

Training Scene

American Society for Training & Development
Newsletter of the Greater Boston Chapter

This Months Feature

NOVEMBER 10, 2005: *CREATING A GOAL ACHIEVEMENT CULTURE*

James P. Desrosiers
Growthco

Thursday
November 10, 2005

5:30pm - 6:00pm
Registration, Networking &
New and Prospective Member Orientation

6:00 pm - 7:00 pm
Dinner

7:00 pm - 9:00 PM
Program

Sheraton Lexington Hotel
727 Marrett Road
Lexington, MA 02421
781-862-8700
www.sheratonlex.com

Members: \$35.00
Non-Members: \$45.00

Register by November 9

Register After November 9
Add \$5.00

*Members' guests may attend at the
member fee as long as fees are paid in
advance*

November 10, 2005, 5:30 P.M.-9:00
P.M. (Dinner Meeting)

Creating a Goal Achievement Culture,
James P. Desrosiers, Growthco

Today we are all "busy", but are we productive? Now, more than ever, there is an increasing focus on the amount of lost productivity during each workday. According to a new survey by Salary.com the average worker admits to frittering away 2.09 hours per 8-hour workday, not including lunch and scheduled break-time. Salary.com calculated that employers spend \$759 billion per year on salaries for which real work was expected, but not actually performed. Join us for this highly interactive session as James Desrosiers shines some light on these current challenges and helps us to discover ways to create a goals achievement culture.

Highly effective concepts and tools will be shared, allowing attendees to transfer key ideas back to their

Continued on Page 3

Cancellations: In the event of the cancellation of a program due to inclement weather, notification will be left on our voice mail. Please call 617-731-2783.

To register please send check to ASTD
Greater Boston Chapter
PO Box 67262, Chestnut Hill MA 02467

For information or to register online:
<http://www.massastd.com>
ASTD - phone: 617-731-2783
fax: 617-731-6315

Pre-registration and
prepayment are required.
Register today by calling the
Chapter Office at
(617) 731-2783
or log on to:
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Find Us a
New Member
and attend a
Dinner Meeting
FREE!

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Training Scene

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Direct requests regarding submitting articles
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PO Box 67262, Chestnut Hill, MA 02467
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Submissions:

Articles and announcements
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While local chapter dues are still
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Your support will be greatly appreciated!

Typically, people pursue new goals with great passion and energy — exercising, doing better at work or school, even calling their Mothers! Then, like hitting a wall, their performance peaks and they return back to old attitudes and behaviors. Why does this happen?

Knowing what you want simply isn't enough. There are two types of people in this world " those who are *interested* in goals and those who are *committed* to goals. If you are committed to goals, then you have goals that are written down and planned out. You follow a system towards goal attainment. You do whatever must be done today and every day, no matter what, and track progress to avoid procrastination and unpleasant surprises.

"There is absolutely no doubt that people can permanently increase their success at work, at school, and at home. They just need to be taught how," states James P. Desrosiers, President of GROWTHco, a personal and professional development organization that specializes in goal achievement programs. "When I was younger I knew **WHAT** was expected of me and **WHAT** I wanted for myself, my family, and my company. What I didn't know was **HOW** to get everything done that was on my plate or **WHY** I would want to in the first place. In other words, I was never taught time management or self-motivation. Now I have kids and clients and I see them struggling with success the same way I did. That's why I created my company and its programs that help people get real

about their lives and achieve anything they truly desire.

"The first thing people need to understand is why some people achieve more than others. Everyone has the same 24 hours in their day and how we choose to use our 24-hour days will determine our individual level of success."

People must learn a process for taking any goal, in any area of their lives, and breaking it down into easy, individual steps that are scheduled and tracked through that goal's completion.

The process as taught by GROWTHco explains that the first step is to **identify the goal and establish a deadline**. The goal must be specific. For a salesperson, that might be going from \$5000 to \$7500 per month in sales. For a student, instead of "doing better in school", it could be to go from a 77% average in English to an 87%. The goal must also be attainable. If you haven't been to the gym in five years, set a goal to go once or twice a week to start. The last component of any goal is that it must be measurable. Make sure you can track progress along the way. Establishing a deadline eliminates procrastination and creates a sense of urgency.

The second step is to determine **motivation**. "Most people need to learn how to self-motivate. 85% of all goals that people have are given to them from other people, usually employers or teachers and parents. In order for people to reach their maximum potential, they must first be able to find the personal motivation behind these goals. They must answer

the question — 'No matter where this goal comes from, how will MY life improve from achieving this goal?' People will only give 100% of their potential when they can tie in the personal gain to the goal that's on their plate. The motivation they uncover will create the attitude and passion that is necessary for them to give 100% of their energy and effort towards the goal."

The third step is to **identify and schedule the individual steps and behaviors required** for goal achievement. Again, time is limited. All we get is 24 hours in each day. Specific times must be scheduled to ensure that most important behaviors and activities are given the priority. "We must first complete those behaviors and activities that will lead us to our goals before we do those that don't."

The fourth step is to think about any **obstacles** that may come up and determine how to succeed despite these obstacles.

The fifth step is to develop a tracking system like a chart, graph, or thermometer to gauge progress along the way. People should share their tracking systems with others to gain valuable feedback and create accountability for their results.

Business executives that wish to take their companies to the next level can contact James P. Desrosiers at (978) 827-3133. People interested in ordering his book may do so at www.growthco.com. Seminars and workshops are also available.



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SIGs To SIGI's (Share Ideas Gain Insights)

Jacki Rose

Open to all Greater Boston ASTD Chapter members who are looking to brainstorm, network, and share ideas with each other in the Training Industry. Each month there is a topic of discussion along with a roundtable brainstorm of individual needs.

We are no longer requesting you to be

a part of one specific Special Interest Group (i.e. consultant, corporate, transition). We have realized that most trainers, no matter what their area of expertise, are coming with the same issues and are able to benefit from sharing ideas together and gaining insight. For now we are changing the group from SIG (Special Interest

Group) to SIGI (Share Ideas Gain Insight) for all to join in. Betsy LaMond of LaMond Training is your facilitator and organizer.

Anyone interested in participating should contact the Greater Boston Chapter office at 617-731-2783.

Train The Trainer- "ASTD Training Certificate Program ©ASTD"



The GreaterBoston Chapter ASTD will be hosting ASTD Nationals "Training Certificate Program ©ASTD". We are in the process of finalizing the details for the three day program to be presented in Boston on the 1st - 3rd of November, 2005.

Registration for each session of Train The Trainer is intentionally limited to maximize the benefit to each individual participant. If you, or someone you know, might be interested in participating in a future session of the Train The Trainer program, please let us know by faxing the following form to us at the Greater Boston Chapter of ASTD office. **The fax number is 617-731-6315. Or you may call us in the office at 617-731-2783.**

YES: I am interested in attending a Train the Trainer Program.

Name _____

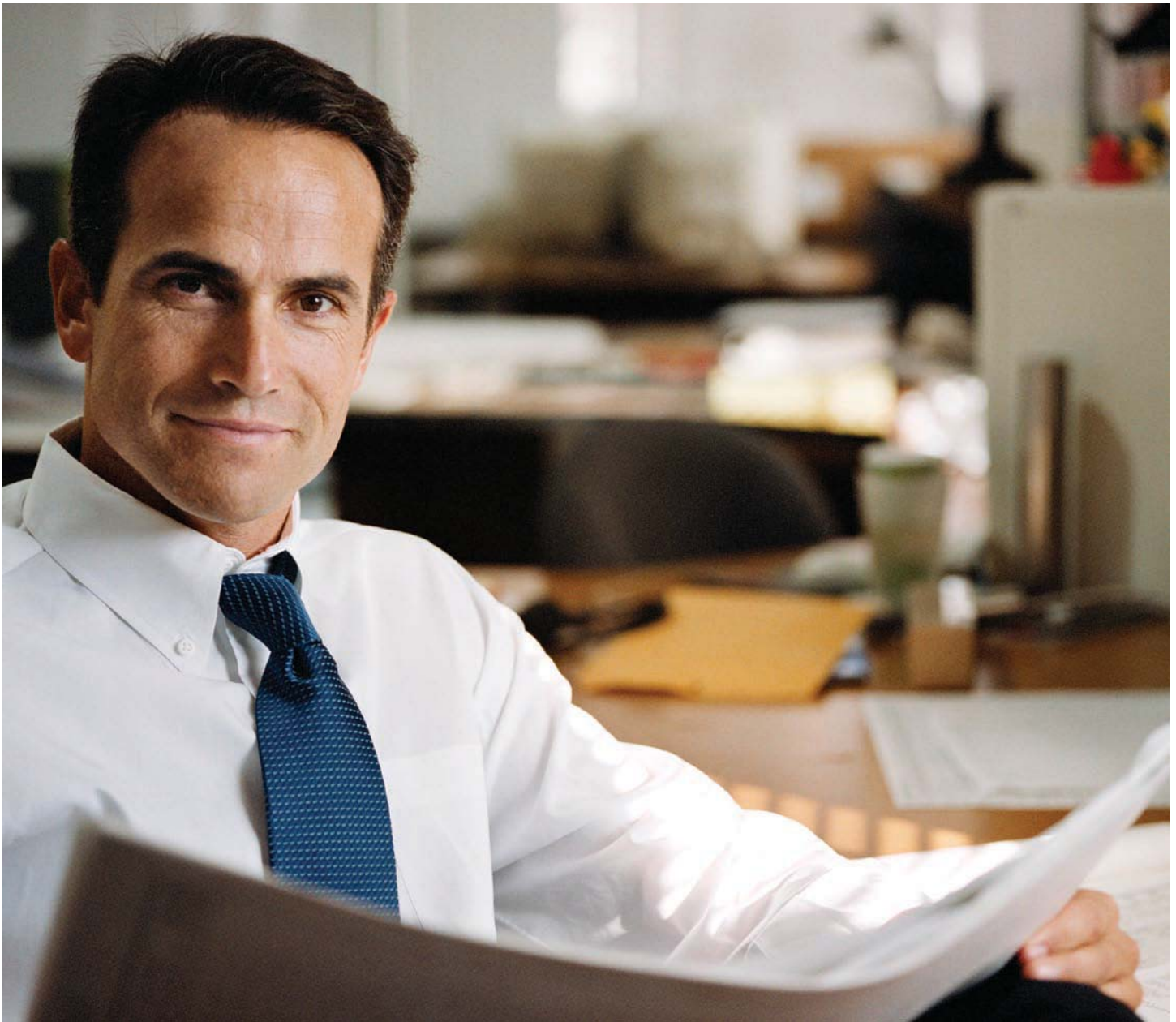
Company _____

Address _____

Phone _____ Fax _____

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NOTE: The November session of Train The Trainer in Boston has been filled. We will be looking to determine if there is sufficient interest to support the scheduling of another session either in the Spring or earlier if sufficient interest is demonstrated. Get on the list NOW for the next session.



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November Meeting (Cont.)

workplace. Learn how ordinary employees can achieve extraordinary results through a high-level goal setting process, time management strategies, motivational techniques, and productivity enhancements. Attendees will receive a Goal Setting Worksheet and actually set a goal they wish to achieve within seven days of the program. James will lead attendees, step-by-step, through his high-level goal setting process that can be used for anyone, in any department, for short or long-term goals, at work or even at home!

***Special Program Ideas under Consideration: Starting January 2006**
*(Evening programs, special seminars, or courses.
Locations to be determined.)*

Please let us know which programs would be of interest to you when you register.

Developing and Launching on-line courses, Program Length _____

Evaluation, Program Length _____

Competency Modeling and Succession Planning, Program Length _____

Humor in Training, Program Length _____

Suggestions _____

_____ Program Length _____

The Greater Boston Chapter Welcomes It's New members

Julie-Ann H. Agwhob
Millenium Training Institute

Mark T. Bucco
ideasAloft/Aloft Group

Joan Ciolino
Millennium Training Institute

Kathleen M. Crawford
Vinfen Corporation

Liza S. DeMichele
Boston Private Bank & Trust Co

Gary M. Falcone
Millenuim Training Institute

Gary Finn

Douglas A. Foster
D Foster Associates

Mary E. Grimes Finley
Harvard Pilgrim Health Care

Rebecca Hirsch
Cambridge Health Alliance

Paul Hutchinson
Consultant

Michael Klimko
Millennium Training Institute

Elizabeth A. LaPierre
Stone & Company

Ronald F. MacDonald
Diversified Technologies Inc.

Virginia M. Marsh
Millenuim Training Institute

William ,McNeilly
Millennium Training Institute

Stephanie ,Nasson
Harvard University

Folly ,Patterson
Wellesley College

Stephen W. Pratt
Capital One

Ruth Thomas
Millennium Training Institute

Robert V. T. Toomey
SpeedReading People, LLC

Robert ,Urbanek
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Deborah G. Wolfgang
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Prepay Your Dinner Meetings and Save – **New Member Benefit**

Purchase Your Season Pass to the Greater Boston Chapter, ASTD Meetings Now and Save: Ten Meetings for the Price of Nine!

We are currently offering two value option programs, one for individuals and one for corporate members, to save you both time and money. These offers are valid only for our September 8, 2005 to June 8, 2006 Program Year, during which we will be hosting 10 meetings (9 dinner meetings and at least one breakfast meeting, on October 6).

Individual Member Meeting Coupon Book: This book will allow members to attend all 10 meetings for the price of nine from September 8, 2005 to June 8, 2006. So that we can plan accordingly we would ask that if an

individual is unable to attend one of the meetings to please notify us in advance of the meeting as a courtesy. These books are available for purchase only until September 8, 2005.

Regular Meeting Price	\$350
Less discount	<u>(\$35)</u>
Net Price	\$315

Corporate Member Meeting Coupon Book: This book allows a company to purchase a book of 10 meeting passes for the price of nine as long as at least one of the company's employees is a Greater Boston Chapter ASTD member. Passes must be used for programs between September 8, 2005 to June 8, 2006. These passes can be shared among different members of a training and/or management team based upon their interests. So that we can plan accordingly, we would ask that individuals pre-register for the

programs of their choice and let us know if they will be using a meeting pass. One pass is required for each individual attending a meeting. These books are available for purchase from now until June 8, 2006.

Regular Meeting Price	\$350
Less discount	<u>(\$35)</u>
Net Price	\$315

**Please note that our Train the Trainer program and other special programs, other than our October 6, 2005 Technology and Training Symposium, are excluded from this offer.*

For Greater Boston ASTD membership information and to purchase season coupon books please contact the office at 617-731-2783.

Greater Boston ASTD Program Announcement for FY 2005-2006

December 8, 2005, 5:30 P.M.-9:00 P.M., (Dinner Meeting & Chapter Holiday Party)

Join us for a fun-filled evening including:

- Trainer's Yankee Swap (Get that training tool or prop you've always wanted and get rid of that tool you've grown tired of or have too many of.)
- Training and Networking Tips and Tricks (Exchange ideas with your colleagues whether you are an in-house trainer, consultant, or professional in transition.)
- Speaker, TBA, Promises to be light and fun filled!

January 12, 2006, 5:30 PM-9:00 PM (Dinner Meeting)

The Leadership Maturity Model™ (LMM) Matt Carlen, 7th Wave Solutions

For further details on these and other upcoming meetings of the Greater Boston Chapter, visit us at www.massastd.com.

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Advertising in *Training Scene* is a simple and cost effective way to reach over 600 members of the Greater Boston Chapter of ASTD.

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1/6 Page Ad	(2 1/4 X 4 1/2")	\$60
1/3 Page Ad	(2 1/4 x 10")	\$75
1/2 Page Ad	(7 1/2 x 4 1/2")	\$115
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