



## President's Message

My tenure as president- elect and president will draw to a close at the ISPI Conference in Orlando. It's been a great two years and I hope that some of you will consider a Chapter leadership role in the future. We will install our new officers at a lunch meeting on Tuesday, 21 April and I'll ride off into the sunset.

### Your Armed Forces Chapter officers for the coming year are:

President: Brett Christensen, Canadian Forces (Navy)  
President Elect: Doug Craft, U.S. Coast Guard  
Secretary/Treasurer: Lloyd Long, U.S. Navy

### 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.

We had two great webinars this quarter. A special thanks to Rob Brinkerhoff and Tim Mooney for their January webinar, "Training Impact Evaluation that Senior Managers Believe and Use" and to Judy Hale for her March webinar, "Credentials - what are they, why they matter, and what makes them different". If you missed either of our webinars, they are archived on our Chapter website at [www.afc-isp.org](http://www.afc-isp.org).

### Parting Comments

When I assume a leadership role, my primary goal is to leave the organization in better shape than I found it. With the help of the Coast Guard's Michael Polkinghorn, we've rebuilt the Chapter website. With the help of Brett Christensen and the Canadian Armed Forces, we've hosted ten exceptional webinars and worked to keep Chapter members informed with a newsletter every two months. And little of these successes would be possible without the support of our Secretary/Treasurer, Lloyd Long, who gets everything out for Brett and me. Thank you all for the opportunity to serve.  
Best always, Roger.

## President-Elect's Message



It is amazing to look back over the past year and recount the Chapter's accomplishments. Ten webinars! Roger's connections throughout the field of HPT are the reason we were able to provide so many quality speakers. I have been

truly privileged to serve with Roger over the past two years, first as a SIG VP and then as President-Elect. His insights and guidance will serve me well for many years to come. On behalf of all the members I would like to thank Roger for his commitment to the AFC. I am looking forward to thanking him again with everyone in Orlando! We also reviewed and updated all the chapter documentation and have an updated strategic plan for the next year focused on increasing our membership through our SIGs. Speaking of our SIGs – do you know who yours is? They are on our website at <http://www.afc-isp.org/SIG.html>. I would like to take this opportunity to thank them for all their support and wish Meagan Reasor well as she steps down as the Marine Corps SIG. This means we need a new SIG for the Marines and are still on the hunt for one for the US Army. Being a SIG is a great opportunity to get involved on a lesser scale in the Chapter. If you are interested, drop us a line! We continue to bring exceptional value to our membership. Erica Winnes was the winner of this year's free registration for the conference. Jason Barr, John Gibbs and Amy Campbell were our last three lucky webinar door prize winners as well!

In closing off my last newsletter as "Editor in Chief" I should let you know that the AFC AGM in Orlando will be held in the "Northern A2 Room" on Tuesday April 21<sup>st</sup> from 12:15-1:15. Bring your ISPI Box Lunch and join me in thanking Roger and Lloyd for all their hard work this year and welcoming Doug onboard!

**Brett**

## AFC Member Profile



Greetings AFC members! My name is Pam Holtz, and I have been a Training Development Officer (TDO) with the Canadian Forces for about 3 years. I have been in the Army since 1990, spending most of my career as a Reserve Artillery Officer after joining as a musician.

The army was not my first career choice – I have a Bachelor of Music degree, with a major in school music, and a Bachelor of Education, and my first career was teaching middle school band. I taught band in Manitoba for 10 years while continuing my Reserve career part time. In 2005 I merged my military and teaching careers and joined the Army full time as a TDO. I completed my TDO course in 2007 and was posted to Gatineau, Quebec, just across the river from Ottawa.

My current TDO work is with the Army's ISTAR project. The project is procuring hi-tech equipment being used in Afghanistan, the most complicated part if being Land Command Support System a "dynamic system of systems". The system is a network of computers and radios that provides situational awareness and voice and data communication to army commanders at all levels. Along with a small team of SMEs, I am responsible for advising the Army on the training solutions for the system as it evolves. It's full of challenging training issues and I am extremely grateful for my excellent SMEs.

I am also a part time student at Boise State in their IPT program. I just started the program in January and am now part way through my first course. I know a lot of AFC members have completed the program or are currently enrolled in it, and I am finding the work so far a good fit with my job.

I joined ISPI and the AFC last year. On the advice of a colleague I attended last year's ISPI Annual Conference in New York City and enjoyed every minute of it! I'm looking forward to attending the conference in Orlando, and hoping to be able to get even more out of it this year.

On the personal side, I am married with two children, an 8 year old son and a 6 year old daughter. My husband, David is also in the Army. We have only lived in Ottawa since 2007, so we are still enjoying playing tourist in our home town. We also like to ski as a family and I spend a lot my free time like most

## PIJ Submissions

AFC members are always 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](#).



Congrats to our AFC members Roger Chevalier and Brett Christensen who will both have articles published in the April 2009 Edition of PIJ!

## AFC "LinkedIn" Champion/SIG

At the last Board/SIG meeting it was suggested that the AFC should consider participation in a Social Networking Platform. After some discussion it was agreed that "LinkedIn" was the preferred application as it is more professionally focused. The Chapter is looking for someone who would be interested in being the "Champion" of the AFC Linked in Group for a year or until the group becomes self-sustaining. If you are interested, contact Brett, Doug or Lloyd.



## Join us in Orlando!

The AFC AGM will be held during the conference in Orlando in the Northern A2 Room on Tuesday April 21<sup>st</sup> from 12:15-1:15. Grab your ISPI Box Lunch and join us in thanking Roger and welcoming Doug.

## Webinar Update!

Our next Webinar is in the planning stages and we are happy to announce that Dr. Will Thalheimer, founder of Work-Learning Research ([www.work-learning.com](http://www.work-learning.com)) will be our May presenter. Stay tuned for more details!



## ISPI Calendar

Visit [www.ispi.org](http://www.ispi.org) or more information.

April 19-22 The Performance Improvement Conference, Orlando, Florida



With its focus on performance technology, ISPI is in a position to be a powerful force for helping organizations successfully adapt. Join us in Orlando where presentations will focus on **“how to thrive in hard times”**. Come find answers to some of the most significant problems many organizations are facing. Today, more than ever, your company needs you and your knowledge of performance. [Learn More...](#)

- [Educational Sessions Scheduled](#)
- [Pre-Conference Workshops](#)
- [Schedule-at-a-Glance](#): Keynote Speakers, Master Series, Encores, Educational Sessions, Networking Opportunities, & *More!*

### Principles & Practices Institute

Bring an Institute in-house to your employees or attend a course below. [Learn More...](#)

- [April 17-19, Orlando, Florida](#)  
at *THE Performance Improvement Conference*
- [July 21-23, Washington, DC](#)

### 2009 Fall Conference, September 23-26

Crowne Plaza St. Louis-Downtown  
Saint Louis, Missouri

### Attend an ISPI SkillCast

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ISPI has formed a new partnership with Excelsior College to offer graduate credits for qualifying educational programs. [Learn More...](#)



**International Society for  
Performance Improvement**

## 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](http://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.



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