

Free Virtual Lunch with Harold

Wow...what a response! Who would have believed how many readers would take advantage of our offer for a free virtual lunch with Harold Stolovitch. This program drew not only interest from trainers, instructional designers and performance consultants but their managers as well. We even heard from our colleagues and competitors who wrote or phoned to say, "What a great idea!" or "Why didn't I think of that?"

If you are curious about what virtual lunch mates had to say about their experience, visit http://www.hsa-lps.com/Testimonials_Lunch.htm to read their testimonials/reviews. If you want in, please know that based on its popularity, Harold has extended this program through November 30, 2012. Visit <http://www.hsa-lps.com/Emails/Lunch1.html> for a personal invitation to which you may respond. Why not grab a sandwich, apple and drink, and meet Harold for lunch in the next few weeks!

Best to all!
Erica and Harold

Help Them Grow or Watch Them Go: Career Conversations Employees Want

Despite economic conditions, unemployment levels, or any other business factor imaginable, your best employees - the ones you need most - want one thing from you, plain and simple: To support their growth and development. Study after study confirms that development is the single most powerful tool managers have for driving engagement, retention, productivity, and results. Yet, learning leaders know that career development is frequently the thing that gets sidelined unless or until the organization demands that some form be submitted during regular review cycles.

Colleague and friend, Beverly Kaye, founder and co-CEO of Career Systems International (www.careersystemsintl.com) and bestselling author on workplace performance, and Julie Winkle Giulioni, co-founder and principal of DesignArounds (www.designarounds.com), have co-authored the new book, ***Help Them Grow or Watch Them Go: Career Conversations Employees Want***, which sheds much needed light on what managers can specifically do - within the time-starved, priority-rich, pressure-cooker environment in which they operate - to support employees' careers. It comes down to this: Engage in short, ongoing conversations with employees about their career options, needs, and passions. It's really that simple... and that complex.

Interested in learning more? Visit http://www.hsa-lps.com/E_News/ENews_Oct12/Kaye_Grow_or_Go-to_ch_2.pdf to read the first

two chapters. For Beverly and Julie's bios and photo, please visit http://www.hsa-lps.com/E_News/ENews_Oct12/BeverlyandJulieBio.pdf.

Two Opportunities to Attend Training Ain't Performance (TAP) Workshop

In November 2012, Harold Stolovitch will be conducting two one-day Training Ain't Performance workshops for the Canadian Society for Training and Development (CSTD). The first will be held in Toronto, Canada on November 14, and the second will be in Calgary, Canada on November 26.

More and more 21st century organizations are transforming their training entities into workplace learning and performance (WLP) support groups. This very involving one-day workshop introduces you to the basic concepts of performance consulting - a systematic process that allows training professionals, OD or HRD specialists and even managers to analyze a request for training or any other type of intervention and determine whether or not it is necessary/sufficient. It includes materials and exercises that deal with human capital and performance engineering. The workshop guides you through a thinking and decision-making process that sets the foundation for becoming a true workplace learning and performance consultant. You leave with a set of skills and tools that are highly valued in today's competitive environment.

For more information on the workshop in Toronto, visit http://cstd.site-ym.com/events/event_details.asp?id=265461. For more information on the workshop in Calgary, visit http://www.cstd.ca/events/event_details.asp?id=265462.

Get a Jump Start on Holiday Gifts For Your Employees

Wondering what to give you employees this holiday season? Give them the gift of knowledge! After 10 years, this best-selling book has been updated, expanded and enhanced to reflect almost a decade of progress to give readers a fresh look at what works and what doesn't in the world of training and learning. Fans of Telling Ain't Training will be relieved to find that its lively, user-friendly tone has been carefully preserved. In fact, this is a book that faithfully practices what it preaches, engaging the reader from page one and immediately involving them in the first of many try-it-yourself exercises in learning. This second edition adds a new section that addresses technology and learning conceptually and provides rich examples and pragmatic considerations. The ultimate goal of the book is to offer the reader an opportunity to break through learning barriers, to separate learning myth from research-based findings, and to dispel counterproductive beliefs and practices that harm the instructional process.

To learn more, read a sample chapter or order the book today, visit <http://www.hsa-lps.com/To%20order.htm#TAT><http://www.hsa-lps.com/To%20order.htm#TAT>.

HSA Lexicon: The Language of Human Performance Technology (HPT)

Do "learner controlled instruction" or "worth analysis" have you stumped? Google and Siri are not the only sources for information these days. The HSA Lexicon has over 100 definitions of Human Performance Technology terms. Be sure to consult it and bookmark it for easy reference the next time you need clarification on a workplace learning and performance term. To access the HSA Lexicon, visit <http://hsa-lps.com/Lexicon/index.html>.

About Us

At HSA Learning & Performance Solutions LLC, we've seen a lot over the years. We know the business of learning. We know the role human performance plays in business success. We know how to uncover and address needs, then create appropriate solutions. We pride ourselves on helping organizations achieve high levels of performance - and success. HSA is a leader in workplace learning and performance improvement. Our proven learning and performance solutions have helped maximize employee performance at dozens of organizations throughout the world. Our principals, Harold D. Stolovitch and Erica J. Keeps, share a common passion - developing people. Together they have devoted a combined total of over 80 years to make workplace learning and performance both enjoyable and effective. Their dedication to improving workplace learning and performance is reflected in the workshops they run internationally on training delivery, instructional design and performance consulting. Together, they are co-editors of the first two editions of the Handbook of Human Performance Technology and co-authors of the best-selling, award-winning series of books Telling Ain't Training - Updated, Expanded and Enhanced, Training Ain't Performance, Beyond Telling Ain't Training Fieldbook and Beyond Training Ain't Performance Fieldbook published by ASTD Press. They are also co-authors of the Wiley/Pfeiffer Learning & Performance Toolkit Series. To learn more, visit www.hsa-lps.com.