



President's Message



It never ceases to amaze me at how much the passage of time continues to accelerate as I grow older. The summer passed by in a blink. With the “lazy hazy days” behind us, it is now time to get back to Chapter business!

AFC has *two* webinars this month! Dr. Ruth Clark is going to update us on her Problem Based Learning Skillcast on the 10th at 1330 Eastern and CDR David Hartt of the US Coast Guard will present on his Eight Buttons HPT Model. For all the details, go to the AFC [web-site](#) and watch your e-mail! The new live room is up and running and will be combined with a phone bridge for those behind firewalls.

I am particularly interested in your opinion (yes you!) on the webinars. All our research indicates that the firewall is not something we can overcome so we will have to work around it. If this impacts your ability to access webinars, the value of the Chapter is reduced. How do we fix this for *you*? Would evening webinars be better? Are there other suggestion? Let me know!

The [HPT Connections](#), [Facebook](#) and [LinkedIn](#) pages for the chapter continue to grow thanks in large part to the efforts of AFC member Scott Rooke who always seems to have a few extra minutes to add a valuable link or two. If you haven't had the chance to check one or all of these spots out yet, I encourage you to do so! These are great places to discuss AFC and HPT related issues in-between webinars and newsletters. Of particular interest to me is the “Have You Been Published” page on LinkedIn. There are 5 articles up there already since it was established. If you have been published – you should add your article too.

The membership committee is meeting again in

September to review their findings with respect to the chapter documents and start forming recommendations to the Board.

The Chapter continues to be indebted to our President-Elect Doug Craft, our Secretary Treasurer Lloyd Long and our web master Michael Polkinghorn for all the extra hours they commit to AFC business. Without them the Chapter would cease to function.

President-Elect's Message



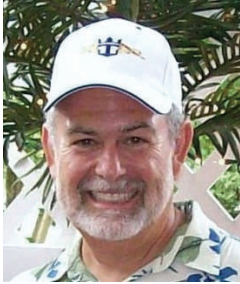
Hello fellow AFC members! As summer slowly winds to an end, I hope that everyone takes the opportunity to get out and enjoy that final barbeque, round of golf, or whatever your favorite activity might be.

At this time, I'm pleased to announce the newest membership drive incentive, the “Member - Get a Member” referral program. Here's how it works: if a current member refers a new member, the current member gets their next years membership dues waived. Just have the new member indicate on their application who they were referred by. Sorry, only one referral per year will count, but don't let that stop you from recruiting your entire office this year!

Activity for the AFC Members in the Spotlight section has been slow of late. Don't be bashful, if you have been published, or received any type of noteworthy recognition, drop me a line and I'll be sure and feature it in the next newsletter.

Finally, if you plan on being in the Hampton Roads, Virginia area later this month, plan on dropping by the U.S. Coast Guard's Annual [HPT Workshop](#) September 23rd - 25th.

AFC Member Profile



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I'm a CPT, So What?

June 29, 2009, that's the day my beautiful, framed certificate says I received my professional certification as a Certified Performance Technologist (CPT) from The International Society of Performance Improvement (ISPI). Now what? Why did I take the time and effort to complete the stringent requirements to earn this designation? What good is it? Was it all worth it? How difficult was it to achieve this goal? Can you do it too? I'll try to answer all of these questions in this brief article.

Now what? – Earning the original professional designation is only the first step. Putting to use the knowledge I have gained while completing the requirements and continuing to apply the principles of Human Performance Technology (HPT) is now more important than ever. Although I was an HPT practitioner before earning my CPT I now have to maintain my proficiency and document my practice for renewal. I can't just say I practice HPT, I now have to show it in my day to day work. This shouldn't be difficult because it is something I have been doing for many years.

Why did I do it? – As I just mentioned, I have been practicing the principles of HPT for many years and, first and foremost, never received any kind of recognition for what I was doing. Actually, when I first started I didn't even know what HPT was as it had not even been defined. When I attended my first ISPI Performance Improvement Conference I became very interested in the CPT program and began documenting my projects to make sure I followed all of the ten principles. I figured I may as well receive the professional recognition I deserved for doing my job. I even dug out an old project that I had

completed before CPT and HPT were fully defined and found that I had met every requirement.

What good is it? - Bottom line – recognition by my peers and clients as a true professional at what I do every day. Just as Professional Engineers (PE) or a Project Management Professionals (PMP) or other professionals receive recognition for their achievements, it is important that HPT practitioners receive the same kind of recognition. The CPT designation demonstrates to your clients that you are a truly a professional at what you do and have demonstrated your ability to follow the principles of HPT to a certification board.

Was it worth it? – Simple answer – Yes!

How difficult was it? – Actually, less difficult than you would imagine. After all, it was what I was doing every day at my job. The most difficult part was the documentation and word-smithing to make sure each of the ten principles was addressed properly and completely.

Can you do it? – Most definitely! Even as an active duty military member you probably apply the principles of HPT every day. You just may not realize that you do. Take a look at each of the principles, compare the requirements to demonstrate each one to the HPT model and start documenting your work. After all, you can go back up to ten years and you don't have to meet every principle in each project. You are a professional at what you do! Time to get recognized for it!

I challenge each of the members of the AFC-ISPI chapter to complete the requirements and show the world that we are all more than just members of the military family. Network with other CPTs, find out what they do and how you can work together. Complete a certificate program in HPT offered by several universities to gain a better understanding of what HPT is all about. I completed the program offered by the

AFC Member Profile (con't)

University of West Florida (UWF) and actually applied the credits towards my M.Ed. which has greatly increased my proficiency and understanding of the HPT model.

Oh, and while you are at it, encourage your peers and associates to join the AFC-ISPI chapter. At only \$10.00 a year with free webinars and great networking opportunities we have the best deal available! I'm looking forward to hearing from you when you achieve your certification!

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 Marriott Hotel
San Francisco, CA
April 17 - 22, 2010

[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.

