



**Human Performance Improvement  
Roundtable Discussions:  
A Partnership Program  
with the  
Greater Orlando Organization Development Network  
and the  
Central Florida Chapter of the  
American Society of Training & Development**

**Friday, October 12<sup>th</sup>, 2007  
8:30 a.m. – 12:30 p.m.  
Nova Southeastern University, Orlando Campus**

**Program**

This lively, interactive collection of roundtable sessions will focus on understanding how the science of human performance improvement plays a large role in helping organizations achieve their goals. This session will provide tools and techniques that everyone can start applying the next day. Don't miss this great opportunity to add to your tool box for solving organizational problems.

This half-day partnership program is being offered at a special rate of \$15 per attendee, and includes a full breakfast, knowledge and idea-sharing, a high level of engagement, and the opportunity to expand your network of Central Florida learning and organization development professionals!

**Facilitators**

Facilitators for the discussion topics are:

**Carolyn McMorran**

Senior Performance Consultant

Valencia Enterprises a division of Valencia Community College

**“Developing an Human Performance Improvement (HPI) Mindset”**

Getting started practicing the tools and techniques of human performance improvement requires a different mind set. This interactive session will help the novice to the more experienced professional master some simple tools that will help to produce results. Learn how to work with your clients to helping them diagnose the problems and create solutions that produce results.

## **Rick Rhein, CPT**

*VP, Talent Growth and Development*

*Marriott Vacation Club International*

### **“Critical Knowledge and Skills of a Human Performance Improvement Professional”**

Are there distinct knowledge and skills required of an HPI Professional as compared to a Learning Professional?

B.F. Skinner’s work largely influenced the HPI field as it originally formed in pre-WWII times; its maturation has been led by a handful of scholars/theorists and practitioners who today say the roles are very different. A leading HPI scholar/practitioner team helps us see the distinctive roles and suggests how to develop the performance improvement skills needed for success in today’s fiercely competitive environment.

## **Carl Gill, MSc, MBA**

*Consultant*

*TechFriday*

### **“Reorganizing Your Puzzle Pieces”**

Most human performance models identify knowledge, skills, desire, environment and opportunity as key factors that affect human performance. Whilst we are all trainers at heart, we need to explore these other key factors through examples and scenarios. Root cause analysis tools help the HPI practitioner to determine why performance gaps exist. We will explore the use of these tools to hone in on the puzzle pieces that need most attention.

## **How To Register**

Register to attend by following the instructions below:

- **GOOD Network** members and guests may visit [www.goodnetwork.us](http://www.goodnetwork.us) and look for the “Bi-Monthly Meeting RSVP Form Link” on the homepage to RSVP. All GOOD Network RSVP’s must be submitted online by 5:00pm on Monday, October 8<sup>th</sup>.
- **CFC-ASTD** members and guests please visit [www.asted-cf.org](http://www.asted-cf.org) or call (407) 332-2667

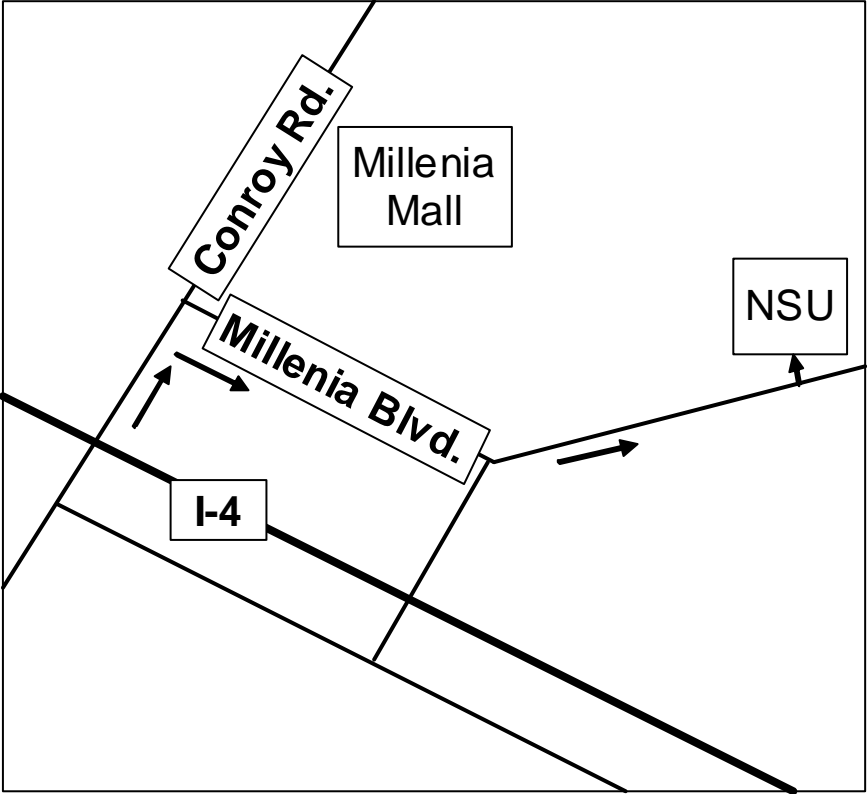
**Registration and Breakfast will begin at 8:30am and the program will start at 9:00am.** The \$15 registration fee will be used to defray costs associated with facilities and catering, and is payable by cash or check upon arrival for members and guests of both organizations.

## **Directions**

Nova Southeastern University, Orlando Campus is located just south of the Millenia Mall on 4850 Millenia Blvd. Exit I-4 on Conroy Road, headed east. Turn right at the first light on Millenia Blvd. Travel approximately one mile south on Millenia Blvd., and the NSU Orlando campus is located on your left. The building is visible from I-4. Parking is complimentary, and enter in the front doors of the building.

*See map on the following page.*

**Map to Nova Southeastern University – Orlando Campus**



**We look forward to seeing you there!**