



President's Message

I hope that you had a great holiday break and will have an exciting and productive new year.

Please consider volunteering as the ISPI Armed Forces Chapter President or Secretary-Treasurer. I have greatly enjoyed my role as president-elect and president and

look forward to turning over my responsibilities to Brett Christensen who has proven to be a great innovator and resource for the Chapter during his year as president-elect.

If you have any questions about volunteering as an AFC officer, please do not hesitate to contact me at rdc@sonic.net or 707 584 7160, Brett at Christensenbd@yahoo.ca or 613-541-6000 x6099, or Lloyd at lloyd.long@navy.mil or 901 378 7059.

Webinars:

Our webinars are one way to develop yourself and get new ideas that you can use on the job. For those of you who are also CPTs, you can claim one point towards recertification for each webinar you attend.

January Webinar: 22 January 2009 at 1300 EST

Presenters:

Robert Brinkerhoff and Tim Mooney

Session: Training Impact Evaluation that Senior Managers Believe and Use: Traditional training evaluation and "ROI" methods often fail to convincingly demonstrate training's contribution to business impact, and mislead audiences with suspicious statistics and misrepresentations of causality.

Robert O. Brinkerhoff, Ed.D. is Professor of Counseling Psychology at Western Michigan University and CEO of The Learning Alliance in Portage Michigan a training and consulting firm in learning and performance improvement measurement and effectiveness. His prior work experience includes a five-year stint as an officer the U.S. Navy.

A very special thank you to Jim Pershing, CPT, PhD for his presentation Questionnaire (Reactionnaire) Development. The Presentation and supplemental materials (available in the archived events section) are a must have for your HPT Toolbox!

Special AFC Member Rates

Members of the AFC are entitled to additional discounts on workshops, institutes and the fall conference. All you need to do is contact [Mr. Keith Pew](#) and let him know what event you wish to register for and that you are an AFC member!

President-Elect's Message



Happy New Year! I hope your holiday season was festive! Our focus was more on family and friends since our last newsletter. With the New Year come new challenges and opportunities.

Plans are underway for a meeting with the Board Members and Special Interest Group Vice Presidents in February to produce our strategic plan. If you have ideas on where you feel the Chapter should focus its efforts, let your SIGs or the Board know!

Our latest AFC member profile features Lt Scott Rooke of the US Coast Guard. Scott and I first met through Boise State University and are now connected through the AFC as well as the ever pervasive Facebook! If you are interested in being profiled, drop me a line!

Planning is also underway for our Annual General Meeting at the ISPI Conference in Florida. This is our one chance a year to get together in person and experience the camaraderie that makes the AFC the greatest chapter in ISPI! I hope you will be able to join us as we thank Roger and Lloyd for their unwavering service to the AFC during their terms.

I will close by echoing Roger's sentiments regarding volunteering. The benefits for me on a professional and personal level have been fantastic. The opportunity to connect with some of the most influential minds in the HPT field including (but not limited to) Roger, Jim Pershing, Judy Hale, Roger Addison, Matt Peters and Harold Stolovitch to name a few are just one example of the benefits of volunteering.

The AFC has a long history of voluntary service that you have the potential to become a part of!

AFC Member Profile



Greetings from sunny south Florida. My name is Scott Rooke and currently reside in Miami, Florida, where I am employed by the U.S. Coast Guard. I am currently attending Boise State University full-time under a full

time graduate degree program funded by the Coast Guard and working on my Master's degree in Instructional and Performance Technology. My wife (a Coast Guard officer and Boise State IPT student as well) and I are anticipating orders this summer to somewhere colder, most likely to Washington, D.C. or Yorktown, Virginia. We're looking forward to seeing the seasons change again!

I have served in the military for over 20 years now. I enlisted in the Coast Guard after serving five-years in the U.S. Marine Corps as a communications specialist. I have served in a wide variety of operational and staff assignments. I have stood duty as small boat coxswain and boarding officer at Station Fort Pierce, Florida, and at Tactical Law Enforcement North in Portsmouth, Virginia. In 1998 I was selected to attend college full-time under the Pre-Commissioning Program for Enlisted Personnel (PPEP), graduating Summa Cum Laude with a Bachelor's of Science Degree in Communications from Old Dominion University. My crowning achievement was the development of a qualification standard and policy for the Coast Guard Atlantic Area's two-year test and evaluation of personal watercraft. The following tour took me to the Great White North, where I was stationed at Group/Marine Safety Office Detroit as the Assistant Operations Officer. My last tour was the pinnacle of my career where I served at Station Fort Lauderdale as the Commanding Officer of a multi-mission small boat station.

Over the years, I've been somewhat of a computer "geek", hacking my way around and learning how to use technology. For the last ten years, I've run a website on my own dedicated to Coast Guard Boatswain's Mates (www.boatswainmate.net) to provide study guides and job aids for our service members. Individuals create their own guides and aids, then submit them for sharing with other members of their rating. Additionally since starting my courses at Boise State, I created a Facebook group for BSU IPT students and faculty to create our own community of practice to allow for the free-flow exchange of ideas, topics, and the all important job postings. My current project is exploring the creation of a wiki for BSU students, but I'm still learning the technology, so it's moving slower than anticipated.

Throughout my careers, I have consistently sought to leave each place better than I found it. Some of these changes involved improving training for our members, while others were more human performance related. With no formal training, I sought knowledge through the experiences of my mentors and by reading leadership and management books. Most of my experiences were built upon trial and error; some worked and some didn't. Since beginning my graduate program, I have continued to maximize the experience of those I've encountered and learn from their wisdom in the field, creating a new network of friends and mentors.

If anyone would like to contact me, my email address is Scott.P.Rooke@uscg.mil or contact my cell phone at 410-858-8148. Thanks again for giving me the opportunity to meet and greet you all on such a grand scale. Respectfully, Scott

PIJ Submissions

The Editors of Performance Improvement Journal (PIJ) have advised us that they will no longer publish a special Armed Forces Chapter Special Issue of the Journal. Instead, they have committed to publishing AFC themed articles in each edition of PIJ. AFC members are encouraged to submit relevant articles throughout the year to the PIJ Editor.

All papers submitted should focus on showcasing how the principles and techniques of HPT are being (or have been) applied to various military projects and situations. Submissions should be between 3500-4000 words and in accordance with the [PIJ Author Guidelines](#).

AFC Elections!

The time is now upon us where we are seeking nominations for the Secretary-Treasurer and President-Elect positions for the Chapter.



Nomination information was sent out in early Jan and submissions must be received by December 1st, 2008. Selections will be made by January 31st 2009. The full details of the process are included in the AFC Bylaws (<http://www.afc-ispi.org/docs.html>)

Special Interest Group VP's, the Chapter is looking to you for recommendations on potential AFC leaders!

ISPI Calendar

Visit www.ispi.org or more information.

January 27-29	Principles and Practices Workshop San Francisco, CA
February 17 - 20	Pro-Series Workshops
April 19-22	The Performance Improvement Conference Orlando, Florida



2008 Armed Forces Chapter Officers

President: CDR Roger Chevalier, United States Coast Guard (ret.). Roger can be reached at rdc@sonic.net and 707 584 7160.

President-elect Lt(N) Brett Christensen, Canadian Forces (Navy). Brett can be reached at brett.christensen@forces.gc.ca or 613-541-6000 x6099

Secretary/Treasurer Command MCPO Lloyd Long, United States Navy. Lloyd can be reached at lloyd.long@navy.mil and 901 378 7059.

Get involved; volunteer for a role within the Armed Forces Chapter or ISPI.

SIGs Still Needed!

The AFC is still looking for Special Interest Group leads for the US Army and the US Navy... if you are one of these branches and are looking for an opportunity to volunteer, this is it! Contact Roger, Brett or Lloyd for more information!



Are You Certifiable?

Become a Certified Performance Technologist (CPT) and let your clients and employer know that you meet or exceed certification Standards. For more information, visit www.certifiedpt.org.

ISPI also offers a two-day Certification Workshop that includes the price for the CPT application in the workshop price. This allows organizations to pre-pay application fees in the price of the workshop.

You can have this workshop conducted for your organization or take it as a pre-conference workshop for the Fall and the Annual ISPI conferences.



Host an Institute

ISPI will bring an On-site or Online Institute to your employees and will work with your organization to tailor the contents to your needs. Contact institute@ispi.org.

Never Pay Dues Again!

Become a Lifetime Member and receive guaranteed lifetime discounts without the hassle of a yearly renewal. [Learn More...](#)

