AITD National Conference 2014

Australian Institute of Training and Development

Australian Technology Park, Sydney, Australia
14-15 May 2014

Don't miss the leading annual conference for training, learning and development, and organisational development professionals.

Keynote Speakers

Work is learning and learning is the work

Harold Jarche

Consider that about 35% of existing jobs today have an 85% or greater chance of being automated. In the new economy, it's not what you know, but what you do with what you can learn, that will be valued. The future of work is customised, complex, and intangible. What are the challenges and opportunities for training and development professionals in such an environment?

What is really going on in learning?

Nigel Paine

Explore the four significant challenges facing every learning leader, no matter what size company or type of organisation they work for: Survival is not mandatory; If you cannot prove that what you do adds value to the organisation you work for, you are in trouble; Forget mobile! No one cares!; and, Social and informal learning are not new!

Transforming Our Workforce

Tony Fiddes, Westpac Group

Westpac Group has a vision to be one of the world's great companies helping all of our customers, communities and people to prosper and grow. Our 2017+ Strategy has been developed to deliver Strength, Return, Growth and Productivity. Examine the capability shifts required of our people, the group wide learning strategy that provides the platform for our change and examples of how we have executed this learning strategy in our business.

Next Gen Learning and Leadership is a Game Changer

Marigo Raftopolous

We are entering a perfect storm of emerging trends in gaming technology, open collaboration and machine learning that are disrupting learning and development as we know it. Learning is not about the content anymore, it's about the experience. Through a better understanding of our neurological, cognitive and emotional drivers, we have been able to harness the power of game systems to create more effective learning experiences.

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Full-Day Pre and Post Conference Workshops

Pre-Conference Workshops
Tuesday 13 May 2014: 9.00am-4.30pm

Harold Jarche, From Training to Performance to Social

Nigel Paine, How to measure impact, and why happy sheets are so yesterday

Dr Janet Brady, Evaluating Trainers: Revisiting Communication Competency

Marc Ratcliffe, A-Z of Training: 26 proven techniques to engage and enliven training

Post-Conference Workshops
Friday 16 May 2014: 9.00am-4.30pm

Harold Jarche, Personal Knowledge Management

Nigel Paine, How to measure impact, and why happy sheets are so yesterday

Marigo Raftopolous, The learning game has changed: How gamification unlocks Next Gen learning

Laurie Kelly, Brain-Friendly Training Intensive

Harold Jarche, From Training to Performance to Social
Training courses are artifacts of a time when information was scarce and connections were few. This one-day workshop examines the differences between training, performance support, and enterprise social networks. It will cover the performance analysis, communities of practice, and social platforms, providing examples and frameworks for their use. This is suitable for anyone who designs or manages training and wants to expand their professional scope.

Harold Jarche, Personal Knowledge Management (PKM)
When we work in networks, one of our main jobs is getting stuff out of our heads and sharing with others. Personal Knowledge Management (PKM) skills can help to make sense of, and learn from, the constant stream of information that workers encounter from social channels both inside and outside the organisation.

PKM is a process of filtering, creating, and discerning, and it also helps manage individual professional development through continuous learning. This one-day workshop includes a four-week online follow up: PKM framework: understanding the Seek:Sense:Share model to take control of your professional development. Personal network mapping: examining your networks for diversity to improve your own sense-making abilities. Sense-making: finding your own unique way to make sense of information flows around you.

Nigel Paine, How to measure impact, and why happy sheets are so yesterday
This workshop will explore options around impact measurement. It will not follow one model or theory but select judiciously from amongst those that are available. It will work on a very simple premise: you can do this really effectively without having to employ expensive consultants to do it for you.

There are no models that work in 100% of cases. Even in one organisation the same strategy will not work for every program. This workshop will help you choose what is appropriate at every stage, and begin to deliver genuine and useful feedback on what your organisation's investment in learning and development delivers back to that organisation.

If you come to this workshop be prepared to work! We will get stuck in on a couple of case studies and also share some of the insights from the group that we can all benefit from. We will work on the assumption that impact measurement is a straightforward part of your role and not some over complicated specialist activity.

Marc Ratcliffe, A-Z of Training: 26 proven techniques to engage and enliven training
In most situations, a carefully selected game or activity will support the trainer in attracting and maintaining interest in their session. If they are not playing they are straying, so we need to find the ying and yang relationship of content and supporting activity.

This one-day workshop provides a dynamic A-Z of proven tips, tricks and techniques aimed at engaging and supporting learning. It promises 26 activities that will enhance the educational experience and hold an audience for longer. These techniques include openers, warm-ups, energisers, "fun" summaries and tips on a range of other ways to keep participants on their toes!

Dr Janet Brady, Evaluating Trainers: Revisiting Communication Competency
What is communication competency in training and facilitating? How do we recognise it? How do we evaluate it? How do we formulate our feedback?

This workshop extends our current understanding of communication competency and the criteria we use to evaluate it. The workshop is designed for L & D professionals responsible for delivering training and/or assessing and mentoring trainers.

Participants will learn a range of communication concepts and, through small-group exercises using examples extracted from face-to-face interactions during training sessions in a variety of training contexts, learn how to use these concepts to analyse interactions between trainers and learners.

This workshop provides an opportunity for new and experienced trainers to explore the communicative performance of others using concepts that are fundamental to effective communication but largely omitted from standard competency frameworks used to assess trainers.

Marigo Raftopolous, The learning game has changed: How gamification unlocks NextGen learning
This is a highly interactive workshop where participants will be engaged in a Gamification Design Sprint - a hands-on design session that will work on your specific projects. Design areas covered include challenge definition, developing personas, designing engaging and motivating experiences and interactions, and measuring outcomes.

Leading case studies will be presented on how gamification, games and simulations have been used around the globe to redesign products and services across several industries to improve targeted learning, engagement, participation, marketing and commercial outcomes.

We will also briefly delve into the art and science of gamification, games and simulations to give attendees a hands on appreciation of the different techniques that form the basis of the tools we use, such as design thinking, game design, integration design, user experience design and systems thinking.

Attendees will leave the workshop with solid ideas on how they can adopt gamification, games and simulations in their learning project. They will also leave the session armed with solid techniques, tools and methodologies that they can apply to all their other projects.

Laurie Kelly, Brain-Friendly Training Intensive
When we use Brain-Friendly training techniques - Learner's learn and learning sticks!

In this workshop you will experience the five principles of Brain-Friendly Training in action. You will learn simple, practical things to include in your training delivery so you know your message will stick and readily transfer back into the workplace.

It is a workshop full of ideas to excite and engage your students, no matter what the content. You will experience processes that are refreshing, practical and totally relevant to the challenges of teaching today.

AITD National Conference Program 2014

Day 1, Wednesday 14 May 2014

Time	Session
7.45am	Registration and arrival tea and coffee
8.30am	Welcome and Opening Address
8.50am	**Keynote:** What is really going on in learning? **Nigel Paine**
10.00am	*Concurrent workshops*
	Engaging and exciting the learner with brain friendly delivery skills **Laurie Kelly**
	How hard can a deadline bite? **Alison Bickford** **Toni Williams**
	Learning at the coalface: Entering the leadership pipeline **Dr Janet Brady**
	Chasing butterflies – evaluating and capturing the benefits of informal learning **Paul Rasmussen**
11.00am	Morning Tea
11.30am	*Concurrent workshops*
	Plan, Package and Present: The process to designing engaging presentations that deliver tangible outcomes **Colin Boyd**
	How understanding social media encourages lifelong learning **Gerald Keating** **Martin Swan**
	ASAP: Instructional design for the fast lane **Dr Michael Leimbach**
	Future Leaders – Developing leaders through behaviour feedback **Mike Armour, Quentin Jones, Tracey Lane,** **Margherita Larné-Jones**
12.30pm	Lunch
1.20pm	**Keynote:** Transforming Our Workforce **Tony Fiddes**
2.30pm	*Concurrent workshops*
	Group Coaching: Leveraging Learning in Groups and Teams **Aly McNicholl**
	Show and Tell: DIY Visual Storytelling **Blair Rorani**
	Personality Profiling – What lies beneath? **Liz Payne**
	70:20:10 Rhetoric or reality **Paul Clifford**
3.30pm	Afternoon Tea
4.00pm	Panel Discussion – eLearning: Transforming Talk Into Action **Ryan Tracey, Helen Blunden, Anne Bartlett-Bragg,** **Simon Crook and Matthew Guyan**
5.00pm	Networking Drinks *Sponsored by:* WILSON LEARNING

For full details of all sessions and speakers visit the AITD website aitd.com.au/conference

Day 2, Thursday 15 May 2014

Time	Session
8.45am	Welcome and Introduction
8.50am	**Keynote:** Work is Learning and Learning is the Work **Harold Jarche**
10.00am	*Concurrent workshops*
	Instructional Design: Say goodbye to ADDIE and move on with SAM **Gail Carlson**
	Structuring 70:20:10 to build capability **Michelle Ockers**
	OD strategies in international environments: Case study lessons from the field **Vicki Roberts**
	How Jurlique implemented a coaching culture in 12 months **Dr Paul Lawrence**
	Engaging Online Learners: A Look at Tools and Techniques To Enrich Online Classes **Bob Lee** **Jim Recker**
11.00am	Morning Tea
11.30am	*Concurrent workshops*
	Three Brains are Better than One! **Natalie Ashdown**
	Business Impact Post Learning – why, who and how to create results from training **Emma Weber**
	Creating and sustaining a transformational leadership culture **Leisa Bowness**
	Social Media – Not for the Faint Hearted **Denise Stevens**
	Practical implementation of blended learning **Julia Ashton-Sayers**
12.30pm	Lunch
1.20pm	**Keynote:** Next Gen Learning and Leadership is a Game Changer **Marigo Raftopolous**
2.30pm	*Concurrent workshops*
	The Trainers' Cookbook – 12 recipes for learning engagement success **Marc Ratcliffe**
	New Frontiers in eLearning **Emily Cappas**
	Border control: Evaluating a mission critical training program for a government agency **David Dewhurst** **Mark Harris**
	Getting the best out of your talent without spending lots of money **Esther Tait**
	Panel Discussion – The Future of VET **Paul Rasmussen, Chris Butler, Denise Stevens and** **Dr Phil Rutherford**
3.30pm	Afternoon Tea
4.00pm	Panel Discussion – Learning and Development Q&A **Anne Bartlett-Bragg, Harold Jarche, Nigel Paine and** **Marigo Raftopolous**
4.50pm	Conference Close

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14-15 May 2014 | Australian Technology Park, Sydney, Australia

REGISTRATION – Book online or complete this form

Your Details

Title _____ First Name _____ Last Name _____

Company _____ Email _____

Mailing Address _____

City _____ State _____ Postcode _____

Country _____

Work Phone _____ Mobile Number _____

AITD Member Number [_____] Voucher Code [_____]

Conference Booking

Standard bookings: 1 March 2014 - 9 May 2014

☐ Standard - AITD Member $1600 (inc GST)

☐ Standard - non-member $1980 (inc GST)

TOTAL: [_____]

Join AITD today to take advantage of member discounts

Group rates are available when three or more delegates register together. Please call AITD on 02 9211 9414 to register your group.

Full Day Workshops

For workshop descriptions visit aitd.com.au/conference.

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Workshop Registration Fee

☐ I am attending the conference and I am an AITD Member - $300 (inc GST) per workshop

☐ I am attending the conference and NOT an AITD Member - $430 (inc GST) per workshop

☐ I am NOT attending the conference and I am an AITD member - $500 (inc GST) per workshop

☐ I am NOT attending the conference and I am NOT an AITD member - $620 (inc GST) per workshop

TOTAL: [_____]

Payment Details

TOTAL AMOUNT: [_____]

☐ Please invoice me

☐ Please charge my credit card:

    ☐ VISA ☐ Mastercard ☐ AMEX (please note 2% surcharge applies)

Credit Card Number: _____

Expiry Date: _____ CCV: _____

Credit Card Holder: _____

Signature: _____

This form becomes a tax invoice once completed and registration fee is paid in full. By submitting this registration form you accept all of the terms and conditions. ABN 52 008 516 701

TERMS AND CONDITIONS

CANCELLATION: AITD requires 15 working days written notice for any cancellations. A 20% cancellation fee will be deducted from the refund (and will be considered owing if invoice is unpaid). For cancellations less than 15 working days prior to the conference there will be no refund and any outstanding monies will be considered owing. A substitute may be sent in the place of the registered delegate for no additional fee with the exception of a non-member replacing a member (the fee difference will be charged).

PAYMENT OF FEES: AITD will take active steps to collect any outstanding fees including engaging a mercantile agency. This form becomes a tax invoice once the registration fee has been paid in full.

INTERNATIONAL DELEGATES: Once a booking has been lodged and a full payment received, AITD is able to provide a confirmation letter that can be used for visa purposes. AITD is not able to issue this letter without receipt of full payment. Should any delegate be unsuccessful in obtaining a visa to enter Australia for the purposes of attending the conference, a full refund of paid conference fees will be made. Substitute delegates will be accepted however please be mindful that Australian entry visas are non-transferrable.

PROGRAM CHANGES: AITD reserves the right to vary the conference program and speakers where it becomes necessary.

DELEGATE DETAILS: Delegates and sponsors may be given a list of all delegates (name and basic contact details only). Receipt of your registration form will signal your acceptance of inclusion on the delegate list. Should you wish to opt-out, please contact AITD to indicate your desire to be removed from a delegate list.

☐ Remove me from delegate list.

Follow AITD on Twitter @aitd1 for updates about the #AITD2014 conference