



President's Message



Here we are knee deep in summer already! The activity in the Chapter continues to be high as we have passed through the first quarter of the year. The website committee, under the guidance of Lloyd Long and Michael Polkinghorn, has made some significant progress.

The first big update is the new webinar calendar and re-worked [Archived Events Section](#). Lloyd and Michael are hard at work on the next update which will be fully automated registration and PayPal access, linked right into our membership database. The next big announcement is that our US Air Force SIG, Todd Lefebvre has volunteered to lead a project between Boise State University, Chico University and the AFC to link students from these two schools to AFC members who have work related projects that the students will complete as course work. This is in the very starting stages, but we are all excited about the potential and will be working hard to see this implemented.

Our last two webinars have been very well attended and the phone-bridge was a good addition with a number of members joining in that way. I am still not happy with the firewall issue and you can expect an e-mail soon asking for your feedback on other options for the webinars. It would be great to see 50 members attending these fantastic sessions. See the website for details on the August and September Sessions – A “Fireside Chat” with Dr. Ruth Clark and a presentation from one of our own, Cdr Dave Hartt USCG. There is a lot to look forward to in wrapping up the summer.

The Web 2.0 strategy is also paying off, as I write this; we have 44 members in the FaceBook page and 33 in LinkedIn. HPT Connections is starting to see some traction with nine members! Our membership continues to hover around the 100 mark and I would encourage you to send a link the AFC Website to your colleagues interested in performance improvement. I don't know anywhere you can have the opportunity to attend sessions with noted HPT experts such as Ruth Clark and Allison Rossett and so many more for \$10 a year. If we can all sign up one colleague, I am pretty

sure we will be the largest Chapter in ISPI. A final note for this month. Make sure you check out Doug's new section recognizing the contributions and accomplishments of AFC members. The depth and breadth of experience in the chapter amazes me. So many articles in PE and PIJ come from AFC members and we get new CPTs regularly! If you have been published or have been recognized for an accomplishment – let Doug or I know. We really like to brag about all of you! Have a GREAT summer

President-Elect's Message



Greetings! I trust that everyone is having a safe and joyous summer. As Brent indicated, we are adding a new section to the newsletter, AFC Members in the Spotlight. If you have been, or know of a member that has been published, earned a degree, CPT designation or any other type of noteworthy recognition, please forward the information to me, and I will be sure and include it in the next newsletter. Be sure and check out the this month's member profile: Squadron Leader **Mark Brewer** of the Royal New Zealand Air Force, Mark has had an incredible career and has much to offer to the AFC. Have a safe and happy summer!

AFC Members in the Spotlight!

Scott Rooke was recently featured in Performance Express's *Tales From the Field* for his work at Boise State on evaluating the effectiveness of training programs.

Be sure and check out **Brent Christianson's** and **Jason Barr's** article in July's Performance Improvement outlining the Assessment Interaction Plan (AIP) a performance support tool used by the Canadian Armed Forces.

James Parry from the Coast Guard's Training Yorktown, recently was designated as a Certified Performance Technologist (CPT) by ISPI.

Todd Lefebvre earned his M.S. in Instructional and performance Technology from Boise State University.

Congratulations to all!

AFC Member Profile



Squadron Leader Mark Brewer is a Training and Development Officer with the Royal New Zealand Air Force

(RNZAF) Training Group Headquarters. The HQ is based at RNZAF Base Woodbourne near Blenheim, at the top of New Zealand's South Island and is surrounded by picturesque mountains and dozens of vineyards and wineries which specialize in producing Sauvignon Blanc and Pinot Noir. Mark originally served in the New Zealand Army for 16 years as a Telecommunications Operator and drifted into Training first as an instructor and then as the Training and Development Officer for the School of Signals. During his time in the Army he was lucky enough to deploy operationally to Iraq, Bougainville and East Timor in the telecommunications role. Mark also deployed to Antarctica for three months in 1995 where he worked as an Air Movements Team member in support of US Navy air operations, resulting in the award of the US Antarctic Medal. Other significant training opportunities have seen him work alongside Armed Forces in Vanuatu, Tonga, Malaysia, Australia, Fiji, and Singapore.

Mark transferred to the RNZAF in late 2004 and after undertaking officer training was commissioned as an Education Officer. On posting to Training Group Headquarters he was placed into a Training and Development role and given the task of establishing a new Training and Development Officer (TDO) specialization to replace the existing Education Officer branch. Mark's work was interrupted by a deployment to Afghanistan in 2006 with the New Zealand Provincial Reconstruction Team where he served as Patrol second-in-command within a small team responsible for reconnaissance, security and coordinating aid for the Western part of the Bamyan Province. On return he was

appointed head of the RNZAF's training design team, completed the establishment of the RNZAF's TDO officer specialization and training, assisted with the restructure of the Training Group Headquarters and was promoted to Squadron Leader. Mark also gained a National Diploma in Adult Education and Training in 2007 and in 2008 graduated from Massey University with a Bachelor of Business Studies (Human Resource Development). He was appointed a Massey Scholar and Business College Dean's Scholar, and is now studying towards a Post Graduate Diploma in Business and Administration (Human Resource Management) under Scholarship. Unfortunately there are no HPT qualifications available in New Zealand.

After the restructure of RNZAF Training Group Headquarters Mark was appointed Assistant Director Training (Policy) where he heads the cell responsible for producing and maintaining the HQ's strategic plan and revising and updating training policy. He is currently leading a team to develop a common New Zealand Defence Force (NZDF) Training Design methodology and is working with the other services to produce an NZDF TD Handbook. As the organization is performance based Mark has managed to get the HPT process embedded into the new NZDF approach to TD. He is now proactively briefing members of the NZDF on the benefits of HPT and coaching and mentoring junior TDOs in its use. As the NZDF's understanding of HPT grows Mark is trying to build a collection of job aids and tools which will assist practitioners and increase its use throughout the organization. His efforts currently include the provision of training in Gilbert's Behavior Engineering Model and ISPI's HPT model to TDOs and training specialists. As a new NZDF Training Design Course is designed and introduced early next year Mark is hoping that the understanding and application of HPT in the New Zealand Armed Forces will significantly increase, at which point he can pass on the 'performance' mantle to a new breed of HPT savvy TDOs.

AFC Member Profile (con't)

Mark attended the Canadian Forces Training and Development Branch Conference at CFB Trenton in May 2009 and was the New Zealand representative at International Military Training and Education Council (IMTEC) meeting which followed the conference. During these activities he met Brett Christensen President of the ISPI Armed Forces Chapter and subsequently applied to join, not realizing that he would be the first member from outside North America (as well as first in the Southern Hemisphere). While not always able to join the AFC's webinar's due to the time difference, he is directing junior RNZAF TDOs towards the website and will begin advertising the Chapter amongst Royal New Zealand Navy and New Zealand Army personnel shortly. He is also planning to join ISPI and work towards a CPT qualification. Although with work, study, winery tours, service as a volunteer firefighter and family life with a second child on the way, its unknown when he will find the time.

ISPI Calendar

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 CPT, PhD, Marc Rosenberg and Associates

[Learn More...](#)



THE Performance Improvement Conference 2010

San Francisco, California April 17-22

[Learn More...](#)

Earn Graduate Credit for ISPI Courses

ISPI has formed a new partnership with Excelsior College to offer graduate credits for qualifying educational programs.

[Learn More...](#)

Professional Certificate in Performance Improvement Management

ISPI's online Performance Improvement Management program at Ithaca College allows you to earn a professional certificate, or enroll in stand-alone classes to advance your professional development.

[Learn More...](#)

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

[Learn More...](#)

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.

