



## President's Message



We had a great AGM in Orlando this year and had the opportunity to thank outgoing President Roger Chevalier for all his hard work and leadership of the AFC for the past two years. Roger highlighted the

accomplishments of the AFC during his term which were remarkable! The AFC membership has created as much value as the Chapter brings to you through a long list of articles in the Performance Improvement Journal and Performance Express. If you get published, the AFC wants to know so we can share your achievement with all our members!

Your 2009/2010 Board has completed its' first meeting. Committees have been established to review AFC membership policies and a what direction the Chapter wants to move with the website and our presence on Facebook, LinkedIn and HPT Connections. If you have any ideas you want to contribute in either area, we are here to serve you!

Our Canadian SIG lead Annie Bergeron is updating the Chapter marketing poster and we will have that available for all of you on the website as soon as it is done to share with your colleagues.

One of our strategic goals this year is to raise our membership back up to the 150 mark. Since the conference we have nearly hit 100 members so we are well on our way. Membership will rise if the Chapter offers value. By the time of our next newsletter we will have the webinar schedule for the year firmed up. Allison Rossett and Don Tosti will be on the list! The quality of our Webinar presenters is one value we offer. This year we hope to increase value by helping you expand your networks as well.

One additional initiative we hope to pursue this

## President's Message (cont.)

year is to arrange partnerships with interested local chapters so that if you live near a local chapter you can attend their events at member rates and the AFC will open up its webinars to their membership. The chapters have a lot to gain from each other and the AFC hopes to lead the way in demonstrating this.

## President-Elect's Message



I would like to echo Brett's praise and thanks for Roger's hard work and leadership and also thank all the AFC members for their continued support and efforts.

As Brett has stated, one of our goals this year is to raise our membership to 150 members. With that in mind, I encourage all members to actively promote the AFC among your colleagues, and, being an ambitious and optimistic person, I will go one step further and challenge all members to recruit one new member each, effectively doubling our membership to 200.

I also encourage all AFC members to become involved with the various committees and Special Interest Groups (SIGs). In particular, the AFC Membership Committee has been established to examine the current membership structure and benefits associated to each type of membership in the current AFC By-Laws. Contact [Scott Rooke](#) from the USCG or [Rebecca G. Bodrero](#) from Concurrent Technologies Corporation for more information. The AFC Website committee has also been established. The committee is hard at work defining what the next generation AFC website and Web 2.0 presence will look like. If you have suggestions, please send them to [David Padley](#) or [Michael Polkin](#)

Thanks again for everyone's hard work!

## AFC Member Profile



Lieutenant Navy Brad White is a Training Development Officer (TDO) in the Canadian Forces (CF). He joined through the Royal Military College in Kingston in 1992, completing his studies in 1996. Brad served in the Navy until 2002 when he transferred to the Naval Reserve in order to finish his Bachelor of Education at Mount Saint Vincent University. During his time at sea he worked as a bridge watch-keeper and an Above Water (anti-air and anti-surface) Warfare Officer. In 2005 he transferred back to the Regular force as a TDO. Brad is currently working at 10 Field Technical Training Squadron, the school that trains all CF-18 Hornet (fighter) technicians in the CF.

Brad decided to become more involved with training and training development after working a few jobs at the CF Naval Operations School. He professes that he was neither the best instructor nor proficient at developing valuable training and believes that is what sparked his desire to know more about good training. At the time he didn't see what he did as performance improvement but after working in the training world for a few years he is now convinced that this is what we do. Two of Brad's current projects at 10 FTTS are combination training and performance support tools, and therefore touch training, support to operational squadrons and assistance to line technicians.

10 FTTS has adopted an approach to air technician training that is based on Cognitive Apprenticeship. Brad has blended this concept with coaching, a technique widely used in the Army, and they now use this as an instructional method for teaching all practical or hands-on learning. Brad is also a strong advocate for blending social and cultural considerations into training while using real or realistic artifacts. The result is that 10FTTS now uses a system

that involves training technicians in small groups, just like on the real job, in synthetic and real training environments. As a bonus they have begun to work closely with the operational squadrons and are providing more and more performance support to actual work on the flight line.

Brad points out that not everything has been a success but they are taking the lessons from failed attempts and applying them to future concepts. They are working on developing game-based training for senior personnel. Brad is also partnering with the basic air technician school in producing two virtual task trainers.

On the personal side Brad is half-way through an MEd in Curriculum Design at the University of New Brunswick. Brad, his wife and three young children, are looking forward to their upcoming move to Ottawa where he will work on closing-out the CF-18 modernization project and begin work on Canada's Next Generation Fighter project.

## June Webinar Update

Our June Webinar will be *Needs Assessment Data Gathering Methods Applied and Lessons Learned* on June 23rd 2009 from 1300 EDT to 1400 EDT. Presented by Lt(N) Brett Christensen, Michael J. Hajba, Barb Spice, and Kayleen Grage.

Boise State IPT MS Students will share their methodology and lessons learned on data gathering for a recent needs assessment project conducted as part of their studies. At the end of the webinar - attendees will be able to describe three data gathering methods, their pros and cons and take away job aids for each method as well as lessons learned from a real life application of a needs assessment.

For the full Webinar announcement, [click here](#).

## ISPI Calendar.

### SkillCast Webinar: July 8

Building Credibility: 10 Ways to Cultivate and Capitalize on Your Network in Tough Times  
Lynne Waymon, CEO - Contacts Count.  
[Learn More...](#)

### Principles & Practices Institute: July 21-23 Washington, DC

The Principles and Practices of Performance Improvement Institute is the premier learning event for those ready to acquire the performance consulting mindset so critical in today's business climate.  
[Learn More...](#)



The 2009 Fall Conference  
September 21-25, St. Louis, Missouri

Achieving Results in Uncertain Times  
Keynote Presentations:  
The Necessity of Business Process Management  
Paul Harmon, Business Process Trends

HPT and the Knowledge Revolution  
Marc J. Rosenberg, CPT, PhD, Marc Rosenberg and Associates  
[Learn More...](#)

### THE Performance Improvement Conference 2010

San Francisco, California April 17-22

[Learn More...](#)



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