## HIGHER EDUCATION TRACK



**Arianna Davis & Dr. Beth Nettles**
University of Central Florida

*1:45 pm – 2:45 pm*

### Engaging Courses Start with Engaged Faculty

In this session, we will review examples of faculty development that are engaging and creative in order to better prepare development specialists at universities. We will analyze examples to find elements that are best suited for faculty development. We will discuss strategies on how to deliver professional development content to faculty. The session will end with a discussion on common issues at universities and together brainstorm fresh ideas on how those can be addressed with quality faculty development.



**Alana Elkins & Melissa (Tipton) Granholm**
University of South Florida

*11:15 am – 12:15 pm*

### From the Classroom to the Office: Transitioning to Instructional Design

Gain options on how to transition from the classroom to instructional design, gain understanding of what tools are in demand and what skills to learn/improve upon to best market yourself, differentiate between corporate and higher ed career moves, gain understanding on what professional development opportunities are available to further your skills.



**Lori Ann Roth Ph.D., CPLP**
Learning and ... Reflective Growth

*10:00 am – 11:00 am*

### Mentoring as a Secret Strategy for Success in Higher Education

Mentoring has been a proven strategy for both new and seasoned professionals in Higher Education. In many instances, it supports the succession planning strategy by providing some additional skills particularly in the area of political astuteness. Staff in higher education are sometimes blindsided by the political acumen in academic institutions.  This session will explore proven mentoring applications in Higher Education and allow you to practice mentoring techniques and create a plan for your institution.

### Artificial Intelligence Basics for L&D

**Alexander Salas**
StyleLearn

*1:45 pm – 2:45 pm*

Artificial Intelligence (AI) is not a new concept, but recent advances in computer systems have made it available to enhance the way we live. So, why not take advantage of AI to enhance your learning and development strategies? This session will give you the basic knowledge and resource information to begin exploring how AI can be a part of your workplace learning strategies.

### Elevating eLearning Design

**Misty Harding & Michelle Thacher**
eLearning Brothers

*10:00 am – 11:00 am*

Bullet points. Stale narration. "Click next" instruction. Long audio lectures. Yawn. We all know what boring eLearning courses feel like. We all hate them. But we keep producing them because most of us don't know how to do something better than bullet points with cheap clip art. In this session, you'll be introduced to simple conversion model that allows you to take boring content points or even instructor-led strategies and easily convert them to engaging eLearning. Using the model and a blueprinting template that will be provided, we will workshop 2-3 engaging eLearning slides together, leaving you ready to design eLearning that makes you look like a pro.

### Microlearning In Practice - Is it Right for Your Project?

**Steve Lee**
Allen Interactions

*11:15 am – 12:15 pm*

Bite sized learning is ideal for today's busy learners. Strategic utilization of the format is key to it's effectiveness. Correct delivery can create motivation in learners through the topic introduction, interest building, progression of information and value proposition.

## Influencing Your Audience: Moving People To Yes

**Ken O'Quinn**
Writing with Clarity

*1:45 pm – 2:45 pm*

Managers and leaders are called on frequently to craft messages intended to influence an audience. Perhaps they need to convince executives that their idea has more merit than someone else's, or maybe they need to persuade resistant employees to accept a point of view. But beyond using "please" and "thank you," they often are unsure what to say or how to structure the message. This session will explore principles of behavioral psychology and motivational language theory that managers can use everyday to win the hearts and minds of employees.

## Generational Intelligence for Sustainable Leaders

**Robin Wikle & Mark Koulianos**
Alpha UMi LLC

*11:15 am – 12:15 pm*

Traditionalists! Baby Boomers! Gen Xers! Millennials! Gen Zs! This session will focus on "Generational Intelligence" and the challenges associated with a multi-generational workforce. Transformational change is required to lead and succeed in the 5-generational workplace. Motivating individuals to look at themselves and each other, not by their apparent age, but from an understanding of world views, provides an opportunity for that transformation. This session invites the individual to experience Generational Intelligence by exploring their own world view, as well as those of the others who are participating with them. Generational differences will be dissected through facilitated discussion and group exercise that focuses on individual world views leading to investigation of how different generational world views shape expectations and interactions within and across relationships. This will be followed with observations from relevant research on how generational diversity is affecting the workplace followed by group exercise identifying the challenges associated with managing teams of multiple generations and how to create the best outcomes from a diverse team. The session will close with a facilitated discussion on the challenges of motivating individuals from the different generations.

## Why is Change so Hard?

**Jennifer Hancock**
Humanist Learning Systems

*10:00 am – 11:00 am*

What can science tell us about why people resist change? What can you do to help your staff adjust? Talent development isn't just about training. It's about providing ongoing support so that staff can improve and thrive and grow. The challenge isn't in teaching them new skills, it's in helping them abandon old habits that are no longer working for them. This program discusses how to utilize behavioral science techniques to help overcome resistance to change in yourself and in others so that you can provide the support your staff needs so they can develop and thrive in your workplace.

# TRAINING DELIVERY TRACK

## Incorporating the 4-D Process into Design and Delivery

**Sherri Sutton**
Positive Impact Force

*1:45 pm – 2:45 pm*

Using an Appreciative Inquiry approach when designing and delivering learning allows both the facilitator and learner to build on the skills and knowledge they already have. Appreciative Inquiry's 4-D process allows you to Discover the current reality, Dream about what is possible, Design what it should be, and Deliver what it will be. In this workshop, we will take an organizational need and go through the process together to design a highly interactive hands-on workshop.

## Trainers - Are You a Presenter or a Facilitator of Learning: How to Increase Participant Engagement By Doing Less Work

**Karen McCombs & Tom Fass**
Shift.3 consulting concepts LLC & Hillsborough County Board of County Commissioners

*11:15 am – 12:15 pm*

During this session, participants gain insight to the positive impact of Experiential Learning. We provide an example of how we turned a 4-hour "presentation" into a highly interactive 31/2 hour learning experience. As a result, we increased participant engagement by 100% and improved evaluation scores by 50%.

Participants gain insight into the strategies used to:
* Redirect how the course was conducted
* Refocus our efforts on the learner experience
* Repurpose course content
* Do less work as facilitators

## What does it mean to be smart?  How IQ, EQ and Cognitive Ability impact learning

**Cindy Moran**
MVP-Results

*10:00 am – 11:00 am*

**Training Hubris Definition:**  The belief that if I design the most awesome training program in the world and have world-class delivery skills that every 'smart' participant will be successful. **Reality:**  Some succeed, some don't!

This session will explore the question of whether having a high IQ impacts learning (hint...the answer is not as much as you might think) and instead focuses on how EQ and Cognitive Ability factor in to your success in learning retention. We will explore the connection between understanding your learner's natural capacity and traits and their ability to grasp and apply new skills effectively for the long-term.