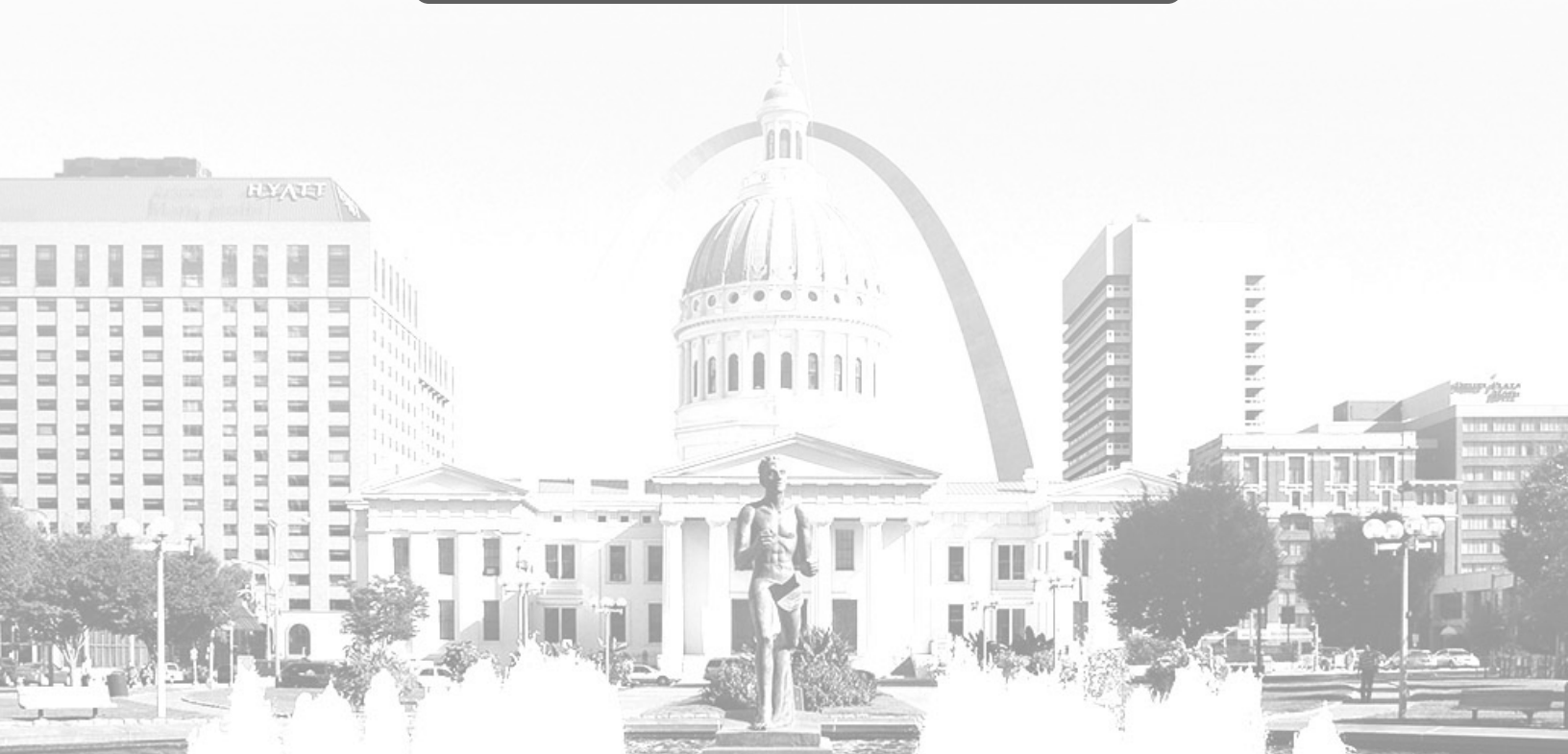


ALIGN

LEARN • SHARE • CONNECT

2018 CONFERENCE AGENDA



SUNDAY	SEPTEMBER 16
4:00pm - 7:00pm	Registration
MONDAY	SEPTEMBER 17
8:00am - 5:00pm	Registration
9:00am - 9:45am	Technology Roundtable: Learner Management *
9:00am - 10:00am	New Admin Implementation and Training *
9:45am - 11:15am	Client Advisory Meeting (<i>invite only</i>)
10:00am - 10:45am	Technology Roundtable: Reporting Best Practices *
10:15am - 11:15am	New Admin Implementation and Training *
10:45am - 11:30am	Technology Roundtable: Assignments *
11:30am - 12:30pm	Lunch Buffet (<i>seating by industry</i>)
12:30pm - 1:30pm	President's Address
1:40pm - 2:30pm	BizLibrary Content – What's New and Exciting in 2018
1:40pm - 2:30pm	Evaluating Success Beyond a Test
1:40pm - 2:30pm	Follow the Leader: How to Get Leadership Buy-in and Encourage Them to Lead by Example
2:40pm - 3:30pm	5 Lessons Learned from Structuring a Development Program for Managers
2:40pm - 3:30pm	Conquering Training Challenges from A to Z
2:40pm - 3:30pm	I'm at ALIGN, Now What?
3:30pm - 3:50pm	Networking Break by Industry
3:50pm - 4:40pm	BoosterLearn: Remembering Not to Forget
3:50pm - 4:40pm	Perfecting Partnership – Maximizing Our Union to Drive Business Results
3:50pm - 4:40pm	Roadmap to Success: Defining and Developing High Potentials
4:50pm - 5:40pm	From Supplemental to Integral: The Case for Learning Reinforcement
4:50pm - 5:40pm	EXCELL - Exeter's Road to Excellence: Onboarding Program
4:50pm - 5:40pm	How to Implement and Promote an LMS in a 'Blue Collar' Workforce
6:00pm - 8:00pm	Welcome Reception
7:30pm - 9:30pm	Dine-around (<i>sign-up at on-site registration desk</i>)
TUESDAY	SEPTEMBER 18
7:00am - 8:00am	Breakfast Buffet
8:00am - 9:00am	Keynote: Kevin Snyder
9:10am - 10:00am	Creating an Effective Blended Learning Program
9:10am - 10:00am	Shift Happens...
9:10am - 10:00am	Creating an Onboarding Training Program that Trains When You Can't

* These sessions require separate registration as seats are limited. Online registration will open July 31st.

10:00am - 10:20am	Networking Break by Business Challenges
10:20am - 11:10am	BizLibrary Technology Review
10:20am - 11:10am	Best Practices for Launching a Successful Program
10:20am - 11:10am	Could Your Bottom Line Be in Jeopardy?
11:10am - 12:25pm	Awards Luncheon
12:30pm - 1:30pm	Keynote: Ray Jimenez
1:40pm - 2:30pm	Strategies to Influence Teams and Individuals to Use and Apply Online Training
1:40pm - 2:30pm	Turning Data into Action
1:40pm - 2:30pm	Ignite Purpose Through Performance Reviews
2:30pm - 2:50pm	Networking Break by Business Challenges
2:50pm - 3:40pm	Content Management and Learning Management: Get the Full Functionality
2:50pm - 3:40pm	Evaluating Success Beyond a Test
2:50pm - 3:40pm	Follow the Leader: How to Get Leadership Buy-in and Encourage Them to Lead by Example
3:50pm - 4:40pm	Planning & Marketing Strategies from the Beer Industry
3:50pm - 4:40pm	The 3-Legged Stool of Highly Functioning Teams – Cooperation, Engagement, Leadership
3:50pm - 4:40pm	Deliberate Design: Developing a Training Plan Around the Needs of Your Organization
6:30pm - 9:30pm	Networking Event - BizLibrary's Blues Cruise
WEDNESDAY	SEPTEMBER 19
7:00am - 8:00am	Breakfast Buffet
8:00am - 9:00am	BizLibrary Product Roadmap
9:00am - 9:50am	How to Market Your Training Priorities and Increase Employee Success
9:00am - 9:50am	Get the Most Out of Your LMS
9:00am - 9:50am	What Everyone Needs to Know about Empowering Employees through Learning and Development
10:00am - 10:50am	Could Your Bottom Line Be in Jeopardy?
10:00am - 10:50am	Creating and Sustaining a Leader-Driven Approach to Organizational Development
11:00am - 11:50am	Boxed Lunch by Client Success team

SUNDAY

SEPTEMBER 16

4:00pm - 7:00pm

Grand Coatroom

Registration

MONDAY

SEPTEMBER 17

8:00am - 5:00pm

Grand Coatroom

Registration

9:00am - 9:45am

Technology Roundtable: Learner Management** These sessions require separate registration as seats are limited. Online registration will open July 31st.***Grand C**

Be a part of this in-depth discussion on managing learners in the learning system. This will focus on teams, best practices on how to set them up, and why. It will also focus on learners, when to use the import template and when to add individual learners, as well as how to deactivate learners and best practices for doing so.

Key Objectives:

- Teams
- Adding Learners
- Deactivating Learners

BizLibrary Technical Team

9:00am - 10:00am

New Admin Implementation and Training** These sessions require separate registration as seats are limited. Online registration will open July 31st.***Grand A**

This session will focus on basic admin training in the learning management system. We will provide administrators a refresher on the basics of the system, focused on the portal and custom content tiers of the LMS.

Key Objectives:

- Learner Management
- Assignments
- Messaging
- Reporting
- Custom Content

BizLibrary Technical Team

9:45am - 11:15am

Mills 3

Client Advisory Board Meeting *(invite only)*

MONDAY

SEPTEMBER 17

10:00am - 10:45am

Technology Roundtable: Reporting Best Practices

** These sessions require separate registration as seats are limited. Online registration will open July 31st.*

Grand C

Spend time focusing on the reporting capabilities within the BizLibrary LMS. During this session there will be multiple reports that will be discussed including: transcript, status, and activity. Reports can be found in multiple locations in the system; this roundtable will assist with recognizing the best location to run a report.

Key Objectives:

- *Transcript Reports*
- *Status Reports*
- *Activity Reports*

BizLibrary Technical Team

10:15am - 11:15am

New Admin Implementation and Training

** These sessions require separate registration as seats are limited. Online registration will open July 31st.*

Grand A

This session will focus on basic admin training in the learning management system. We will provide administrators a refresher on the basics of the system, focused on the portal and custom content tiers of the LMS.

Key Objectives:

- *Learner Management*
- *Assignments*
- *Messaging*
- *Reporting*
- *Custom Content*

BizLibrary Technical Team

10:45am - 11:30am

Technology Roundtable: Assignments

** These sessions require separate registration as seats are limited. Online registration will open July 31st.*

Grand C

This session is all about assignments - how to make them, best practices, and tips and tricks. Best practices regarding content assignments and when to assign to a team or a learner will be provided during this roundtable discussion.

Key Objectives:

- *Library Access*
- *Content Assignments*
- *Indirect vs. Direct Assignments*

BizLibrary Technical Team

MONDAY

SEPTEMBER 17

11:30am - 12:30pm

Grand D & E

Lunch Buffet by Industry

12:30pm - 1:30pm

Grand D & E

President's Address

Dean Pichee, BizLibrary Founder and CEO

1:40pm - 2:30pm

BizLibrary Content – What's New and Exciting in 2018

Grand A

At BizLibrary, our trusted content is constantly evolving! We hope you can join us to talk CONTENT.

Key Objectives:

- Hear the latest on how our content is uniquely interactive, engaging, and effective
- Review our content roadmap to find out what new content will be added in the near future
- Learn about our data-driven content curation process
- Share your content-related feedback and suggestions directly with the Content team

BizLibrary Content Team

1:40pm - 2:30pm

Evaluating Success Beyond a Test

Grand B

Leadership came to you with a request for training. So, you organized a training session. Employees seemed like they learned something. You got positive feedback. You even designed a knowledge survey to test their knowledge. All done, right? Did you communicate the results to the individual managers? Did you give them tactics to reinforce the behavior? Did you create job aids to help them retain the knowledge from the session? Are you monitoring the measurable outcomes you defined prior to the training? This session is about what you can do, regardless of how much capacity you have, to support and drive the behavior change that started with the training event.

Key Objectives:

- What you should do before training begins, to assist with measurement
- Ways to drive behavior change post-training
- Post-training tools and methods of measuring behavior - beyond an immediate knowledge assessment

Daniel Binkholder, BizLibrary Client Success Consultant

Chris Kennedy, BizLibrary Client Success Manager

MONDAY

SEPTEMBER 17

1:40pm - 2:30pm

Follow-the-Leader: How to Get Leadership Buy-in and Encourage Them to Lead by Example

Grand C

Learn how to identify a training champion and how to use their influence and learning success to drive utilization by aligning training goals with your corporate strategy and identify reportable success expectations for all stakeholders.

Key Objectives:

- *Strategic alignment*
- *Find a champion*
- *Ask questions/needs analysis*
- *Make your case/show need/prepare to report*
- *Report, report, report!*

Tammy Kirkiewicz, *BizLibrary Client Success Consultant*

Ron Labeau, *BizLibrary Client Success Consultant*

2:40pm - 3:30pm

5 Lessons Learned from Structuring a Development Program for Managers

Grand A

During this session, participants will receive information on how to structure a leadership development program customized to their organization. This includes getting started with creating your program, course recommendations, strategies to promote usage, and tools that can be used for program development. The session will also provide ideas on facilitating manager discussion groups, suggestions for surveying the program, and strategies on providing ongoing reporting and updates to senior leadership to retain BizLibrary program buy-in.

Key Objectives:

- *Structuring a leadership development program customized to your organization*
- *Ideas on manager discussion groups and methods on communicating program successes*
- *Program questions to survey managers with and strategies to support feedback*
- *Strategies on providing ongoing reporting and updates to retain program buy-in*

Christopher Lane, *BGRS*

MONDAY

SEPTEMBER 17

2:40pm - 3:30pm

Conquering Training Challenges from A to Z**Grand B**

For any organization faced with diverse job classifications, the challenges of implementing an effective training program are extensive. Hear tips from a fellow BizLibrary administrator on how to successfully work through issues regarding learner and management buy-in, varying computer skills, time constraints, and customization within a large workforce.

Key Objectives:

- *Obtaining learner and management buy-in*
- *Aligning training goals for various departments*
- *Extension of privileges and rights*
- *Tracking progress*

Sharon Taylor, Harford County Government

2:40pm - 3:30pm

I'm at ALIGN, Now What?**Grand C**

Get your conference started on the right foot with tips and strategies for making the most of your ALIGN experience. In this session, learn how Tarrant Regional Water District strategically utilized what was learned at ALIGN 2017 to leverage and fuel their learning and development program through 2018.

Key Objectives:

- *Utilizing the BizLibrary team to your advantage*
- *Strategic networking*
- *Systematized note-taking*
- *Sharing your goals*
- *Taking time to think*

Victoria Cason, Tarrant Regional Water District

3:30pm - 3:50pm

Grand Foyer**Networking Break by Industry**

MONDAY

SEPTEMBER 17

3:50pm -4:40pm

BoosterLearn: Remembering Not to Forget

Grand A

To be successful, organizations need to reinforce learning within their training program. Hear from BizLibrary experts on how to utilize structured programs to boost the retention of learners with scheduled cadences that contain quiz questions, documents, videos, and links to other related material.

Key Objectives:

- *The science behind reinforcing learning*
- *What is learning reinforcement?*
- *Programs: Boosted BLC and BoosterLearn*
- *What is the impact if training is not reinforced?*
- *Why programs fail*

Bryan Hershfeld, *BizLibrary Client Success Account Executive*

Karen Relling, *BizLibrary Client Success Account Executive*

3:50pm - 4:40pm

Perfecting Partnership – Maximizing Our Union to Drive Business Results

Grand B

One of BizLibrary's Core Values is to "Build Successful Partnerships that Last." Join us for a fun, interactive presentation/discussion and learn best practices to continually drive business results by partnering with BizLibrary's Client Success team. Games, laughter and thought provoking, actionable ideas will abound. You are certainly interested in maximizing Return on Investment and Return on Expectations regarding your partnership with BizLibrary; I propose we work together to make that happen.

Libby Mullen, *BizLibrary Learning & Development Manager*

MONDAY

SEPTEMBER 17

3:50pm - 4:40pm

Roadmap to Success: Defining and Developing High Potentials

Grand C

Developing top talent in your workforce is integral to the future leadership needs of the organization. In this session, you'll learn best practices in identifying high potentials and building effective development and succession plans.

Key Objectives:

- *Why there's a need for succession plans and development programs*
- *Defining high potentials, high performers, and succession planning*
- *Identifying high potentials in an organization*
- *Considerations and best practices for effective development programs identifying evaluation*
- *Metrics of the program*

Alyse Braun, *BizLibrary Client Success Consultant*

Olivia Heller, *BizLibrary Client Success Consultant*

4:50pm - 5:40pm

From Supplemental to Integral: The Case for Post-Training Learning Retention

Grand A

Humentum's learning retention program launched in 2015 as an experiment. Today, it is an integral element of their training program. Learn how they use and benefit from a simple but effective solution to learning retention that leads to results in the workplace - not just the workshop.

Key Objectives:

- *Translating success in the workshop to success in the workplace*
- *Linking training to business objectives*
- *Using data to demonstrate results and improve training*

Mark Nilles, *Humentum*

MONDAY

SEPTEMBER 17

4:50pm - 5:40pm

EXCELL - Exeter's Road to Excellence: Onboarding Program

Grand B

Building an effective organizational culture by "design" begins day one for all new employees as part of the onboarding process. At Exeter Finance, new employees are introduced to the company's "Culture of Excellence" and overall business model as part of a mandatory training session. In addition to new hire orientation, all newly hired and newly promoted leaders participate in a required 6-9 month onboarding program. Learn about this program and how you can adapt it to meet your own organization's needs.

Key Objectives:

- *Identify the key elements of creating a culture by design*
- *Discuss the importance of aligning all onboarding initiatives*
- *Examine how a blended approach to learning enhances the development experience*
- *Explain how the overall roles, responsibilities, and expectations are defined*
- *Use a curriculum map to outline a comprehensive and effective program*

Susan Daniel, Exeter Finance

4:50pm - 5:40pm

How to Implement and Promote an LMS in a 'Blue Collar' Workforce

Grand C

For some organizations, there's a group of employees that have never needed a computer to complete their daily duties - until training in a LMS. In this session, discuss how MFA Incorporated implemented its training software and continues to gain commitment and utilization from their employees.

Key Objectives:

- *Identify the comfort variance in regards to technology across users*
- *Outline a method for implementation*
- *Develop ongoing strategies to promote continued interaction*
- *Encourage user feedback to tailor training to meet employee needs*

Jessica Kueffer, MFA Incorporated

6:00pm - 8:00pm

Gateway East

Welcome Reception

7:30pm - 9:30pm

Dine-around

Sign up for one of our dine-around options during registration and walk to a nearby restaurant with BizLibrary employees and new ALIGN friends for dinner! Meal expenses with the dine-around are not included in ALIGN registration.

TUESDAY

SEPTEMBER 18

7:00am - 8:00am

Grand D & E

Breakfast Buffet

8:00am - 9:00am

Keynote Address

Grand D & E

Ever wonder how some organizations achieve remarkable success despite the extraordinary adversity they face? What do they do differently to differentiate themselves, empower their teams, and become extremely efficient? In this special customized presentation, you will learn the fascinating stories, leadership secrets and strategies of breakthrough performance that will transform your thinking about personal motivation, building dynamic teams, and achieving peak performance.

Based on Kevin's best-selling book, "Think Differently ... to Achieve Success", he will share best practices and "outside the box" examples from his experience working with over 1,150 organizations in all 50 states and numerous countries. You'll not only feel energized and excited about your current accomplishments, but you'll be inspired to "think differently" and apply new concepts to manifest extraordinary performance.

Kevin Snyder

9:10am - 10:00am

Creating an Effective Blended Learning Program

Grand A

A blended training program could be what your organization needs to maximize your training team's time and resources. Come hear about the lessons learned, a framework for success, and additional resources to help you build an effective blended program.

Key Objectives:

- *Supplementing face-to-face and in-house created e-learning using BizLibrary resources*
- *Encouraging employee self-directed learning through the introduction of BizLibrary courses, along with on the job application*
- *Increasing learner retention by using BizLibrary courses as "boosts" for in-person training*
- *Driving usage of the LMS*

Korea Gilreath, Samantha Poklemba & Sophie Molaison, Mohawk Industries, Inc.

TUESDAY

SEPTEMBER 18

9:10am - 10:00am

Shift Happens...

Grand B

Through small changes in the program, QS/1 Data Systems has seen an increase of over 600% in their training program in just 12 months. In this session, you will learn how to SHIFT the focus in your training program to do the same. Discuss how making small modifications can drastically increase your results.

Key Objectives:

- *SHIFTing focus*
- *SHIFTing communication*
- *SHIFTing results*

Brandon Gibson, QS/1 Data Systems

9:10am - 10:00am

Creating an Onboarding Training Program that Trains When You Can't

Grand C

In August of 2017, the CEO of SEEK gave their team a challenge - cut the two-week training program down to one week, and decrease employees' time to productivity by 50 percent. After attending ALIGN 2017, their program has not only completed that objective, but has created a learning culture with new employees - in less than 6 months.

Key Objectives:

- *Developing a roadmap for creating your own onboarding program*
- *Determining if e-learning is right for your organization's onboarding program*
- *Determining what resources and custom content you need*
- *Putting it all together*

Sara Luchsinger, SEEK Careers/Staffing

TUESDAY

SEPTEMBER 18

10:00am - 10:20am

Grand Foyer

Networking Break by Business Challenges

10:20am - 11:10am

BizLibrary Technology Review

Grand A

Our products are constantly evolving to improve the learning experience for our users. Discover the new features we have launched since last ALIGN and how they can enhance business training within your organization.

Key Objectives:

- Review latest features of our learning platform, content platform, and BoosterLearn
- Ask questions during Q&A with the Product team
- Give us your feedback to help guide future technology enhancements

BizLibrary Product Team

10:20am - 11:10am

Best Practices for Launching a Successful Program

Grand B

This session welcomes all of our learning champions: new partners, new program managers, and seasoned clients making changes. Join us for a discussion showcasing the key points for successful program launches, client best practices, and real examples.

Key Objectives:

- 10 key areas of focus during launch preparation
- Pre-launch marketing examples
- Creative client ideas and best practice shares

Stacey Moore, BizLibrary Client Success Consultant

10:20am - 11:10am

Could Your Bottom Line Be in Jeopardy?

Grand C

Learn how aligning training to business challenges can help show your training ROI. This session will teach participants about the most common business challenges organizations face, and how they are using training to overcome these challenges. Hear how other organizations have increased their ROI by identifying challenges and aligning training plans, as well as how to measure ROI tied to different business challenges.

Ryenn Gaebler, BizLibrary Client Success Manager**Alex Manolis, BizLibrary Client Success Manager**

TUESDAY

SEPTEMBER 18

11:10am - 12:35pm

Awards Luncheon

Grand D & E

Come celebrate the achievements of fellow BizLibrary clients and learn about their programs success. Awards will be presented for Best New Program Launch, Best Measured Results, Best Use of Learning Technology, Program of the Year, and Training Professional of the Year.

12:30pm - 1:30pm

Keynote Address

Grand D & E

We are on a journey – constantly searching for better ways on how to mold workers and learners to continuously learn. We experience joy from our discoveries and successes. But we also suffer from perils stemming from our surprises and failings. The vision is inspiring – to make learners direct their own learning continuously; however, many of the assumptions in implementing the vision are based on myths that we carry over from traditions that are no longer valid in today's work and learning environment.

In his presentation, Ray will share with you his experience and research on implementing continuous learning in work processes and technologies, giving tools and examples on how to deal with exceptions and situations, thinking of uncertainties, solving problems where we have no previous experience, and dealing with the unknown to avoid catastrophic events.

Ray Jimenez

1:40pm - 2:30pm

Strategies to Influence Teams and Individuals to Use and Apply Online Training

Grand A

This session will cover the tactics and steps a learning professional can use to influence development and application of training. Come participate in activities that will help develop a strategy specific to your organizations unique needs, encourage ongoing development and self development with application of learning.

Key Objectives:

- *Establishing a plan for implementation of online learning*
- *Developing a strategy for team application of online learning*
- *Influencing sustainment of self-development with application of the learning*

Marty Woodward, *Dollar General*

TUESDAY

SEPTEMBER 18

1:40pm - 2:30pm

Turning Data into Action

Grand B

Have you ever heard of the Kirkpatrick Model? Reports can make or break a training and development program. Knowing what metrics are important, why they need to be accurately measured, and how data can be used to improve your program is something every learning and development professional should strive to know.

Key Objectives:

- *Identifying important metrics for measuring program success*
- *Learning how to extract those metrics from your program in various ways*
- *Reporting results and setting improvement goals*

Hallie Tucker, Superior Energy

1:40pm - 2:30pm

Ignite Purpose Through Performance Reviews

Grand C

Do you conduct annual reviews? Is it seen as a chore? Is it dull?

Does it accomplish much?

WHAT IF....

You could spark someone's passion, drive engagement, and build relationships - while encouraging employees to grow and develop?

Key Objectives:

- *Creating an engagement-driven performance review*
- *Taking a unique approach to utilize the strengths of your employees*
- *Building retention and your employees' satisfaction*

Kristen Davidson & Ashley Stinson, Consumers Credit Union

2:30pm - 2:50pm

Grand Foyer**Networking Break by Business Challenges**

TUESDAY

2:50pm - 3:40pm

Content Management and Learning Management: Get the Full Functionality

Grand A

Does your current platform have everything your company needs to be successful? Hear from experts at BizLibrary on how to get the most functionality from your learning management system. Learn about the features and benefits of custom content uploading, an in-house social networking forum, certifications, classroom, qualifications, and external training credit requests.

Key Objectives:

- *Types of custom content you can upload*
- *Community experience*
- *Classroom management*
- *Certifications and qualifications*
- *External training requests and credits*

Bryan Hershfeld, *BizLibrary Client Success Account Executive*

Karen Relling, *BizLibrary Client Success Account Executive*

2:50pm - 3:40pm

Evaluating Success Beyond a Test

Grand B

Leadership came to you with a request for training. So, you organized a training session. Employees seemed like they learned something. You got positive feedback. You even designed a knowledge survey to test their knowledge. All done, right? Did you communicate the results to the individual managers? Did you give them tactics to reinforce the behavior? Did you create job aids to help them retain the knowledge from the session? Are you monitoring the measurable outcomes you defined prior to the training? This session is about what you can do, regardless of how much capacity you have, to support and drive the behavior change that started with the training event.

Key Objectives:

- *What you should do before training begins, to assist with measurement*
- *Ways to drive behavior change post-training*
- *Post-training tools and methods of measuring behavior - beyond an immediate knowledge assessment*

Daniel Binkholder, *BizLibrary Client Success Consultant*

Chris Kennedy, *BizLibrary Client Success Manager*

TUESDAY

SEPTEMBER 18

2:50pm - 3:40pm

Follow-the-Leader: How to Get Leadership Buy-in and Encourage Them to Lead by Example

Grand C

Learn how to identify a training champion and how to use their influence and learning success to drive utilization by aligning training goals with your corporate strategy and identify reportable success expectations for all stakeholders.

Key Objectives:

- *Strategic alignment*
- *Find a champion*
- *Ask questions/needs analysis*
- *Make your case/show need/prepare to report*
- *Report, report, report!*

Tammy Kirkiewicz, *BizLibrary Client Success Consultant*

Ron Labeau, *BizLibrary Client Success Consultant*

3:50pm - 4:40pm

Planning & Marketing Strategies from the Beer Industry

Grand A

You've signed with BizLibrary and carefully selected and designed your curriculum - now all you need are users to engage with and complete the courses. Management is looking for an ROI worth the spend and now it's time to deliver. If this sounds familiar, join this session to learn what's helped and hindered progress from roll out to present day online training engagement. This presentation of the good, the bad, and the ugly will give you plenty of ideas you can implement immediately - while dodging the minefield of mistakes.

Lloyd Brown, *Monarch Beverage Company*

TUESDAY

SEPTEMBER 18

3:50pm - 4:40pm

The 3-Legged Stool of Highly Functioning Teams – Cooperation, Engagement, Leadership

Grand B

Unfortunately, teams don't come with instructions on how to put them together like furniture does. It takes training (and more training) to build a culture where people can work together effectively. Come learn some ideas on training strategies that help team members set positive examples for each other and build self-directed work teams.

Key Objectives:

- *Dealing with "personalities"*
- *Building a foundation of acceptance*
- *Putting acceptance to work*
- *Expanding into collaboration and creativity*

DeeAnna Deane, Teel Plastics

3:50pm - 4:40pm

Deliberate Design: Developing a Training Plan Around the Needs of Your Organization

Grand C

Have you found yourself asking questions like: How do I best utilize BizLibrary for our organization? How do I identify the most pressing training needs? How do I design a program to meet those needs? How do I make it easy for our employees to use? How do I keep employees engaged in our training program? If so, this is a session for you! Come dive into these questions and how Church of the Resurrection has approached them, giving you practical ideas to apply right away.

Key Objectives:

- *Tailoring BizLibrary to best support your organization*
- *Identifying and prioritizing organizational and employee training needs*
- *Creating appealing pathways to engage employees in a plan to meet your specific objectives*

Janelle Gregory & Mary Murray, Church of the Resurrection

6:30pm - 9:30pm

Networking Event - BizLibrary's Blues Cruise

Travel through time with us for the evening as we board the Becky Thatcher, a replica 19th century paddle-wheel riverboat, and enjoy the musical stylings of the Souard Blues Band! There will be plenty of time to network with new friends over dinner, while taking part in this uniquely St. Louis experience!



WEDNESDAY

SEPTEMBER 19

7:00am - 8:00am

Grand D & E

Breakfast Buffet

8:00am - 9:00am

Grand D & E

BizLibrary Product Roadmap

9:00am - 9:50am

How to Market Your Training Priorities and Increase Employee Success

Grand A

Successful marketing of your company's training priorities has been shown to increase productivity, improve company morale, and directly add to a company's revenue growth. Aligning training with the business objectives of your organization is a practical way to develop training that will contribute to the growth and success of your business.

Key Objectives:

- *Marketing strategies and ideas*
- *Tracking employee utilization*
- *Aligning training goals*
- *Increasing employee knowledge and productivity*

Jennifer Ramirez, Westmont Hospitality

9:00am - 9:50am

Get the Most out of Your LMS

Grand B

BizLibrary's LMS is ever changing and enhancing! How can you take advantage of all the new and exciting features? Better yet, how can you utilize the LMS to save you time and create efficiencies within your organization?

By attending this session, you will see in action how Conductix-Wampfler uses Certifications, Qualifications, Playlists, and more to increase employee engagement and onboarding, while making life easier for the learning coordinator to keep it all organized!

Key Objectives:

- *Understanding how technology can enhance, not complicate, your program*
- *Planning for how to utilize technology to increase engagement*
- *Using BizLibrary's new features to help new employees onboard and engage quickly*
- *Making it simple for you, the administrator*

Jessica Jones, Conductix-Wampfler

WEDNESDAY

SEPTEMBER 19

9:00am - 9:50am

What Everyone Needs to Know about Empowering Employees through Learning and Development

Grand C

Everyone knows a successful learning program needs to be aligned with the organization's business goals and key objectives. Keeping this in mind, the IMA Learning & Development group was successful in their implementation of BizLibrary. However, building on that success was the result of requests from the business that required a solution that only asynchronous learning could provide. Learn how IMA used the flexibility of BizLibrary to empower leaders and employees to tackle a revolutionary business goal.

Key Objectives:

- *Generating ideas about how to build on initial BizLibrary success*
- *Learning how to build collaboration with internal business partners*
- *Creating strategies to empower frontline employees and leaders alike using courses from BizLibrary*
- *Understanding the importance of resilience and unconventional approaches to create magic, versus conundrum for your users*

Andrea Jones, *Integrated Manufacturing & Assembly*

10:00am - 10:50am

Could Your Bottom Line Be in Jeopardy?

Grand A

Learn how aligning training to business challenges can help show your training ROI. This session will teach participants about the most common business challenges organizations face, and how they are using training to overcome these challenges. Hear how other organizations have increased their ROI by identifying challenges and aligning training plans, as well as how to measure ROI tied to different business challenges.

Ryenn Gaebler, *BizLibrary Client Success Manager*

Alex Manolis, *BizLibrary Client Success Manager*

WEDNESDAY

SEPTEMBER 19

10:00am - 10:50am

Creating and Sustaining a Leader Driven Approach to Organizational Development

Grand C

Do you struggle with outlining your L&D strategy for long-term success? Do you have trouble communicating priorities in a way that creates buy-in? Have you had moderate success but struggle to maintain momentum? Maybe you just aren't sure where to start? This session will provide you with tangible tools to make the process easier. During this presentation, the Human Resources team at Christian Appalachian Project will discuss their program's measured approach to a sustainable, multi-year, L&D program. This will include discussion around the importance of involving others in the development of a plan, how leaders get employee buy-in, and how to successfully align the organization's strategic goals to a long-term plan.

Key Objectives:

- *The view from the top – when leaders create clarity around vision and strategic goals, the organization is more apt to buy-in*
- *Setting the pace – knowing the culture of your organization helps dictate the speed at which new initiatives should be rolled out*
- *What is most important right now – bringing short-term clarity to long-term goals begins with strategy*
- *Tying it all together – “over-communicating clarity” involves leaders at every level incorporating strategy in every department*

Judy Bruner & Josh Collier, Christian Appalachian Project

11:00am - 11:50am

Boxed Lunch with Client Success team

Grand A - team Ryan Gaebler, Tammy Kirkiewicz, Chris Altom

Grand B - team Alex Manolis, Haley Luke, Stacey Moore, Alyse Braun

Grand C - team Chris Kennedy, Daniel Binkholder, RonLabeau, Olivia Heller

Debrief ALIGN over lunch with your Client Success Consultant and Manager.