

**SPECIAL  
 POINTS OF  
 INTEREST:**

- **Does Your Training Support Diverse Learning Needs?**
- **Upcoming Workshops...**

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## Does Your Training Support Diverse Learning Needs?

Many organizations now have at least three generations if not four working together under one organizational roof. And age is just one aspect of diversity that is now part of all organizations. Age, gender, race, religion, education, place of origin, experiences, etc. A diverse work team is of great value as diversity researchers like Dr. Scott Page at the University of Michigan emphasize that diverse groups will outperform the best non-diverse groups. But, the challenge becomes, how can an organization develop diverse teams of individuals with unique learning needs?

One strategy is to offer important training material through a variety of learning mediums. As an example, consider the planning phase to offer updated computer software training. Create a training program that offers learning experiences that are visual, auditory, hands on, self-study and facilitator led. A variety of knowledge transfer methods will increase the percentage of training participants that receive the desired key knowledge.

Diversity is of valued and should be nurtured at all levels of the organization including in the talent and development strategy.

## In Case You Missed It....

ATD November Meeting at Breedlove



# 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.



*“Any organization develops people: it has no choice. It either helps them grow or stunts them.”*

## Meet a New Member -

**Yadira Torres** is a Senior student in the University Studies program at Texas Tech University. Upon graduation in May, she plans on pursuing a career in Human Resources as a Training and Development Specialist. She has a desire to learn more about improving workplace conditions. She is currently seeking an internship opportunity to further develop her skills.

**Marisa Chavarria-Huerta** is a native from Lubbock, TX. Currently she is a senior at Texas Tech University in the College of Human Sciences, with three concentrations: Community, Families, and Addiction Sciences, Addictive Disorders and Recovery Studies, and Human Resource Development. She wants to help families, and her community be more self-sufficient. Her goal is to work in organizations to help encourage the values and the importance of employment relations. She plans to help her community live a more intentional life with purpose and meaning.

**Marco P. Olvera** is a graduate of the Texas Tech school of Human Sciences. He is from the Dallas-Fort Worth area and has held position during his time at school that focus on customer service. He plans to develop his skills overtime to one day accomplish his goal of becoming a HR Professional. As a HR Professional he plans to support his future employer be striving to make sure that everyone involved has the right balance between their personal and professional lives.

# Bring a friend!

Don't come alone! Bring a friend to the next ATD meeting to see what we're all about!

When you bring a first time guest, we'll cover the cost of their attendance and lunch.

Please ask a Board Member if you have any questions.

## Three Steps to Dynamic Development

Organizations spend tireless amounts of time and resources to obtain talent. The same attention and care should be offered to help internal talent not only maintain but continue to develop their professional skills. Here are five tips every organization can apply to support internal employee training and development.

### 1. Identify Relevant Training Opportunities

Organization trainers should be aware and knowledgeable about internal, local or available training programs that would both contribute to an employee's develop and to organizational goals. What can the organization offer? Internal leadership training? Internal diversity training? Next, what professional designations would be important for each role within the organization and how should employees prepare for these designations. Finally, what local learning opportunities can be made available to employees. It is a trainer's job to be aware and knowledgeable regarding employee training opportunities.

### 2. Create a Time Line for Training and Development Goals

Once current, relevant and meaningful training opportunities have been identified. Organizational trainers should communicate these opportunities to employees and include a timeline. What should the employee be doing now to prepare for the learning opportunity? What should the employee be accomplishing in the near future? In three months? Setting a timeline for the employees will support learning achievement.

### 3. Establish Shared Responsibility

Communicate to the employee that the trainers, the organization, are teaming with the employee through the training and development process. The trainers should check in on registration, the process, any support or resources needed and preparation for final assessment. Finally, create an environment where the employee understands the organization supports a true learning environment and this can involve some trial and error.

Most important is that organizational trainers recognize their role in maintaining a qualified to competitive employee team. A dynamic learning environment occurs as trainers identify opportunities, communicate opportunities and support each employee through their learning process.



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

Please Note....

1. We will not have a general membership event in December.
2. We are planning a social event in January and will notify the membership directly as the plans develop.

**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](http://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!

