky Dodd, Assistant Vice President, Education Strategy and Innovation; Carolyn Muller, Director of Business Development and Client Success, LX Studio, University of Central Oklahoma*

**304    Create Compelling Presentations for Virtual Training**
*Richard Goring, Director, BrightCarbon*

**305    Level 3 Evaluations Made Simple, Credible, and Actionable**
*Ken Phillips, CEO, Phillips Associates*

**306    Supercharge Your L&D Toolkit: Tools to Use When Building Learning Content**
*Garima Gupta, CEO, Artha Learning*

**307    Deliver Effective Microlearning Experiences with Chatbots**
*Vincent Han, CEO, Mobile Coach*

**308    VR Simulations in Virtual Classes: A How-To Guide**
*Cindy Huggett, Principal Consultant, Cindy Huggett Consulting*

**309    Learner Experience: Deep Reflection & Application Practice**
*Ray Jimenez, Chief Learning Architect, Vignettes Learning*

**310    Plan and Design a Performance Support Video Solution**
*Charles Jones, Education Program Specialist, US Department of Veterans Affairs*

**311    Move Beyond "One and Done" DEI Training Initiatives**
*Jennifer Kelman, Director of MD Workforce Training and Development Unit, University of Maryland*

**312    Is Your Deck Stacked Against You?**
*Rick Altman, Director, Better Presenting*

**313    Escape Games and Other Irresistible Virtual Training Activities!**
*Kassy LaBorie, Principal Consultant, Kassy LaBorie Consulting*

## Tuesday, Feb. 14     1:00 pm – 2:00 pm

### BREAKOUT SESSIONS

**401 App-less Augmented Reality**
*Brooks Canavesi, Chief Experience Officer, Allen Interactions*

**402 Better Audio for a Better Elearning Experience**
*Phil Cowcill, Senior Elearning Specialist, PJ Rules*

**403 Team Building Activities that Don't Suck**
*Michelle Cummings, Founder, Training Wheels*

**404 Create Interactive and Self-Directed Learning Environments**
*Dennis Glenn, Career Coach*

**405 The Power of VR: Accelerating Retention and Skilling New Audiences**
*Judy Hale, CEO, Hale Associates; Mike Christian, CEO, From the Future; Rose Baker, Associate Professor, University of North Texas*

**406 Pillars of Successful Live Hybrid Training**
*Diana Howles, CEO, Howles Associates*

**408 10 Gamification Mistakes and How to Fix Them**
*Katie Kinsella, Game-Based Strategy Leader, ELB Learning*

**407 UDL: Design and Develop Inclusively So Everyone Improves**
*James McKenna, Assistant Director of Professional Learning and Leadership Development, California Collaborative for Educational Excellence*

**409 How & Why High-Performance Organizations Build Skills Databases & Talent Marketplaces**
*Tom Stone, Senior Research Analyst, Institute for Corporate Productivity*

**410 Engage with Broadcast-Style Graphics**
*Mark Lassoff, President, Framework Television*

**411 Crack the Concrete Ceiling: Frontline Leadership Development in Spanish**
*Susana Lee, Field Development Specialist; Lisa Foster, Field Development Specialist, Baker Construction Enterprises*

**412 Everything's Fine!? Prepare for Disaster. Present With Pizzazz.**
*Lenn Millbower, The Mouse Man, Mouse Man Consulting*

**413 Level Up Your Scenarios**
*Hadiya Nuriddin, Learning Strategist, Duets Learning*

## Tuesday, Feb. 14     3:15 pm – 4:15 pm

### BREAKOUT SESSIONS

**501 Get Started with Augmented Reality**
*Destery Hildenbrand, Sr. Learning Experience Producer, Motive.io*

**502 Art Thinking: Enhance Creativity and Innovation Outcomes**
*Kimberly Macuare, Co-Director of Innovation Labs, The Dali Museum*

**503 Increased Organizational ROI Through Prior-Knowledge Test-Down Process**
*Laura Meyer, Learning Manager, Vanderbilt University Medical Center*

**504 He/She/They and Beyond: Gender Inclusion in Instructional Design**
*Jean-Marie Navetta, Director of Learning & Inclusion, PFLAG National*

**505 What Is the Uncanny Valley and Why Do I Care?**
*Keith Lillico, Associate Director of Global L&D, Merck*

**506 Stop Designing Training! Start Designing Learning Clusters**
*Lisa Owens, Consultant, Training Design Strategies*

**507 6 Steps to Solve Challenges and Create Solution-Focused Cultures**
*Rob Shallenberger, CEO, Becoming Your Best Global Leadership*

**508 From Tactical Requests to Strategic Results: Asking Powerful Questions**
*Christopher Adams, Principal Consultant, Performance Change Strategies*

**509 Energizers that Aren't Time Wasters**
*Becky Pike Pluth, CEO, The Bob Pike Group*

**510 Podcasts Can Be Learning Content**
*Betty Dannewitz, Immersive Experience Designer, ifyouaskbetty*

**511 Influence Without Authority**
*Jeff Cochran, Partner, Shapiro Negotiations Institute*

**512 Leading Through Conflict with Emotional Intelligence**
*Susan Redding, Learning and Development Manager, Greenphire*

**513 Rise to the Challenge of Rapid Elearning Development!**
*Karin Rex, Learning Experience Maker, GeekyGirl*

**Wednesday, Feb. 15    8:30 am – 9:30 am**

## BREAKOUT SESSIONS

**601  4 Steps to Building Learning Into the Flow of Work**
*Ann Herrmann-Nehdi, Chief Thought Leader, Herrmann International*

**602  Write Content that SOUNDS Amazing**
*Glenn Gibson, Author,* Before the Mic

**603  Mapping Business Impact to Ensure Strategy Alignment**
*Lynette Gillis, Executive Director; Allan Bailey, CEO, Centre For Learning Impact*

**604  Video for Non-Video Professionals**
*Rob Giorgio, Vice President of Learning & Strategic Growth, Straxo*

**605  Tonka Trucks in Transit: A Transportation Agency's Competency Journey**
*Kevin MacVittie, Technical Training Programs Manager; Sean Lichota, Maintenance Training Academy Manager, Colorado Department of Transportation*

**606  Design and Facilitate Training with a Trauma-Informed Lens**
*Jennie Marsh, Consultant, Jennie Marsh Consulting*

**607  Strategies for Hiring Your Digital Learning Team**
*Pooja Jaisingh, Senior Director of Digital Learning, Icertis*

**608  Transforming Learning to Performance**
*Michael Nolan, President, Friesen, Kaye and Associates*

**609  A Beginner's Guide to Designing Inclusive and Accessible Materials**
*Chrisanna Paxton McMillin, President, D3 Training Solutions*

**610  Show the Value of What You Do: Measuring and Achieving Success**
*Patti Phillips, Chief Executive Officer, ROI Institute*

**611  It Takes a Village: Create a Culture of Belonging**
*Marie Polk, Associate Development Director; Sam McCullough, Associate Development Specialist; Jonville Chenoweth, Associate Development Strategy Manager, Busey*

**612  What to Expect When Expecting Agile**
*Neal Rowland, Senior Agile Coach, Stellantis*

**613  Create Fun Problem-Solving with Escape Rooms**
*Alexander Salas, Learning Experience Designer, Attentive*

**Wednesday, Feb. 15    9:45 am – 10:45 am**

## BREAKOUT SESSIONS

**701  How Citi Achieved Personalized Learning at Scale**
*Tiffany Abinsay, Head of Learning Technology, Citigroup; Michael Noble, President of Americas, Area9 Lyceum*

**702  How Biased Is My Training? 3 Factors Restricting Initiatives Across Cultures**
*Ricardo Nunez, Principal Consultant, Nunez Enterprises Global Intercultural Strategies*

**703  Achieving Business Alignment**
*Jack Phillips, Chairman, ROI Institute*

**704  Build the Capability Your Organization Needs**
*Jack Gottlieb, CEO, Total Solutions Group*

**705  Combine Mobile, Instructional, and Benchmarks to Improve Learning**
*Lou Russell Martin, Owner, Russell Martin & Associates*

**706  Craveable Training: Create Hybrid and Virtual Learning that Everyone Loves**
*Patti Sanchez, Chief Strategy Officer, Duarte*

**707  Increase Effectiveness: Truly Understand Business Learning Needs**
*Renee Stoll, Global Learning Partner, Computershare*

**708  Influence: Help Stakeholders Think of L&D Differently**
*JD Dillon, Chief Learning Architect, Axonify*

**709  Are Your Leadership Development Programs REALLY Working?**
*Sal Silvester, CEO, 5.12 Solutions Consulting Group*

**710  Prepare the Workforce: Enrich Your Internship Program**
*Sarah Sletten, VP of People & Culture, Airtonomy*

**711  9-to-5 No More: 4 Ways Training Can Help**
*Constance Staley, Professor of Communication, University of Colorado*

**712  Integrating Service Design Into Your L&D Toolkit**
*Joy Adams, Learning Experience Designer; Phylise Banner, Associate Director of Design, Emeritus*

**713  Wired to Grow: The Neuroscience of Learning**
*Britt Andreatta, CEO, Brain Aware Training*

## Wednesday, Feb. 15   11:00 am – 12:00 pm

### BREAKOUT SESSIONS

801   **Own Your Career in L&D**
*Andy Storch, Author, Speaker, Podcaster*

802   **LOLA: Live Online Learning Activities**
*Sivasailam Thiagarajan, Resident Mad Scientist, The Thiagi Group*

803   **Building an Inclusive Workplace**
*Essie Childers, Professor, Cisco College*

804   **Canva for Instructional Designers**
*Danielle Watkins, Instructional Designer, Zenith Performance Solutions*

805   **How Executives and Learning Leaders Transform the Training Culture**
*Joe Urbanski, COO, Total Solutions Group*

806   **Learner Personas Mean Better Training Content**
*Danielle Wallace, Chief Learning Strategist, Beyond the Sky: Custom Learning*

807   **Sticky Content: How to Make Training Massively Memorable**
*Brian Walter, President, Extreme Trainings*

808   **Support Your Workforce with Rapid VR Authoring**
*John Blackmon, CTO, ELB Learning*

809   **Begin with the End in Mind: Developing an xAPI Data Strategy**
*Duncan Welder, Director of Client Services; Art Werkenthin, President, RISC*

810   **Make Your Learning Trend with Secrets from TikTok**
*Dawn Winters, Product Trainer, Luma Health*

811   **Dungeons and Equity: Apply Universal Design and Accessibility to Engage All Audiences**
*Josh Yavelberg, Solutions Architect, Flying Cloud Solutions*

812   **Delivering Training in Moments that Matter**
*Andrew Hafford, XR Training Solutions Designer; Tristan Christensen, U.S. Operations Training Director; Jon Bowers, U.S. Operations Learning Content, Technology, and Content Strategy Coordinator, UPS*

813   **How Far Can 6 LEGO Bricks Go? Hands-on Learning Engagement Strategies**
*Denise Meyerson, Director, Management Consultancy International*

"This was my first training and development conference and it had a great impact on my role as I returned to the office. Being able to engage with other leaders/trainers (experienced and new) provided a great deal of ideas, insights, and thinking-outside-the-box concepts to help me improve our training program."

Tanya Messinger, EHS Training and Compliance Leader, GE Healthcare



"The Training Conference is the best place for all people within the Learning and Development field to broaden their thought process, be introduced to training opportunities they did not know existed, and hone skills they already use to enhance the capability of training within their organizations."

Toby Hansen, Director of Learning and Development, Chadwell Supply

See full descriptions and register now at **TrainingConference.com**

**Wednesday, Feb. 15       12:15 pm – 3:15 pm**

## HANDS-ON CLINICS

Grab some lunch and come learn by doing in a 3-hour hands-on, interactive session. Space is limited, pre-registration is recommended. Visit the agenda online for session descriptions.

C01  **High-Impact, Low-Cost Training Activities that WOW Any Audience 3.0**

*Sardék Love, CEO, Sardek Love International*

C02  **Problems, and Goals, and Outcomes, Oh My!**

*Jean Marrapodi, Executive Director, Ana G. Mendez University*

C03  **ROI by Design: Deliver the Promise of Learning Measurement**

*Laura Paramoure, CEO, eParamus*

C04  **Tell Your Story with Stop-Motion Animation**

*Kevin Thorn, CLEO, NuggetHead Studioz*

C05  **New Rules of Engagement: Training Goes Hybrid**

*Valary Oleinik, Owner, DandeLearn*

C06  **Create Branching Scenarios for Elearning**

*Amy Morrisey, President; Diane Elkins, Co-Owner, Artisan E-Learning*

C07  **Engaging Virtual Production**

*John Chen, Author,* Engaging Virtual Meetings

C08  **Through the Looking Glass: Conducting a Needs Assessment**

*Sally Koppy, Manager, Training Development, Optum*

C09  **BYOD: Hybrid New Hire Immersive AR Experience**

*Betty Dannewitz, Immersive Experience Designer, ifyouaskbetty; Destery Hildenbrand, Sr. Learning Experience Producer, Motive.io*

C10  **4-Step Coaching Model that Makes Coaching Easy**

*Tim Hagen, President, Progress Coaching*

C11  **Designing a Learning Ecosystem: A Blueprint for Evergreen Learning**

*Phylise Banner, Associate Director of Design, Emeritus*

C12  **Simulation Games for Complex Topics**

*James Bishop, Learning Experience Design Consultant; Carol Lin, Operations Director, Koru Consulting*

C13  **The Magic of Photoshop**

*Pooja Jaisingh, Senior Director of Digital Learning, Icertis; Phil Cowcill, Senior eLearning Specialist, PJ Rules*

"The Training Conference was just the boost I needed. I came, I learned, I networked, and I came back to work energized and fueled by the advice and encouragement from my peers! Next time, I'm bringing my whole team!"

Haley Trevino, Sr. Instructional Designer, Green-Gate Technologies, Inc.

# learning leaders summit

**Sunday, Feb. 12, 2023   9:30 am – 5:00 pm**

**Summit Held Off-Site, Hosted by an Innovative Partner! (Transportation Provided)**

# Learning Leaders Unite!

A day set aside just for YOU to engage in robust dialogue and learn from and with your peers — from a variety of industries and roles. The Summit showcases innovative and outstanding initiatives from *Training* magazine APEX and Hall of Fame organizations, as well as from others actively engaged in transforming organizational training and learning, with an eye on the future. Plan to engage in sharing your own learning transformation stories, lessons learned, what works, what doesn't — and activate ways to move your own initiatives forward. Join us — register today!

Learning stories from these leaders are confirmed ... continue to check TrainingConference.com for more to come!

## Empowering Internal Career Mobility with Skill-Based Learning at Verizon

*Lou Tedrick, Vice President of Global Learning & Development; Ashley Walvrood, Director of Talent Management, Verizon*

Learn how Verizon's Talent GPS helps employees identify where they are in their current career and provides a path to help them pursue new growth opportunities. Using career growth tools, employees can build their career vision, share and discuss with their managers, and create tangible goals to achieve their vision. Discover more about the skill-building learning plans that are available to all employees for the most critical skills that are in demand at Verizon. Verizon leaders also have access to tools designed to help them advocate and support their team members on their internal career journeys.

> "I was surprised by the incredible diversity of thought and approaches to learning — what an amazing display of brilliance!"
>
> Chuck Sigmund, Xbox L&D Senior Business Program Manager, Microsoft

*Additional fee applies; includes transportation and lunch. See page 20.*

## Blending Personalized Learning with Coaching at Trane Technologies

*Lisa Gary, Chief Learning Officer, Trane Technologies*

Custom, personalized learning and development is the best learning we can offer our employees. Technology is enabling personalized learning at an amazing pace. But how do we, as L&D leaders, ensure that employees are gaining insights into their thinking to shift their behaviors? Trane Technologies is making the investment in personalized six-month coaching engagements with certified internal coaches. Learn how Trane has built this global internal coaching practice and how you can easily implement a similar solution at your company.



## From Training to Readiness at IBM: Elevating L&D to Future Proof the Organization

*David Leaser, Senior Program Executive, Innovation and Growth Initiatives, IBM*

At a time when organizations are shifting the conversation from the "great resignation" to the "forced resignation," L&D can take a more active role in helping organizations future-proof their workforces and identify the talent they need to nurture people from within. But this requires a shift in thinking. We must move from training to readiness — rethinking our overall strategies and what tools are needed. Learn how IBM provides C-Suite guidance and helps elevate the organization.

## Building a Sensible Digital Learning Program from Scratch at Icertis

*Sanjay Goel, Senior Vice President, Training Strategy and Innovation; Pooja Jaisingh, Senior Director of Digital Learning, Icertis*

Learn how Icertis, a small start-up, swiftly created a digital learning program to enhance their employee, partner, and customer training experience — moving most of the training requirements from ILT to digital mode, microlearning nuggets, certification programs, and more!

# BUILD YOUR SKILLS AND RESUME!

Gain new knowledge and skills with a Training Magazine Certificate Program, led by proven industry experts. Jumpstart your career and become (and remain) a top performer in your field. Receive a signed certificate of completion and a *Training* magazine eBadge you can proudly display in your email signature, digital resume, and on social media. Additional fee for certificate programs ($1,295 for 3-Day, $995 for 2-Day, and $595 for 1-Day; lunch included each day).

## P01 to P05
## 3-DAY CERTIFICATE PROGRAMS
**Friday, Feb. 10 to Sunday, Feb. 12**
**9:00 am – 4:00 pm**

### P01 Master Instructional Designer Certificate Program

**Geoff Bailey, Senior Consultant, Friesen, Kaye and Associates**

Discover the keys to creating interactive and engaging training that ensures learner success and true productivity back on the job — whether in the classroom, online, or a combination of both. Take home electronic job aids and a detailed support manual to help you apply what you learned immediately when you are back on the job. You'll learn to:

- Apply proven techniques for analyzing learner and organizational needs and plan the design and development of training materials to meet those needs.
- Incorporate adult learning principles, a systematic learning process, and a variety of processing methods to maximize retention and increase learner productivity post training back on the job.
- Link the science of the brain to effective instructional design methodologies to maximize training program success.
- Select the right training content and instructional strategy to support performance improvement for the target population, including multi-generational workforce issues.
- Align objectives and tests, and outline strategies to close any performance gaps.
- Create a validation plan that ensures the training design meets the organizational needs.
- Plan a variety of presentation, application, and feedback methods.
- Create questions that enable learning, encourage retention, and test for understanding.
- Promote interactivity in classroom and online designs.
- Strategize design time shortcuts.

**BONUS:** You'll receive a 220-page Instructional Design Fundamentals Participant Manual, plus case study documents, job aids, a Kolb Learning Styles Inventory, and sample Self-Directed Learning Booklet. You'll also receive a 184-page Support Manual full of instructional design guidelines, best practices, and templates with instructions for accessing the templates online.

*ATD has approved this program for 16.5 points.*

### P02 Training Needs Analysis Certificate Program

**Marsha Weisleder, Course Leader/Performance Improvement Coach, Langevin Learning Services**

Learn to become a catalyst and apply a collaborative approach to make measurable improvements in your organization. Discover how to thoroughly investigate employee performance to determine which performance problems are training related versus non-training related. As with any problem, there needs to be a viable solution. Learn a step-by-step process to work with your clients, define their performance problem, identify the cause, recommend the appropriate solution, and measure the result of what you have accomplished. You will walk away with a structured performance improvement process, as well as critical people skills to help build your credibility as a performance consultant. You will learn:

- How to manage interactions with others.
- 5 easy steps for managing the consulting process.
- A proven method to identify job performance needs.
- How to apply active listening techniques.
- How to conduct an effective "discovery" meeting.
- How to ask powerful performance-based questions.
- How to handle resistance and challenges from clients.
- How to establish terms of reference with clients.
- 6 methods for collecting data.
- How to determine the 7 major causes of performance gaps.
- 4 participatory analysis techniques.
- How to rate solutions using relevant criteria.
- How to guide clients through a decision-making process.
- How to write a report of findings and recommendations.
- How to maximize your contribution by adopting the most effective role during implementation.
- How to measure the results of performance solutions.

**PROJECT:** Throughout the workshop, you will have the opportunity to work on a comprehensive case study to practice your problem solving and interpersonal skills. You will work on exercises in teams and receive valuable feedback on your performance.

**BONUS:** You will receive a manual with 150+ pages filled with tools, tips, guidelines, and best practices. All worksheets, checklists, and forms can be downloaded as templates from your personal My Langevin website. In addition, you will receive an Evaluation of Training handout detailing how to determine the tangible and intangible benefits of your training, and a Training Needs Analysis elearning module that supplements the analysis process. CEUs are available for this certificate program.

*ATD has approved this program for 16.5 points.*

## P03  The Master Facilitator Certificate Program

**Sardék Love, Master Facilitator and Engagement Expert**

As a training professional, have you ever …

- Delivered training that even you would sleep through?
- Asked questions during training only to receive confidence-crushing silence?
- Wondered why participants are constantly distracted, disinterested, and disengaged?

If the answer is yes, you are not alone. A survey of more than 1,500 training professionals revealed the #1 problem trainers experience on the job is a massive lack of participant engagement. When participants are not engaged, it sets off an insidious cycle of disastrous outcomes. Trainers begin to overuse lectures, creating an endless series of "monologues with hostages." Participants start multitasking resulting in a lack of attention and retention. And training teams lose credibility and influence with their stakeholders. How do we overcome these all-too-common challenges? Stop training, start facilitating. In this 3-day transformational experience, you will learn to:

- Apply the Engagement by Design Blueprint to rapidly redesign any course to make it more participant-focused and engaging.
- Use the super-simple Facilitating with Impact! framework to deliver insanely engaging learning experiences for participants.
- Select and practice facilitating training activities that convert content-heavy, time-constrained courses into performance-improving experiential learning.
- Use the high-impact storytelling formula to identify and tell wildly memorable stories that make learning stick.
- Apply the Curious Ask method to effectively address challenging and undesirable participant behaviors.
- Implement the Virtual Training Engagement Road Map to deliver continuously engaging online training for any topic.

**PROJECT:**  Throughout this certificate program, you'll have the opportunity to immediately apply what you learn to your course(s) as you practice your facilitation skills.

**BONUS:**  You'll receive access to a private online portal containing 30+ training activities that you can immediately use in your training. You'll also receive six months of support and skill development through exclusive access to monthly live group coaching sessions with Master Facilitator Sardék Love.

*ATD has approved this program for 16.5 points.*

## P04  Adobe Captivate from Design to Development Certificate Program

**Kirsten Rourke, CEO, Rourke Training**

This three-day program will be a truly hands-on adventure that will help you deepen your Adobe Captivate knowledge and skills for creating better elearning — from creating compelling content to developing better courses. You will:

- Begin with a robust overview of the storyboard process and concepts — including how to do them, why to do them, and tips and tricks to make them into effective tools for designing and crafting your learning content.
- Explore various aspects of design as it relates to crafting effective learning content for your learning population.

- Discover what tools create a more pleasing and effective learner experience — such as color palette, images, fonts and text, placing various elements in your content, video elements, alignment, flow and more.
- Discover the wonders of Quick-Start and Ready-to-Go Slides, as well as how to use templates and establish themes to move your project from design concepts and storyboards to a first draft of your actual course.
- Set up your Captivate project workspace for efficiently managing through the build.
- Learn how to import, resize, transform, and align images.
- Practice how to apply various types of assets, custom animations and interactions, advanced actions, states, and variables to take your design and learner engagement up several levels.
- Preview your course and explore best practices for publishing courses for compliance and accessibility to a learning management system.
- Discover how to bring your content to life to tell an impactful learning story!

**BYOD:**  An WiFi-enabled laptop with the Adobe Creative Cloud account enabled, and Adobe Captivate installed.

**PROJECT:**  Bring ideas for projects you'd like to build during the certificate program.

**NOTE:**  This certificate program is intended for people with at least some instructional design or educator skills. While helpful, previous experience in Captivate is not required.

*ATD has approved this program for 16.5 points.*

## P05  Become an Articulate 360 Expert Certificate Program

**Ron Price, Chief Learning Officer; Brooke Schepker, Chief Design Officer, Yukon Learning**

Need to expand your knowledge about the magic of Articulate Storyline 360? Could you use help making branching, layers, triggers, and states work better for you? Want to learn how powerful the recent updates to Articulate Rise 360 are to take your courses to the next level? This is your opportunity to learn all of this — and more. This comprehensive three-day program provides much of what you'll need to develop compelling elearning modules with Rise and Storyline 360. The focus will be on practical tips and use-case activities to begin applying your newly acquired skills right away. Whether you're brand new to Rise and Storyline 360, or you are looking to level up your skills with these tools, this certificate program is for you. This program includes one day of everything you'll need to create compelling, responsive elearning with Articulate Rise 360, and two days of building highly interactive elearning modules with Storyline 360. You will:

- Learn and build complete modules using Rise 360, and then take your course to the next level with implementing creative design solutions by using additional elements from Content Library, Storyline 360, and PowerPoint.
- Apply the basic building blocks of Storyline 360, and then add more advanced features with options to enhance your courses.

**P05 Certificate Program,** continued

- Experience practical approaches for using conditional triggers and variables to help design complex learning modules without any complex coding or programming language.
- Discover best practices for using Rise and Storyline 360.
- Learn how to build engaging and effective elearning, using the building blocks in a variety of ways — such as quizzing, screen recording, variables, and conditions, which will be explored and practiced throughout.
- Experiment with creative interactions, like dials and sliders, and explore the use of motion paths to engage the learner with meaningful animation designed to change the focal point of a learner for a more dynamic course delivery.
- Learn how to publish your courses.

Regardless of your skill level using Articulate Storyline and Rise 360, you'll discover and develop *new* skills that will help you tackle your next elearning project with ease!

**BYOD:** A WiFi-enabled laptop with Articulate 360 and Microsoft PowerPoint installed.

**PROJECT:** Come with your creativity and energy for 3 days of hands-on course development.

*ATD has approved this program for 16.5 points.*

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## P06 to P08
## 2-DAY CERTIFICATE PROGRAMS
**Saturday, Feb. 11 to Sunday, Feb. 12**
**9:00 am – 4:00 pm**

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## P06 Equity-Centered Practices Certificate Program

**Robert Beckles, Program Coordinator; Antionette D. Carroll, CEO; Stephen C. Rayfield, Learning and Education Director, Creative Reaction Lab**

Want to build more inclusive cultures and address systemic oppression in your organization? Discover how this creative problem solving framework — Equity-Centered Community Design (ECCD) — can be a catalyst to organizational growth and innovative problem solving. If you are responsible for Equity, Diversity and Inclusion training, this program will help you expand your mindset and practices by adding the ground-breaking ECCD process to your toolbox. You will:

- Learn the steps of the ECCD framework.
- Use an equitable lens to explore how creative problem solving frameworks can be catalysts or barriers.
- Consider how some problem-solving and learning frameworks protect white supremacy tenets as opposed to dismantling them.
- Learn how to establish language that supports equitable and responsive communication.

- Dive deeply into the tenets of traditional design thinking and how it may be an oppressive and inequitable process for solving problems.
- Grapple with real-life scenarios while engaging in problem-solving processes.

You will learn with Antionette D. Carroll and the Creative Reactive Lab team, whose award-winning equity work grew out of the Ferguson Uprising, in an effort to change conditions in her community and involve more people in the solution.

**PROJECT:** Create a tangible plan to shift power and revolutionize leadership and learning practices in your organization.

*ATD has approved this program for 11 points.*

## P07 Gamification and Game-Based Learning Certificate Program

**Monica Cornetti, CEO, and Jonathan Peters, Chief Motivation Officer, Sententia Gamification; Sharon Goza, CEO, Game2Learn**

This two-day workshop is dedicated to leveraging the power of gamification and game-based learning for adult education and corporate training. In this highly interactive session, you'll participate in crafting new ideas and exploring the possibilities of how to apply game-like thinking to increase learner engagement and retention, deepen comprehension, and sustain motivation. You will:

- Examine the science and art behind using play to drive engagement.
- Explore and apply the psychology and motivations of player behavior.
- Discover how to do gamification successfully and how to avoid bad gamification.
- Explore reward systems for building loyalty and changing behaviors.
- Learn the basics of game design and explore popular game mechanics.
- Transform a base set of rules and game materials into a new game design that modifies the rules to fit your subject matter.
- Practice a "Fail Fast, Fail Often" development mentality by iterating, playtesting, and receiving feedback from other teams.
- Discover the value of capitalizing on using proven game designs for educational content.

Take advantage of this new evolution in gamification and game-based learning to propel your company forward in the innovative use of gaming mechanics and playful design!

**PROJECT:** You'll work on your own elearning, ILT, vILT, or hybrid project and learn how to apply the proven gamification framework and game-based learning strategy to help change behaviors and increase meaning, mastery, and autonomy.

**NOTE:** This program is relevant for gamification practitioners from beginners to pros — those on the frontline of designing, developing, writing, and delivering adult education, corporate training, or HR compliance through instructor-led, elearning, and blended methods.

**BONUS:** Every participant receives a Design Journal, Pirate Tales Gamification of Learning Treasure Map, and a *Deliberate Fun* Game Design Card Deck. (And one of your facilitators worked at NASA!)

*ATD has approved this program for 11 points.*

## P08  Managing Training for Maximum Effectiveness Certificate Program

**Rita Bailey, Owner, Up to Something**

More than ever, organizations are depending on training to prepare future leaders, increase performance, and improve communication in a hybrid environment. Effective training managers are focused on change leadership, high-performing teams, leading with empathy, and mental well-being and empowerment. This program is designed to equip new and existing managers with skills, tools, and best practices to assess, design, coordinate, prioritize, and facilitate training solutions and events that generate impactful results. You will experience detailed discussions, case studies, role plays, self-assessments, and activities that address a wide spectrum of training and development issues. Program topics include:

- Research on changing training trends.
- Building a blueprint plan for strategic alignment.
- How to increase credibility and trust to become the primary source for learning.
- Developing relations with key stakeholders for buy in and support.
- Increasing your business acumen related to legal, financial, compliance, and analytical details.
- How to manage your budget to get the greatest ROI.
- Efficiency strategies for managing people, processes, and systems.
- Using the appropriate assessment tools to diagnose performance problems and opportunities.
- When and how to integrate technology.
- Avoiding five key mistakes that training departments make.
- Managing and developing the training team.
- Understanding when and how to market training.

**BONUS:**  Throughout the program, you will have the opportunity to build your training blueprint, completing key elements of your training strategic plan. Plus, you will be guided by the former head of Southwest Airlines University for People!

*ATD has approved this program for 11 points.*

> "A fabulous event that brings like-minded learning professionals together to share their passion for developing people. I had a wonderful time and can't wait until next year!"
>
> Vitatherese LoFria, Corporate Leadership Development Specialist, Shaw Industries

Training Magazine Certificates have been pre-approved by the ATD Certification Institute to offer educational programs that can be used towards initial eligibility and recertification of the Certified Professional in Talent Development (CPTD) and Associate Professional in Talent Development (APTD) credentials.

## P09  Facilitating Transformational Digital Leadership Certificate Program

**Antoinette Klatzky, Executive Director, Eileen Fisher Leadership Institute**

Digital and hybrid leadership training is doable but can it be transformative? Activating transformative change online is a new frontier of leadership. Strong leaders need the capacity to not only run effective programs, but to engage teams and learners with all of their intelligences — head, heart, and hands. You will:

- Discover 10 Principles for Digital Leadership from the Presencing Institute (more than 200,000 people have experienced these principles in the MIT edX MOOC, "uLab: Leading from the Emerging Future"). In this certificate program, you will learn with Antoinette Klatzky, who is also a senior faculty member for the Presencing Institute's uLab!
- Interactively learn about and apply these principles as they relate to your own digital leadership offerings.
- Learn a set of practices and tools to make hybrid learning more impactful, including how to leverage longer online engagements in preparation for shorter in-person experiences.
- Explore more effective ways to create and hold space (in person and virtually) for learning, change, and transformation to emerge.
- Find out how other organizations, including companies, nonprofits and government agencies, have applied these concepts to drive transformation and change.

**BONUS:**  You will receive two to five practices for each of the 10 principles (including print and online resources and tools).

*ATD has approved this program for 5.5 points.*

## P10  Accessible Learning Design Certificate Program

**Diane Elkins, Co-Owner, and Amy Morrisey, President, Artisan E-Learning**

Is there a big, hidden "IF" at the end of your training offerings? You can take this elearning ... IF you can use a mouse. You'll learn great things from this PowerPoint deck ... IF you can read aqua text on a white background. You'll get a lot out of this webinar ... IF you can hear. As organizations look for ways to elevate diversity, equity, and inclusion in their professional development offerings, ability is a big part of the equation. As training professionals, we want to help EVERYONE get better at their jobs. In this program, you'll learn about barriers that can prevent parts of your audience from accessing your training. More importantly, you'll learn how to break down those barriers in the classroom and online. Specifically, you'll learn to remove barriers for:

- Learners who are blind or have low vision, including color blindness.

**P10 Certificate Program,** continued

- Learners who are deaf or hard of hearing.
- Learners who may need to/prefer to use a keyboard or other input device rather than a mouse.
- Learners who may not be able to/prefer not to participate in verbal activities.
- Learners who might have a neurological or cognitive condition that influences how they perceive and process information, conditions such as photo-sensitive epilepsy, dyslexia, or autism.

You'll also learn to navigate the Web Content Accessibility Guidelines (WCAG) to help you make inclusive design choices.

**BYOD:** A WiFi-enabled laptop with NVDA screen reader installed.

*ATD has approved this program for 5.5 points.*

## P11  Design for Engagement Certificate Program

**Saul Carliner, Author,** *The E-Learning Handbook*

Is your elearning content limited by the templates you're required to use for design? Organizations rely on form-like templates to speed up the design and development of materials and ensure consistency across courses. But the indiscriminate application of templates can lead to empty, dry, and "press next-button" experiences. Burst free and innovate — even with restrictive templates — and transform those boring page turners into engagement getters!

After engaging in design thinking activities to foster an innovation mindset, you will identify places where templates unnecessarily restrict instructional design and development. Then, explore creative ways to work around the restrictions, while still conforming to the guidelines encoded in the template. Having completed this certificate program, you will be able to:

- Describe the benefits of template-based design.
- Identify limitations that make template-based courses less interesting.
- Design learning content that offers consistent experiences promised, yet also manage to surprise your learners.
- Apply design ideas from other disciplines to your elearning project.
- Apply 5-7 different approaches to present engaging learning content, using your template(s).

**PROJECT:** Bring your learning program(s) you developed in a template, which you will redesign during the certificate program.

**BYOD:** If desired, a laptop with the authoring program installed so you can directly make changes during the certificate program.

*ATD has approved this program for 5.5 points.*

> "A well-organized and energizing conference to learn more about and recognize companies for their amazing efforts in learning and development."
>
> Emily Steinkamp, Senior Director, Learning & Development, Capital Blue Cross

## P12  Agile for Instructional Designers Certificate Program: A Crash Course

**Megan Torrance, Chief Energy Officer, Torrance Learning**

On time. Within budget. What they need (even if ... when! ... that changes!). All of these are moving targets. And yet, you're expected to deliver all three, anyway. Though recommended agile methods dominate the software space, agile approaches sometimes elude the L&D space. This workshop is designed to specifically address adaptations of agile methods that are proven to be effective for instructional designers and developers. In this crash course we will:

- Apply the agile mindset to instructional design.
- Learn to kick off a project that sets it up for success — including managing the scope, time, and budget throughout the project.
- Introduce you to the Torrance Learning LLAMA — Lot Like Agile Management Approach – for Instructional Designers.

Are you an instructional designer in search of help managing your many projects on time and on budget — every time? Join us!

*ATD has approved this program for 5.5 points.*

## P13  Making Training Stick Certificate Program: Creating Teachable Moments

**Jed Buck and Roz Buck, Principals, Roz and Jed Training & Consulting**

"Best Session Ever!"... If you want to hear these words as participants leave your training sessions, this program is for you. Discover how to integrate fun and impactful activities that involve your participants in experiential learning. In this high-energy program, you will help guide the content and participate in a wide variety of activities that you can take back to your organization and easily incorporate into your training sessions. For 20 years, Roz and Jed have developed, collected, and used more than 300 different activities to help create teachable moments on a wide variety of topics. You will experience and learn:

- The six key factors that create memorable training moments.
- A variety of activities that can be used to open and close your training sessions effectively.
- A wide range of activities that convey your key training messages.
- A collection of energizers and reviewers to incorporate into all your training sessions.
- The importance of the debrief or reflection that creates the teachable moments with your audience.

**BONUS:** Following the program, you will receive descriptions and instructions for all activities shared throughout the day, including debrief and reflection ideas that you can easily use or customize to meet your training needs and make your training messages stick!

*ATD has approved this program for 5.5 points.*

# Training 2023 Venue



1000 West Buena Vista Dr.
Lake Buena Vista, FL 32830



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## HOTEL RESERVATIONS

**Connections Housing is the** *only* **official housing bureau for Training 2023.** Reserve your room at Disney's Coronado Springs Resort through Connections Housing to receive our **special rate of $249 single or double occupancy** *(rate does not include tax; additional guest charges may apply).*

Reservations are accepted on a first-come, first served basis; **rooms are available until January 11, 2023 (while supplies last).**

**Government Per Diem Rooms** are available on a limited basis online or by calling Connections Housing (you must have a valid government ID at check-in).

### Book Your Hotel Room via Connections Housing

| | |
|---|---|
| **Online:** | www.TrainingConference.com/2023/hotel_travel.cfm |
| **Phone:** | Connections Housing     1.404.842.0000 |
| **Fax:** | Connections Housing     1.725.218.1546 |
| **Email:** | TrainingConference@ConnectionsHousing.com |

*"I brought my team of five to this conference and we all had so much fun, made really beneficial connections, and learned a lot. Overall, it didn't feel like work, it felt like a nice little break from being the trainers!"*

– Kara Ruchti, Corporate Culture & Retention Manager, Kalahari Resorts

### WHY STAY AT CORONADO SPRINGS?

Walk to the on-site conference center! Plus, enjoy the convenience of indoor and outdoor restaurants and bars. The resort includes a health club, a themed feature pool plus three quiet pools, and a nature walk.
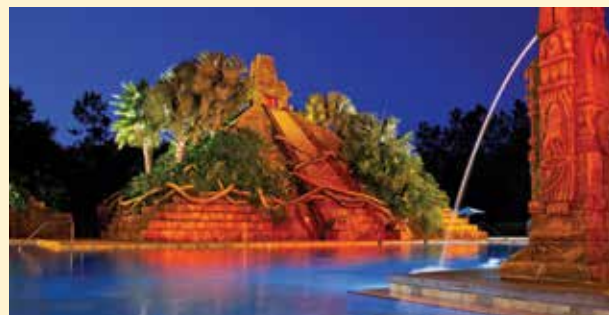


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### THEME PARK TICKETS

As a convention guest, take advantage of special tickets to the Magic Kingdom, EPCOT, Disney's Animal Kingdom, and Disney's Hollywood Studios (including Star Wars: Galaxy's Edge; see photo below), and Disney's water parks.



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Enjoy the convenience of Disney shuttles to take you to and from Disney's theme parks, water parks, and Disney Springs (restaurants, shops, and entertainment).



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# 46th Annual training 2023 conference & expo

**February 13–15 • Orlando, Florida**

**Early Bird Discounts:**
Register early to receive an automatic early bird discount on the 3-Day Training Conference & Expo. **Register by Dec. 23 to receive a $300 discount!** If you register between Dec. 24 and Jan. 20, you'll receive a $150 discount.

**Group and Organizational Discounts:**
Special discounts are available on the 3-Day Conference & Expo for groups, government/military, academic, and non-profits. One discount code may be used in addition to an automatic early bird discount. Learn more at: TrainingConference.com/2023/discounts.cfm

**Payment:**
Payment is accepted by credit card or corporate check. To generate an invoice and pay later, register online and select "balance due" for payment or check "bill me" in #3. Please make checks payable to Lakewood Media Group. Payment is required prior to receiving a badge in Orlando.

**Registration Cancellation Policy:**
Should you need to cancel your registration after making payment, you may transfer your registration to another person at any time before the conference. If you are not able to make a substitution, cancellations received by January 20, 2023, will be assessed a $100 handling/processing fee and the balance of your registration fee will be refunded within 30 days. For cancellations received after January 20, 2023, no refunds will be given. However, you may request a credit (valid for one year) to apply to a future Training Conference or TechLearn Conference registration.

**Special Service Need/Assistance:**
In order for us to accommodate your special service need in Orlando, please contact us by Friday, Jan. 20, 2023, with your need (e.g. assisted access to sessions or a special meal request due to a medical need/allergy).

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## 1. Attendee Information

Name _____ Job Title _____

Organization/Company _____

Address _____

City _____ State/Province _____ Zip/Postal Code _____

Country _____

☐ Check here if you require special services.

Phone (required) [ ] _____

Email (required) _____

## 2. Registration Fees

☐ **3-Day Training Conference & Expo** (Feb 13 – 15)

Super Early Bird Rate (register by Dec 23)................................................$1,595

Early Bird Rate (register Dec 24 – Jan 20)...............................................$1,745

Regular Rate.........................................................................................$1,895

☐ **Expo Only** (Feb 13 – 14).........................................................................$20

**Pre-Conference Certificate Programs:**

☐ P01  Master Instructional Designer (Feb 10-12)....................................$1,295

☐ P02  Training Needs Analysis (Feb 10-12)..............................................$1,295

☐ P03  The Master Facilitator (Feb 10-12).................................................$1,295

☐ P04  Adobe Captivate from Design to Development (Feb 10-12)..............$1,295

☐ P05  Become an Articulate 360 Expert (Feb 10-12)................................$1,295

☐ P06  Equity-Centered Practices (Feb 11-12)............................................$995

☐ P07  Gamification and Game-Based Learning (Feb 11-12).........................$995

☐ P08  Managing Training for Maximum Effectiveness (Feb 11-12)................$995

☐ P09  Facilitating Transformational Digital Leadership (Feb 12)..................$595

☐ P10  Accessible Learning Design (Feb 12)................................................$595

☐ P11  Design for Engagement (Feb 12).....................................................$595

☐ P12  Agile for Instructional Designers: A Crash Course (Feb 12)................$595

☐ P13  Making Training Stick: Creating Teachable Moments (Feb 12)............$595

**Pre-Conference Event:**

☐ LLS  Learning Leaders Summit (Feb 12; off site)......................................$695

**Subtotal:** $ _____

**Discount Code:** _____ ($ _____ )

**TOTAL** (in U.S. Dollars): $ _____

## 3. Method of Payment/Credit Card Authorization

☐ **Visa**  ☐ **Mastercard**  ☐ **AmEx**  ☐ **Discover**

☐ **Check #** _____  ☐ **Bill Me**

Checks payable to: **Lakewood Media Group**

Card Number _____ Security Code _____

Print Cardholder's Name _____ Exp. Date _____

Cardholder's Signature _____ Date _____

*By signing this form, you agree to have your credit card charged for the fee(s) selected AND to the cancellation policy.*

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**Book Your Room at Disney's Coronado Springs Resort**: TrainingConference.com/2023/hotel_travel.cfm