



WEST TEXAS CHAPTER
Association for
Talent Development

West Texas ATD

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SPECIAL POINTS OF INTEREST:

- Top 5 Consulting Skills Trainers Should Learn
- Meet a Member
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- Additional Learning Opportunities

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Top 5 Consulting Skills Trainers Should Learn

Recently I was asked by a client if internal HR and training business partners would benefit from consulting skills training if they weren't going to interact with clients. It's a question I get asked a lot, so my response is worth sharing with a larger audience. I consider anyone we serve, whether internally or externally, a potential client. Therefore, my answer is *absolutely*.

Here are the top five consulting skills that your HR and training professionals will be able to use in their daily work.

1. **The key to successful business relationships is learning to listen and understand need.**
2. **Good problem solving through effective questioning is essential.**

Become a Liberator—Thursday, June 9

What is a liberator? A liberator is someone who fights for the highest possible good in the lives of those they lead. Imagine the impact you can have on your team if you operate as a liberator—speak truth, provide high support, create high challenge, and drive accountability. These are the areas we will explore to help you become a liberator and create a culture of empower-

3. **Ensure that solutions match the specific group.**

4. **Solutions must be designed and implemented in a way that ensures they stick.**

5. **Finally, knowing how to properly disengage and close out an effort is critical.**

Anyone in a service role can benefit from building consulting skills. There are very few roles in today's markets that don't require understanding needs and developing solutions to meet those needs. Ensuring that your teams are prepared to be true consulting partners rather than order takers shifts the role of the HR and training business partners in a way that benefits the entire organization.

Click on the link below to read the full article, written by Jennifer Stanford, on the ATD website.

https://www.td.org/Publications/Blogs/L-and-D-Blog/2016/02/Top-5-Consulting-Skills-Trainers-Should-Learn?cm_mmc=bronto-email-education-CC-EDU-LINKS-blog-02.26.2016&utm_source=bronto&utm_medium=email&utm_campaign=CC-EDU-LINKS-blog-02.26.2016

Many great articles and resources can be located on the ATD website.

ment and opportunity.

Join us on Thursday, June 9, for this informative presentation hosted by David Crews, Executive Coach and President at Spirit Ranch.

David has many years of great experience in leadership and team development and will share great insights from the lessons

he has learned throughout his professional career.

The presentation will be held from 11:30AM - 1:00PM at the Knipling Education Center, located inside Covenant Medical Center on 21st Street and Louisville Avenue.

Register for this workshop at: <http://atdwesttx.org/event-2209201>

Roll Call!



When it comes to group activities, people tend to shy away from involvement if they are not familiar with those in the group.

Icebreakers are a great way to generate involvement, increase the level of comfortability within the group, and give participants the opportunity to meet one another.

Keep icebreakers simple so that all participants can enjoy the activity.

This icebreaker was shared by Scott Crane who presented at the May ATD Meeting. This is a simple icebreaker that requires little to no preparation. All you need is a roll of toilet paper!

Ask each participant to pass around the roll and tear off as many sheets as they feel they might need. After each participant has their share of toilet paper, number them off and have them gather in groups.

Explain that each person will introduce themselves to their group, and then they must share one piece of information about themselves for each square of toilet paper they have.



*"If you want a harvest in one year, grow a crop. If you want a harvest in ten years, grow trees. If you want a harvest that will last a lifetime, grow people."
- Chinese Proverb*

Upcoming ATD Webinars

Looking for some additional learning opportunities? What about quality opportunities at a low cost?

You're in luck! Check out some of the upcoming webinars made available to ATD members by going to:

<http://webcasts.td.org/events>

Don't miss out on this incredible benefit!

June 1 - Overcoming the Top 5 Challenges of Video Learning

June 2 - Understanding Skills-Based Learning for Business

June 7 - The Learning Sales Organization: A Powerful & Compelling Alternative to Traditional Sales Training

June 8 - The Manager Makeover Series Finale: From Most Neglected to Simply Perfected

June 9 - Hiring Under the Microscope: 5 Steps for Improving the Science of Selection

June 14 - Secrets of TD Leaders: Leveraging Diversity & Inclusion for Innovation

June 15 - The Data Deluge: Turning the Tsunami into Directed Energy

...And so many more!!!

Meet a Member - Brittnye Davis

What is your professional role?

I am a the Training Coordinator for City Bank. My responsibilities include: writing curriculum, maintaining annual compliance training, and meeting the various training needs of employees.

What led you into the talent development field?

I started my banking career as a teller when I was in college. I went through the training department and was so im-

pressed that it became a goal of mine to one day be a trainer.

How did you get involved in ATD?

I met Ben Benavides last summer through a work project I had been asked to develop for the bank. He invited me to an ATD meeting, and I was eager to join right away!

How has ATD been of value to you professionally?

I have really enjoyed getting to know and learn from other

professionals in the training field. I have also enjoyed many of the great resources provided by ATD, especially the webinars and blogs! I take away great information from each meeting and have learned many great techniques that I have implemented in my training sessions.

Brittnye has been an ATD Power Member since 2015 and currently serves on the West Texas ATD Board as VP of Marketing.



In Case You Missed It...

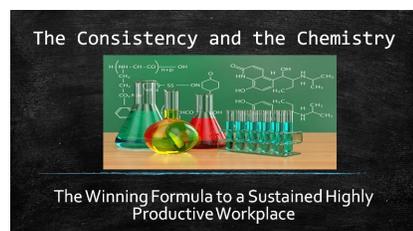
Did you miss out on March, April, or May ATD meetings? Did you attend and wish you could pass the information along? You're in luck!

You can find information for these presentations in the Premium Content under the Members-Only section of the West Texas ATD website.

All ATD meetings are archived in the Premium Content section and can be accessed by an ATD member at any time.



Presented on March 10 by Mark Brumley, Tyler Technologies



Presented on April 14 by Tim Tivis, Pinnacle Training

Musical Chairs With a Twist

A successful icebreaker will set the stage for a positive experience and generate participation from the group.

A great icebreaker to use for a group of 10 or more people is Musical Chairs with a Twist. Depending on the size of the group, you can make this icebreaker stretch out for quite some time or for a few short minutes.

This icebreaker activity was shared by Scott Crane, Teach to Shine.

We're all familiar with the game of musical chairs, but this one includes a twist when the music stops.

Ask participants to place their chairs in a circle, and then remove a chair so that there is one less chair than the number of people playing the game.

Begin the music, and when it stops, the player left standing gets to ask a seated player a question based off of the day's training material. If the seated player answers correctly, the standing player is out of the game. If the seated player answers incorrectly, they are out of the game and the standing player takes their spot.

Reduce the chairs and begin again!

West Texas ATD CHiP Code

One way to support our West Texas Chapter is to enter our Chapter Incentive Program "ChIP Code" when purchasing any items in the ATD Store.
<https://www.td.org/Store>

The Chapter Incentive Program (ChIP) is a revenue-sharing program that offers chapters an opportunity to earn additional revenue. Through ChIP, our chapter can

earn dollars from ATD programs and services. Every person that uses our ChIP code when making an online purchase on the ATD Store will be contributing to our chapter's financial health, further enabling us to accomplish the West Texas Chapter mission.

The West Texas Chapter ChIP code is 7045.





West Texas ATD
<http://atdwesttx.org/>

**Serving West Texas
Learning Professionals**

West Texas ATD is an organization dedicated to the talent development needs of the West Texas Region.

Technology

We embrace current technology and use it to enhance our position as a talent development organization.

Collaboration

We are the consummate “connectors” in all we do

Sustainability

We focus our energy on building talent to create a sustainable future

Resource

We serve as the “Go To” resource for West Texas talent development professional.

Become an ATD Power Member

Combine the support and networking opportunities you receive from your ATD chapter with the resources of ATD membership to become an ATD Power Member.

When you join your ATD Chapter and ATD, you choose to be a knowledge leader in the talent development profession and a change maker in your own backyard.

Power Membership offers member twice the support, twice the resources, and twice the networking than just one membership.

Some of the perks received by Power Members include:

- Industry Leading Content
- Career-advancing educational programs
- Network with over 40,000 members
- New from TD Magazine, e-newsletters, and webcasts
- Member discounts in the ATD store and more!

Visit www.td.org/membership to join ATD or renew your national membership. Be sure to enter the chapter's ChIP code at checkout to receive your Power Member discount!

