

	B	C	D	E	G	H	I
1	This document has been prepared for use by ASTD Chapter Leaders and is not to be used for any commercial purpose.						
2	The intent is to help volunteer leaders identify potential speakers for ASTD Chapter events.						
3	The speakers listed below presented education sessions at the ASTD 2003 International Conference in San Diego.						
4	Co-presenters and general session speakers are not shown.						
5	Please contact the speaker directly for more information.						
6							
7							
8	State	City	Session Title (some speakers did multiple topics)	Speaker	Company	Phone	Email
9	AL	Chelsea	Measuring Return on Investment: A Credible Performance Improvement T	Jack Phillips	Jack Phillips Cente	205-678-8038	roiresearch@mindspring.com
10	AL	Chelsea	Track A: Value and Costs: The Two Critical Components of ROI	Patricia Phillips	The Chelsea Group	205-678-8038	TheChelseaGroup@aol.com
11	AZ	Tucson	Organization Analysis: Using the Four Views to Identify Results Gaps	Geary Rummier	Performance Desig	520-529-1151	grummler@performancedesignlab.com
12	AZ	Scottsdale	E-Learning Landscape and the Future of Learning	John Coné	Independent Consu	480-575-9044	jwcone@ev1.net
13	AZ	Phoenix	Career Strategies for Turbulent Times: Using Futurist Ideas That Work	Marilee Robertso	InteractiveTraining	602-274-1829	marilee@interactivetrainingdesign.com
14	AZ	Peoria	A Matter of Ethics: Creating Initiatives to Change Cultures	Teri Traaen	City of Peoria, AZ	623-773-7624	TeriT@peoriaaz.com
15	CA	Oakland	The Leader's Personal Maturity Level: An Essential Factor in Transformati	Alain Gauthier	Core Leadership D	510-530-5500	coregk@earthlink.net
16	CA	Santa Clara	Strategic Challenges in Developing Online Executive and Management De	Alan Fisher	Intel	480-554-8414	Alan.L.Fisher@intel.com
17	CA	San Diego	First Things Fast: Analysis as the Basis for Performance Improvement Pro	Allison Rossett	San Diego State U	619-299-1998	arossett@cox.net
18	CA	San Rafael	Coaching: Inspiring Higher Performance From Employees	Andrew Kimball	QB International	415-457-1919	akimball@qube.com
19	CA	San Francis	Internal and External Consulting: Strategic Partnerships and Passages	Bev Scott	Bev Scott Consultir	415-863-2994	bevscott@ix.netcom.com
20	CA	Sherman O	The Leader's Role in Talent Engagement: Love 'Em or Lose 'Em	Beverly Kaye	Career Systems Int	818-995-6454	Beverly.Kaye@csibka.com
21	CA	San Diego	1001 Ways to Fish at Work	Bob Nelson	Nelson Motivation I	858-673-0690	BobRewards@aol.com
22	CA	Torrance	Becoming a Profit Center	Bob Zeinstra	Toyota University	310-965-7692	Bob_Zeinstra@Toyota.com
23	CA	Sunnyvale	Low-Cost E-Learning for Today; Enterprise Learning Plans for Tomorrow	Brandon Hall	brandon-hall.com	408-736-2335	bh@brandon-hall.com
24	CA	Berkeley	Why People Don't Tell What They Know: The Human Side of Knowledge M	Carol Goman	Kinsey Consulting S	510-526-1727	cgoman@ckg.com
25	CA		Excellence in Practice Award Winner: Management Development Program	Cheryl Brogan	Hewlett Packard		cheryl.brogan@hp.com
26	CA	Torrance	Excellence in Practice Award Winner: Toyota Quality Financial Managem	Chuck O'Keefe	University of Toyot	310-965-7470	chuck_o'keefe@toyota.com
27	CA	Monterey	ISD: Faster/Better/Easier	Darryl Sink	Darryl L. Sink & As	831-649-8384	darryl@dsink.com
28	CA	Petaluma	Developing Organizational Culture Through Values-Based Professional De	David Hartt	USCG Training Cen	707-765-0460	dhartt@d11.uscg.mil
29	CA	Redondo Be	Bottom-Line Training: Measuring Results from Training & Performance Im	Donald Ford	Training Education	310-316-2240	donaldford@earthlink.net
30	CA	San Diego	Developing a Coaching Culture	E. Wayne Hart	Center for Creative	858-638-8000	hartw@leaders.ccl.org
31	CA	San Francis	Innovating for Competitive Advantage	Ernest Gundling	Meridian Resource	650-712-0837	egundling@meridianglobal.com
32	CA	Mill Valley	Hot Topics in the Law of Copyrights	Francine Ward	nCompliance, inc.	415-389-0975	francine@ncompliance.net
33	CA	Oakland	Musical Alchemy: Transforming Business Through the Performing Arts	Gary Muszynski	one world music	510-653-6038	gary@oneworldmusic.com
34	CA	Los Angeles	Telling Ain't Training...or From Transmission to Transformation	Harold Stolovitch	HSA Learning & Pe	310-286-2722	hstolovitch@hsa-lps.com
35	CA	Davis	ROI on a Shoestring: Evaluation Short-Cuts	Holly Burkett	Evaluation Works	530-756-1906	burketh@earthlink.net

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36	CA	San Diego	Performance Analysis Island: Will Your Knowledge Assure Survival?	James Marshall	San Diego State Un	619-890-6788	marshall@mail.sdsu.edu
37	CA	San Francis	Today's Battleground: Lie, Cheat, Steal vs. Truth, Choice, and Awareness	James Tamm	BCon Will Schutz A	650-871-4290	jamestamm@aol.com
38	CA	Pleasanton	Human Captial Management and Learning Management: A Necessary Re	Jason Averbook	PeopleSoft	925-694-4063	dorothy_carr-thompson@peoplesoft.com
39	CA	Berkeley	Implementing E-Learning: Getting the Most From Your E-Learning Investr	Jay Cross	Internet Time Grou	510-525-9487	jaycross@InternetTime.com
40	CA	Seal Beach	Facilitation Skills for E-Trainers	Jean Barbazette	The Training Clinic	562-430-2484	jean@thetrainingclinic.com
41	CA	San Diego	Beyond 360 Degrees: The Next Generation of Employee Feedback Surve	Jean Greaves	TalentSmart	619-295-8833	jean@wdsolutions.ws
42	CA	Los Angeles	Become a Business Partner: Finance for Non Financial Managers	Joe Knight	Business Literacy I	310-312-9929	jknight@business-literacy.com
43	CA	San Diego	The Brain Power Course	Karl Albrecht	Karl Albrecht Intern	858-576-3535	Karl@KarlAlbrecht.com
44	CA	Carlsbad	SHIPWRECKED! A Consultant's Survival Boot Camp	Kate Butler	American Humanag	800-554-2427/6	info@ahanation.com
45	CA	Roseville	Networking for Success: Make the Most of the ASTD Conference	Kathleen Barton	The Success Conn	916-223-6466	kathleenbarton@the-success-connection.com
46	CA	Escondido	The Journey to Effective Leadership	Kenneth Blancha	The Ken Blanchard	760-489-5005	sally.smith@kenblanchard.com
47	CA	Berkeley	A Prescription for Change: Facilitating Risk-Taking in a Pharmaceutical En	Kim Barnes	Barnes & Conti Associates, Inc.		kbarnes@barnesconti.com
48	CA	Sebastopol	The Art and Practice of Co-Active Coaching	Laura Whitworth	The Coaches Train	707-829-1110	coachlaura@aol.com
49	CA	Grass Valle	Best Practices in Mentoring: Making Resources Count	Linda Phillips-Jon	The Mentoring Gro	530.268.1146	info@mentoringgroup.com
50	CA	Escondido	Life Balance for Both Individual Well-Being and Organizational Retention	Marjorie Blanchar	The Ken Blanchard Companies		margie.blanchard@kenblanchard.com
51	CA	Copperopol	Passion + Purpose = Productivity	Marlys Hanson	People Managemen	209-785-8720	mhanson539@aol.com
52	CA	Lafayette	Why Training Projects Fail: Tips and Tricks to Guarantee Success	Meryl Natchez	TechProse	925-299-3900	meryl@techprose.com
53	CA	Westlake Vi	Reaching Retail's Holy Grail: Satisfied Customers	Michael Cuffe	J.D. Power & Assoc.		
54	CA	Pleasanton	Innovation Through Teaming: Creating the Conducive Climate	Mike Horne	Synertopia	925-485-5425	mike@breakthroughconsulting.net
55	CA	San Diego	Who Has FUN With Failure?	Milo Shapiro	improVentures	619-542-0761 o	improv@improVentures.com
56	CA	Solana Bea	Stupid Things Trainers Do To Sabotage Success	Nancy Stern	Communication Plu	858-792-2768	nancy@nancystern.com
57	CA	San Francis	Getting Personal: The Art & Science of Calibrating Individualized Learning	Patricia Franklin	Atlas Island Media,	415-387-9011	pjf@atlasland.com
58	CA	Carmel Vall	Navigating the Gray: Survival Skills for Dealing with the Unknown	Patricia Kochevar	Hidden Art Consult	831-659-5643	triciakochevar@mindspring.com
59	CA	Irvine	The "New" Energy Crisis: Re-fueling Passion At Work and In Life	Richard Chang	Richard Chang Ass	949-727-7477	rchang@rca4results.com
60	CA	Sausalito	Performance Architecture: HPI Tips, Tools, and Techniques	Roger Addison	International Societ	415-332-2560	RogerAddison@earthlink.net
61	CA	Rohnert Par	Are You Certifiable? How to Earn the CPT Designation	Roger Chevalier	International Societ	707-584-7160	rogerc@ispi.org
62	CA	Novato	Measuring Results and Impact of Motivational Training Programs	Sergio Garcia	iChangeWorld Con	415-878-2031	sergio@ichangeworld.com
63	CA	Alto	CLOs: Reflections from the Past 15 Years and Predictions for the Future	Susan Burnett	Hewlett Packard	650-236-6500	Susan_burnett@hp.com
64	CA	Tiburon	Going Independent: Starting Your Own Training and Consulting Business	Suzanne Saxe	Advance Consulting	415-435-3009	suzanne_saxe@advanceconsulting.com
65	CA		Cisco All-Day E-Learning Forum	Tom Kelly	Cisco Systems		
66	CO	Louisville	Leading LMS CTOs Explore the Dirty Details of Implementation	Jason Fish	ELBD Services	303-926-9909	jason.fish@elbdservices.com
67	CO	Durango	Coaching Innovation in Organizations	Katherine Holt	Peakinsight LLC	970-247-1180	katherine@peakinsight.com
68	CO	Boulder	Powerful PowerPoint for Classroom Instructors	Katherine Horton	William Horton Con	303-545-6964	kit@horton.com

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69	CO	Boulder	Five Clues to Coaching Innovators	Marian Thier	Expanding Thought	303-440-1278	mjthier@xtho.com
70	CO	Boulder	The Communication Catalyst: The Craft of High-Velocity Value	Mickey Connolly	Conversant Solutions	303-541-9491	mconnolly@conversant.net
71	CO	Golden	High Tech/High Touch: A New Approach to Blended Learning	Nancy Kenworthy	Pearson Performance	303-526-5284	nkenworthy@qwest.net
72	CO	Parker	Triumph in the Corporate Workplace!	Renee Williams	AT&T Broadband	303-248-9405	TDorn@aol.com
73	CO	Snowmass	Turning a Personal Crises Into a Learning Opportunity	Sally Sparhawk	Sparhawk Consulting	970-923-8857	ssparhawk@earthlink.net
74	CO	Durango	Can Coaching Effectiveness Be Measured?	Terry Bacon	Lore International Inc	970-385-4955	bacon@lorenet.com
75	CO	Parker	ROI Optimization: Learning From the Frontier	Theresa Seagraves	Theresa L. Seagraves	303-840-5102	t.seagraves@attbi.com
76	CO	Aspen	The Warrior Spirit and the Art of Leading From Center	Thomas Crum	Aiki Works, Inc	970-925-7099	aikiworks@aol.com
77	CO	Colorado Springs	Connected Leadership for a Complex World	Vidula Bal	Center for Creative	719-633-3891	balv@leaders.ccl.org
78	CO	Boulder	Visual Fluency for Classroom Instructors	William Horton	William Horton Consulting	303-545-6964	william@horton.com
79	CT	Madison	The Virtual Leader Workshop: See For Yourself!	Clark Aldrich	SimuLearn	203-245-0650	clark.aldrich@att.net
80	CT	Shelton	The Future of the Profession: Guiding the Transformation of Training and Learning	Rebecca Ray	American Skandia	203-925-7101	rray@skandia.com
81	DC	Washington	Making Work and Learning Synonymous: Changing the Thinking at NASA	Christine Williams	NASA	202-358-2146	cwilliam@hq.nasa.gov
82	DC	Washington	Human Capital Issues	Gale Rossides	Transportation Security		robert.hayden@tsa.dot.gov
83	DC	Washington	Corporate/College Partnerships: Building Blocks for Economic Futures	Jonathan Pittman	American Council on Education	202-939-9349	jonathan_pittman@ace.nche.edu
84	DC	Washington	Sailing into Troubled Waters: Management Succession Programs Will Change the Game	Lewis Taylor	Graduate School, University of	202-314-4722	Lewis_Taylor@grad.usda.gov
85	DC	Washington	From A Community of Interest to a Community of Practice	Patricia Adelstein	U.S. Department of Education	202-205-9675	patricia.adelstein@ed.gov
86	DC	Washington	Performance Management as Strategy-In-Action	Patricia McLagan	McLagan International	202-944-3992	PatMcLagan@cs.com
87	DE	Newark	Participative Learning Activities: Cultural and Educational Perspectives	Carolyn Luttrell	DuPont Safety Research	302-636-7886	carol.luttrell@usa.dupont.com
88	FL	Tampa	Usability Testing of E-Learning: An Essential and Effective Endeavor	Ann Barron	University of South Florida	813-974-1631	barron@usf.edu
89	FL	Hollywood	Lesson Learned: Chubb's Virtual Global Diversity Group in Latin America	Carol Susan DeVan	DeVaney-Wong International	954-967-6830	devaneyw@aol.com
90	FL	Maitland	A Company is Known by the People it Keeps	Craig Taylor	TalentKeepers	407-660-6041	ctaylor@talentkeepers.com
91	FL	Tampa	Creating Sales Superstars: Critical Competencies for Salespeople	Edward Del Gaizo	AchieveGlobal	813-631-5760	edward.delgaizo@achieveglo.com
92	FL	Tampa	Excellence in Practice Award Winner: Forging an Enterprise-Wide E-Learning Strategy	Eli Munzer	Verizon Communications	813-978-5413	eli.munzer@verizon.com
93	FL	Orlando	HPI from Scratch: Implementing a Performance Focus in the Navy	Karen McBee	Nav Air Orlando	407-380-8421	karen.mcbee@navy.mil
94	FL	Davenport	Show Biz Training: Tools and Techniques for Engaging Distracted Learners	Lenn Millbower	Offbeat Training	407-256-0501	lennmillbower@offbeattraining.com
95	FL	Port St. Lucie	E-Learning: Issues and Answers for Organizations and Individuals	Lucy Guglielmino	Florida Atlantic University	772 873-3348	lguglie@fau.edu
96	FL	Marco Island	Critical Dimensions: Five Ways of Thinking That Change Everything	Richard Michaels	Great Circle Learning	239-389-2000	rich@gclearning.com
97	FL	Lake Mary	Tapping the Brain for Learning	Robert Lucas	Global Performance Strategies	407-695-5535	blucas@globalperformancestrategies.com
98	GA	Atlanta	Excellence in Practice Award Winner: Building Internal Learning Capability	Bonita Stoufer	Delta Air Lines	404-715-4429	bonnie.stoufer@delta.com
99	GA	Alpharetta	Focus & Execution: Helping Your Organization Execute Its Highest Priorities	Chris McChesney	FranklinCovey	678-566-6506	chris.mcchesney@franklincovey.com
100	GA	Lawrenceville	The Accelerated Learning Model: Designing Effective Learning Interventions	Gail Heidenhain	Delphin, Inc.	770-277-3629	delphin@delphin-international.com
101	GA	Atlanta	Instructional and Visual Design Collaboration: A Methodology for Success	Greg Stevens	The Home Depot	770-384-2449	greg_stevens@homedepot.com

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102	GA	Marietta	Creating and Converting Online Content for ADA Compliance	Jon Preston	IDET Communicati	770-850-2522	jonpreston@idetcom.com
103	IA	Marion	After the Merger: Creating and Communicating Cultural Identity	Al Kacere	Alliant Energy	319-786-2209	Alkacere@alliant-energy.com
104	IA	Coralville	Instructional Design: New Demands, New Approaches	Brenda Sugrue	eLearnia, Inc.	319-466-0722	bsugrue@elearnia.com
105	IA	Des Moines	Creativity on Demand: A Systematic Approach to Innovation	Kathy Myers	Advanced Practical	515-334-2687	kmyers@innovatraining.com
106	IA	Johnston	Track B: Leveraging the Value of Knowledge Management at Caterpillar	Merrill Anderson	MetrixGlobal, LLC	515.278.0051	merrilland@metrixglobal.net
107	IA	Des Moines	Bury My Heart at Conference Room B	Stan Slap	slapLIVE	515-278-5570	njenkins@slapLIVE.com
108	IL	Chicago	What You've Got in Your Pocket: Recruiting and Motivating Volunteers	Cyndi Maxey	Maxey Creative Inc	773-561-6252	cmaxey@cyndimaxey.com
109	IL	DeKalb	Track B: E-Measurement Basics: Making Technology Work for ROI	Daniel McLinden	McLinden Consultir	312-320-8235	daniel@dmclinden.com
110	IL	Peoria	Becoming a Business Partner	David Vance	Caterpillar Universi	309.675.6252	Vance_David_L@cat.com
111	IL	Chicago	Respect Revisited: Building a Sustainable Civility Program	Giovinella Gonthi	Civility Associates	312-655-0533	civilityassoc@hotmail.com
112	IL	Glencoe	ImprovYourself! Business Spontaneity at the Speed of Thought	Joseph Keefe	Humor Resources	847-242-0100	joek18@aol.com
113	IL	Downers Gr	Performance Consulting: How to Advise Line Management	Judith Hale	Hale Associates	630-427-1304	Haleassoci@aol.com
114	IL	Chicago	Creating Online Learning Companies: Strategies and Tools to Develop E-L	Mariano Bernarde	MBC Consulting Co	312-674-4973	mbernandez@expert2business.com
115	IL	Tinley Park	The Relationship Between Tests, Self-Efficacy, and Pre/Post Instruments	Mary Lanigan	Governors State Un	708-534-4051	m_lanigan96@yahoo.com
116	IL	Des Plaines	Workforce Connections: Develop an On-Line Content and Knowledge Cen	Michael Gerwitz	OSHA	847-759-7782	michael.gerwitz@osha.gov
117	IL	Chicago	Pioneering Industry-Wide Partnerships Between Corporations and Higher	Pam Tate	Council for Adult ar		ptate@cael.org
118	IL	Chicago	Hands-On SCORM: A Mini-Tour	William Shackelfo	Shackelford & Assc	773-472-4115	Bill@tarnhelm.net
119	IN	Indianapolis	Managing Cultural Conflict with a Culturally Neutral Approach	Lou Russell	Russell Martin & As	317-475-9311	info@russellmartin.com
120	IN	Indianapolis	An Insider's Outlook on Growing Your Own Healthcare Workforce	Sherry Makely	Clarian Health Part	317-962-3282	smakely@clarian.org
121	IN	Bloomington	How To Make an Effective Presentation in 99 Seconds	Sivasailam Thiagi	QB International	812-332-1478	thiagi@thiagi.com
122	KY	Crestview H	Chasing A Theory of Evaluation: Should We Re-Focus Our Efforts?	Kathy Dye	Thomas More Colle	859-344-3658	kathy.dye@thomasmore.edu
123	KY	Louisville	Incentive Pay Programs: Investing in Your Most Important Asset	Natasha Cummin	Stride Rite	502-995-1623	natasha_cummings@striderite.com
124	KY	Louisville	Breaking Through: How Extraordinary Collaboration is Driven by Intentiona	Ruth Ann Hattori	InnovationNetwork	303-604-1981	rahattori@thinksmart.com
125	LA	Mandeville	Basic Cartooning for the Artistically Challenged Trainer	Mike Artell	Cartoonist	985-626-3420	mikeartell@aol.com
126	MA	Arlington	Who's Line is it Anyway? Using Improvisational Theater to Foster Change	Belle Halpern	The Ariel Group		bhalpern@arielgroup.com
127	MA	Cambridge	The Body Owner's Workshop®	Gail Christopher	Harvard's Innovatio	617-495-1126	gail_christopher@harvard.edu
128	MA	Randolf	Thinking and Acting Strategically About Performance Improvement	Kevin McNamara	Allied Domecq	781-961-4020	kmcnamara@adrus.com
129	MA	Cambridge	E-Learning Fundamentals: Making Sense of Alphabet Soup	Margaret Driscoll	IBM Lotus Mindspa	617 693-1536	margaret_driscoll@us.ibm.com
130	MA	Boston	What Gets Measured Gets Done	Maureen Giovanr	J. Howard & Assoc	617-254-7600	mgiovannini@jhoward.com
131	MA	Watertown	Using Branded Blended Learning Solutions for Today's Competitive Marke	Paul Reynolds	Broad Street	617.924.3737	preynolds@broadstreet.com
132	MA	Boston	Building a Diversity Succession Plan You Really Can Use	Tom McKinnon	J. Howard & Assoc	617-254-7600	tmckinnon@jhoward.com
133	MA	Winchester	Criteria for Succesful International Collaborations	Zareen Araoz	Managing Across C	781-721-7546	zareen@managingcultures.com
134	MD	Baltimore	Evaluation-Playing Games to Get the Score	Anthony Hill	Department of Vete	410-467-7426	AnthonyHll@aol.com

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135	MD	Bethesda	Transforming E-Knowledge and Knowledge Reuse: Case Studies on the C	Bill Redeen	Knowledge Media,	301-571-7200	wreedeen@knowledge-media.com
136	MD	Rockville	Changing the Operating System of Your Organization's HR Practice	David Dubois	Dubois & Associates	301-762-5026	duboisassociates@yahoo.com
137	MD	Ft. Meade	Track A: Getting to an ROI in the Federal Sector: Using the Action Plannir	Deborah Wharff	National Security A	410-854-4296	debwharff@comcast.net
138	MD	Gaithersbur	The Baldrige Criteria: A Measure for Progress	Jacqueline Calho	Baldrige National C	301-975-2555	jacqueline.calhoun@nist.gov
139	MD	Olney	Coaching: A New Discourse in Learning	Julio Olalla	The Newfield Netw	301-570-6680	tlcoach@ix.netcom.com
140	MD	Severn	When Training is Not the Answer	Keith Curran	Transportation Sec	571-227-1787	Keith.Curran@tsa.dot.gov
141	MD	Laurel	Building On-Line Learning Communities: An Indispensable Part of E-Learn	Ken Estabrook	JHU Applied Physic	240-228-8230	ken.estabrook@jhupl.edu
142	MD	Silver Spring	Learning Object Design	Margaret Durbin	Pearson Performar	301-593-5041	pegmonster@aol.com
143	MD	Chevy Chas	Engaging System-Wide Stakeholders to Achieve Transformational Change	Mary Broad	Performance Excel	301-657-8638	marybroad@earthlink.net
144	MD	Potomac	Developing Leaders for Complex Times: Getting Beyond Simplistic Choice	Mary Lippitt	Enterprise Manage	301.365.1800	mlippitt@enterprisemgt.com
145	MD	Baltimore	Business Models for Training Organizations	Saul Carliner	City University of H	617-306-9940	saularliner@worldnet.att.net
146	MD	Ellicott City	Framer's Workshop: How to Adapt Your Own Instructional Game	Stephen Sugar	University of Maryl	410-418-4930	ssugar@erols.com
147	MD	Germantow	Running on Plenty at Work: Renewal Strategies for Individuals	Suzanne Schmidt	Renewal Resource	301-601-1990	suzanne@renewalatwork.com
148	MD	Edgewood	Feed the Data Demon! A Model for Fast-Track Level 3 Data Evaluation	Thomas Riley	General Physics Co	410 436-4948	triley@genphysics.com
149	ME	Falmouth	Small Training Department: Big Impact	Carol McCoy	McCoy Training & I	207-781-7515	Cmccoy3333@aol.com
150	MI	Lansing	Identifying and Developing Future Leadership Talent in a Government Age	Bill Patrick	Michagan Family Ir	517-373-9490	patrickb2@michigan.gov
151	MI	Grosse Poir	Innovations in Competency-Based Management Development	Jeff Daum	Competency Mana	313-885-4421	jwdastd@competencymanagement.com
152	MI	Troy	Blended Learning's Impact on the Business	JoAnn Wallace	Raytheon Professio	248-619-8729	jwallace@raytheon.com
153	MI	Dearborn	Mix Master: How Ford Delivers Blended Training to Its Retailers	Nancy Nagle	Ford Motor Compa	313-594-3871	nnagle@ford.com
154	MI	Richland	Connecting HPI Interventions to Business Goals and Metrics	Robert Brinkerhof	Western Michigan U	269-387-3881	robert.brinkerhoff@wmich.edu
155	MI	Livonia	Excellence in Practice Award Winner: HP Services Project Management	Ron Kempf	Hewlett-Packard		ron.kempf@hp.com
156	MN	Minneapolis	The Change Locator -- A Tool for Managing Change	Bill Wilson	The Bob Pike Grou	952-829-1954	bwilson@bobpikegroup.com
157	MN	Minneapolis	Creative Training Techniques: Achieve Higher Retention in Less Time!	Bob Pike	The Bob Pike Grou		bobpikectt@aol.com
158	MN	Minneapolis	Basic Principles of Project Management	Cindy Rae Pautzk	The Bob Pike Grou	952-829-2672	cpautzke@bobpikegroup.com
159	MN	Minneapolis	Openers, Closers, and Review Techniques	Dave Arch	The Bob Pike Grou	952-829-1954	davectt@aol.com
160	MN	Maple Plain	Integrated Performance Strategies: Achieving Sustainable Increases in Pe	Douglas Peters	Peters, Inc.	763-479-3637	dougpeters@petersinc.com
161	MN	Minneapolis	Coaching With Confidence: A Hands-On Program That Gets Results Thro	Rich Meiss	The Bob Pike Grou		rmeiss@bobpikegroup.com
162	MN	Minneapolis	The Changing Role of the Training Manager	Rich Ragan	The Bob Pike Grou		rragan@bobpikegroup.com
163	MO	St. Louis	Can't Buy My Performance: Five Great Myths of Performance Managemer	David Bauman	Archer Performanc	314-631-2981	bauman@aaahawk.com
164	NC	Lake Lure	Getting to Exceptional Performance Head First	Ann Herrmann-N	Herrmann Internati	828-625-9153	ann@hbdi.com
165	NC	Charlotte	Creating the Space: Performance Enablers in the Financial Services Indus	Dennis Gay	Bank of America	704-386-4455	dennis.gay@bankofamerica.com
166	NC	Charlotte	Blended Performance Solutions: Achieving 100 Percent	Dixon Handshaw	Handshaw, Inc.	704-731-5314	dick.handshaw@handshaw.com
167	NC	Raleigh	Hottest Trends in How Mobile and Wireless Technologies are Transformin	Harvey Singh	NavoWave, Inc.	919-293-0078 o	harvey@navowave.com

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8	State	City	Session Title (some speakers did multiple topics)	Speaker	Company	Phone	Email
168	NC	Charlotte	Personality Diversity: The Overlooked Variable for Team and Leadership S	Jane Howard	Center for Applied	704-331-0926	jmhoward@centacs.com
169	NC	Greensboro	Leading in Extraordinary Times: The Paradoxical Demands of Authentic Le	Kerry Bunker	Center for Creative	336-286-4507	bunker@leaders.ccl.org
170	NC	Greensboro	Developing Women Leaders in the New Millennium	Marian Ruderman	Center for Creative	336-286-4428	ruderman@leaders.ccl.org
171	NC	Chapel Hill	Facilitation Skills: Not Just for Facilitators Anymore!	Roger Schwarz	Roger Schwarz & A	919-932-3343	roger@schwarzassociates.com
172	NC	Durham	Taming Regulations with E-Learning: Inside the HIPAA Beast's Cage	Terry Seelinger	Duke University He	919-416-8924	terry.seelinger@duke.edu
173	NJ	Skillman	Best Practices for Riding the Organizational Change Roller Coaster	Eileen Garger	BlessingWhite	800-222-1349	eileeng@bwinc.com
174	NJ	Skillman	Teaming with Strangers: Success Strategies for Cross-Functional Teams	Glenn Parker	Glenn M. Parker As	609-333-0203	glenn@glennparker.com
175	NJ	Mahwah	Mentoring as an Integral Part of a Management Development Strategy	Jill Chiert	United Parcel Servi	201-828-6783	jchiert@ups.com
176	NJ	Westampton	The Best Practices Sharing System: User-Friendly Knowledge Sharing	Lawrence Solow	3-D Change, Inc.	609-265-8402	larry@3dchange.com
177	NJ	Hillsborough	The Knowledge Management Workshop	Marc Rosenberg	Marc Rosenberg ar	908.874.0348	marc@marcrossenberg.com
178	NJ	Bridgewater	Sexual Orientation in the Workplace: Support From Within and Beyond Ou	Martin Finkle	AT&T	908-658-5809	mfinkle@att.com
179	NJ	Princeton	Active Training Techniques That Change Attitudes and Behaviors	Mel Silberman	Active Training	609-987-8157	mel@activetraining.com
180	NJ	Woodcliff La	Where Do I Begin? Implementing Your New Synchronous Learning Tool	Victoria Macdona	BMW of North Ame	201-307-4039	victoria.macdonald@bmwna.com
181	NM	Santa Fe	Building Innovation as a Core Competency for All	Elaine Dundon	The Innovation Gro	505-988-5881	elaine@innovationguru.com
182	NM	Albuquerque	Developing Occupational Intimacy: A Guide for Passionate Work	Patricia Boverie	University of New M	505-277-2408	pboverie@unm.edu
183	NV	Glenbrook	Preventing Death by Lecture! Turning Listeners Into Learners	Sharon Bowman	Lake Tahoe Traine	775-749-5247	SBowperson@aol.com
184	NY	NY	Org. Effectiveness Model: Performance Improvement for Org. Synergy	Carmen Panzar	Citigroup	212-657-2617	carmen.panzar@citigroup.com
185	NY	New York	Thought Leadership Within a Global Sales Training Environment	Don Sterkel	TDS-An AOL/Time	212-522-1717	don_Sterkel@timeinc.com
186	NY	New York	Outsourcing: Partnering with Higher Education	Doug Lynch	New York Universit	212.998.7000	Doug.Lynch@nyu.edu
187	NY	Troy	Cultural Readiness: Leveraging an Org's Current State for Increasing Dive	Frederick Miller	The Kaleel Jamsior	518.271.7000	familler@kjcjg.com
188	NY	NY	Turn Budgeting Fear into Budgeting Power: Your Path to Successful Budg	Gary Steinkohl	The Lumin Group	212-529-1207	gsteinkohl@thelumingroup.com
189	NY	NY	What Can CLOs Learn From For Profit Learning Organizations?	Jeanne Meister		212.734.1589	Jeannemeister212@aol.com
190	NY	Victor	The Magic of Stretching	Judy Warner	Aiki Works, Inc.	585-924-7302	info@aikiworks.com
191	NY	NY	Transforming Your Learning Organization: Addressing the Business Requi	Mark Allen	Corporate Universit	212-213-2828 x	mallen@corpu.com
192	NY	Manlius	Practitioner Insight: Global Study on Knowledge-Sharing Practices Across	Steve Goodfellow	AccessKM	315-682-1188	SteveG@AccessKM.com
193	NY	Old Westbu	Building Business Consultative Skills for Added Value and Impact	Ted Pietrzak	New York Institute	516-686-7832	pietrzak2nyit@aol.com
194	OH	Ashland	Beyond Right and Wrong: Ethical Dilemma in Training and OD	Madeline Finnerty	Finnerty Internation	419-281-4494	madeline@bright.net
195	OH	Cleveland	Designing Learning with Differences in Mind: Generation X, Y, and Others	Susan Weimer	Susan Weimer Cor	440-582-6255	sfweimer@earthlink.net
196	OK	Tulsa	Building a Powerful Workplace Branded by Respect, Affirmation, and Inclu	Clifton Taulbert	The Building Comm	918.584.0414	ctaulbert@clifftaulbert.com
197	OR	Portland	How Mobile Broadband Will Change the Face of E-Learning	Dale Manning	CMD	503-223-6794	dmanning@cmdpdx.com
198	OR	Eugene	Nature of Knowing or Living in Reflection and Action	Dennis Sandow	Society for Org. Lea		dsandow@earthlink.net
199	OR	Corvallis	A Journey of Leadership Discovery	Greg Merten	Hewlett Packard	541-715-3812	greg_merten@hp.com
200	OR	Beaverton	Developing Five Competencies to Become a Business Partner	Mareen Fisher	The Fisher Group,	503-641-9316	mareen@thefishergroup.com

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8	State	City	Session Title (some speakers did multiple topics)	Speaker	Company	Phone	Email
201	PA	King of Prus	Resilience: The Key to Personal Development and Work Life Satisfaction	Andrew Shatte	Adaptiv Learning S	215-898-2673	ajshatte@ix.netcom.com
202	PA	Pittsburgh	Transitioning to a Performance Focus: The Johnson Controls Story	Dana Robinson	Partners in Change	412-854-5750	drobinson@partners-in-change.com
203	PA	Valley Forge	Training and Organization Effectiveness at Texas Instruments	James Eberle	General Physics Co	610-635-2300	ahumphries@genphysics.com
204	PA	Bloomsburg	Forging University and Government E-Learning Partnerships for Success	Karl Kapp	Institute for Interact	570-389-4849	kkapp@bloomu.edu
205	PA	Allentown	Managing Conflict Across Cultures: Strategies for Global Communication	Keami Lewis	Agere Systems	610-712-6989	Keamiralph@aol.com
206	PA	Horsham	Managing a Coaching Program	Richard Marcus	Manchester	215-682-6680	Richard.marcus@manchesterusa.com
207	PA	Downingtown	Large-Scale Change: Tips for Combining the "Hard" and "Soft" Stuff	Tom Devane	Premier Integration	303-898-6172	tdevane@mindspring.com
208	PA	Bridgeville	Fifteen Ways of Increasing Training Realization	William Byham	Development Dime	412-257-3800	bill.byham@ddiworld.com
209	RI	Cumberland	Using Adult Learning Theory to Increase Training's Effectiveness	Kim McCauley			kim.mccauley@cox.net
210	SC	Blythewood	Track A: ROI Forecasting: A Valuable Business Partner Tool	Debi Wallace	Wachovia Corporat		dwallace2@sc.rr.com
211	TN	Knoxville	Building a Corporate Training Program From Scratch	Dave Angel	CTI Molecular Imag	865-218-2354	dave.angel@ctimi.com
212	TN	Nashville	Using Food as Fire: A New Way to Teach Innovation	Denise Yennie	2Renegades	615-294-7937	djyennie@comcast.net
213	TN	Memphis	Track B: Building an Infrastructure to Support ROI	Janet Cherry	FedEx Express	901-224-4591	jtcherry@FedEx.com
214	TN	Nashville	Life After Layoffs	Katlann Smith	Bank of America	615-460-0114	katlann.smith@bankofamerica.com
215	TN	Dyersburg	Processess are Killing Creativity	Laura Freeman	Bekaert Corporatio	731-285-0897	laura.freeman@bekaert.com
216	TX	Dallas	Servant-Leadership: How Southwest Airlines and TDIndustries Stay on To	Ann McGee-Coope	Ann McGee-Coope	214-357-8550	ann@amca.com
217	TX	Austin	What is the E-Learning Courseware Certification Self-Assessor Tool?	Darin Hartley	ASTD		dhartley@astd.org
218	TX	Grapevine	Creating Executive Presence: Thinking on Your Feet	Dianna Booher	Booher Consultants	817-318-6000	dianna_booher@booher.com
219	TX	Arlington	Dissertation Award Winner: The Effects of Training and Development on /	George Benson	University of Texas	817.272.3856	benson@uta.edu
220	TX	Dallas	Maintaining Productivity During Organizational Change	Karl Kraye	Creative Communica	972-601-1537	karlk224@aol.com
221	TX	Houston	Best Practices in Using KM to Drive Innovation	Kimberly Lopez	American Productiv	713-685-4752	klopez@apqc.org
222	TX	Carollton	Put People First and the Profits Will Follow	Rita Bailey	QVF Partners, Ltd.	972-416-8644	rvb2flash@aol.com
223	UT	Midway	New Pathways for Developing Leaders	John Zenger	Novations	435-654-6604	jack@zenger.net
224	UT	Orem	Crucial Conversations	Joseph Grenny	Vital Smarts	801-765-9600	Joseph@VitalSmarts.com
225	UT	Orem	Beyond Juggling: Having a Career While Still Having a Life	Kathy Buckner	BT Novations	801-362-9309	kbuckner@bt.novations.com
226	UT	Salt Lake Ci	Track A: Isolating the Effects: Compelling Reasons, Credible Approaches	Ron Stone	Jack Phillips Cente	801-817-4640	Ron.Stone@FranklinCovey.com
227	UT	Alpine	businessThink Part 1: XQ--A New Business Intelligence	Steve Smith	Veracity, LC	801-756-4959	stevesmith@businessthink.biz
228	UT	Provo	Track B: High-Stakes ROI: How to Leverage Evaluation for High Profile F	Timothy Bothell	Brigham Young Un	801-422-8194	tim_bothell@byu.edu
229	VA	White Stone	Client/Consultant Relationships: Performance Clarification Tools That Wor	Carolyn Hines	C. W. Hines and As	804-435-8844	turtlecwh@aol.com
230	VA	Alexandria	ASTD Briefing: Benchmark Your Way to Improved Performance!	Chris Thompson	ASTD		cthomas@astd.org
231	VA	Roanoke	Navigating the Pitfalls: A Small Training Staff Guide to Mgmt. Developmen	Claretha Banks	Best Practice Servi	540-427-2805	clarebanks2@att.net
232	VA	Alexandria	ASTD Briefing: The ROI Network and ROI Certificate Program	Dawn Baron	ASTD	703-683-8100	dbarron@astd.org
233	VA	Arlington	Supporting Performance at the IRS	Dee Olsen	Internal Revenue S	202.283.9151	dee.olsen@irs.gov

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8	State	City	Session Title (some speakers did multiple topics)	Speaker	Company	Phone	Email
234	VA	Richmond	Building Systems for Knowledge-Sharing: Around the Corner, Around the	Dorothy Erlanger	Erlanger Inc.	804-749-4100	derlanger@erlanger-inc.com
235	VA	Virginia Bea	Marketing and All That Jazz: Marketing Skills for Consultants	Elaine Biech	ebb associates, inc	757-363-1950	ebbiech@aol.com
236	VA	Alexandria	ASTD Briefing: HPI Certificate Program	Elizabeth Hannah	ASTD	703-683-8100	ehannah@astd.org
237	VA	Fort Belvoir	Do You Have What It Takes to be a CLO? Competencies for Success	Frank Anderson	Defense Acquisition	703-805-3360	frank.anderson@dau.mil
238	VA	Falls Church	Competencies: Designing a Strong Girder for Your Strategic Goals	Janis Smith	Department of the	703.275.5880	Janis.Smith@cfsc.army.mil
239	VA	Alexandria	The Value of Learning: Aligning Professional Dev. with Strategic Objective	Jennifer Stanford	Robbins-Gioia LLC	703-548-7006	jensta@robbinsgioia.com
240	VA	Richmond	Be Careful What You Ask For...You Just Might Get It	Joan Byrnes	Virginia Employme	804-786-3467	jbyrnes@vec.state.va.us
241	VA	Annandale	How to Give 'Em Performance When They Insist on Training	Joe Willmore	Willmore Consulting	703-855-4634	Willmore@juno.com
242	VA	McLean	Strategic Business Models for Learning	Karen Vander Lin	PricewaterhouseCo	703-918-3271	karen.m.vanderlinde@us.pwcglobal.com
243	VA	Alexandria	Balancing Act: Work and Life	Linda David	FutureForward	703-642-5402	Linda@FullPurpose.com
244	VA	Reston	Track A: Implementing Training Scorecards	Lynn Schmidt	Nextel Communica	703-433-4524	lynn.schmidt@nextel.com
245	VA	Alexandria	ASTD Briefing: How to Get Published with ASTD	Mark Morrow	ASTD		mmorrow@astd.org
246	VA	Arlington	Ban the Boring Retreat: Using Innovative Design to Create Lasting Chang	Merianne Litemar	Liteman Rosse, Inc	703-522-8845	partners@liteman-rosse.com
247	VA	Reston	Action Learning: Emerging Powerful Tool for Developing Leaders	Michael Marquarc	George Washington	703-437-0260	mjmq@aol.com
248	VA	Mt. Crawford	Five Theaters of the Mind: Training for Transfer	Pam Robbins	Robbins & Associa	540-828-0107	probbins@shentel.net
249	VA	Alexandria	ASTD Briefing: The ASTD Membership Advantage	Dave Jennings	ASTD	630-365-3308	djennings@astd.org
250	VA	Alexandria	ASTD Briefing: Benchmark Your Way to Improved Performance!	Pamela Sharpe	ASTD		cthompson@astd.org
251	VA	Newport Ne	Case Study Solution: Modernizing the Welding School	Richard Boutwell	Northrop Grumman	757-688-8601	boutwell_rc@nns.com
252	VA	Annandale	A Day in the Life of an Executive Coach	Steve Klink	Deloitte and Touch	703-869-2533	sklink27@aol.com
253	VA	Alexandria	ASTD Corporate Licensing: Profit From Company-Wide Learning	Vince Brush	ASTD		vbrush@astd.org
254	WA	Redmond	Breaking the Code to Business Impact: Sustainable Change Effort Strateg	Elena Galbraith	Microsoft Corporati	425-703-5471	elenag@microsoft.com
255	WA	Tacoma	Blending for Results: Matching Delivery Modes to Content	Mike Flanagan	Lguide	253-383-3779	mike@lguide.com
256	WA	Tacoma	Knowledge is Power: How to Be an Informed LMS Buyer. A Case Study F	Sam Herring	Lguide	253-383-3779	sam@lguide.com
257	WA	Tukwila	The Spirit of S.O.A.R.: Creating a Customer Service Movement!	Tabetha Taylor	Boeing Employees	206.805.5635	ttaylor@becu.org
258	WI	Elm Grove	Evaluating Training Programs: The Four Levels	Donald Kirkpatrick	University of Wisco	262.784.8348	dleekirk1@aol.com
259	WI	Madison	The HR Dashboard: Developing a Powerful Measure of HR Results	Jeffrey Russell	Russell Consulting,	608-274-4482	rci@execpc.com
260	WI	Grafton	Moving From a Supplier to a Valued Team Member	Nancy Giere	The Working Force	262-376-2988	ngiere@wi.rr.com
261	WI	Cottage Gro	Learning by Serving: Transforming Culture with Life-Changing Service Lea	Steven Schad	Vector Group, LLC	608-877-1725	schad@vectorgroup.org
262		South Arica	Brain-Based Tools and Strategies for Maintaining Mental Wellness	Andre Vermeulen	Neuro-Link	519 372 0987	art@dreamcrafting.com
263		Austria	Time: An Experimental Journey	Andreas Salcher	Executive Commur	-49-89-3081366	Bert.Feustel@mind-systems.de
264		Australia	How to Turn End-User Understanding into Innovation	Arne Madsen	Novo Nordisk A/S	0 11 612 9555 1	salstrin@tpc.net.au
265		Germany	Developing Global Leaders at the Cannes Film Festival and Guggenheim	Bernd Wildenmar	Wildenmann Consu	416-863-4870	cmossop@mossop.com
266		Australia	Accessing New Levels of Learning: Journals in the Training Room	Darren Short	Office for National	61.2.9552.4755	davidhc@netspace.net.au

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267	Netherlands		Next Generation Consultancy: Managing the Unconscious System Dynam	Egbert Kinds	De Boer & Ritsema	780-378-5016	gmaier@nait.ab.ca
268	Denmark		Change Without Resistance: 7 Tools for Easy Change	Finn van Hauen	Scandinavian Train	+41 21 618 070	distefano@imd.ch
269	Denmark		From Culture Clash to Success	Gudrun Höy	Global Consulting	+27-11-615 876	lbloch@global.co.za
270	Japan		Contingency Model of Global Leadership Competencies	Hirohisa Nagai	University of Tsuku		lena.sendstad@europe.lego.com
271	Denmark		Create It! Get It! Feel It!	Jan Larsen	Seven Cornerstone	+44 208 263 32	m.sloman@cipd.co.uk
272	Germany		International Performance Consultant as a Navigator	Klaus Bodel	Excellence Manage	613-829-3412	kdowns@fka.com
273	Denmark		The Diamond of Innovation: How Innovation is Born	Lotte Darso	Danish Center for M	+27 12 3613378	steinm@mweb.co.za
274	Switzerland		Planning Interventions to Accelerate the Innovation Process	Luis Herrera	Independent Consu	416-982-5650	susan_gilbert@td.com
275	Denmark		The Mobile Workplace: Innovation in the Public Sector	Per Brogaard	Ministry of Finance	49-5361-936324	wilfried.vonrath@volkswagen.de
276	Thailand		Playing the Game: A New Look at Organizational Politics	Rima Miller	Performa Global, L	64-9- 535 6582	yoshimi@learnology.biz
277	Singapore		Training in Asia Forum Day One: Culture and the Art of Management	Shelley Siu	Shelley Siu Intl Gro	+27 807 1204	andre@neurolink.co.za
278	South Africa		Learning to Soar: Accelerating Performance New Techniques to Develop F	Sunny Stout Rost	Express Training	1436644234131	andreas@salcher.co.at
279	Germany		Which Values Guide Your Practice as OD Consultant, Trainer, or Coach?	Ulla Nagel	Germany IODA	+45 44 43 13 88	astm@novonordisk.com
280	Australia		The Meditating Manager	Robyn Taylor	Concept Training &	011-49-7202-93	bernd.wildenmann@wildenmann.com
281	Canada		The Dreamcrafting Organization: Focused, Aligned, and Motivated	Art McNeil	McNeil Levesque Ir	44-1689-851746	dazinuk@aol.com
282	Germany		Live Business Executive Coaching Using NLP	Bert Feustel	mind systems!	00-31-6-533129	elkinds@wxs.nl
283	Denmark		Interactive Instructional Design: 25 Ways To Do it Faster and More Effectiv	Catherine Mattisk	The Performance C	011 45 70 20 25	fvh@std.dk
284	Canada		Best Practices of Mentoring Programs in Canada	Catherine Mossop	Mossop Cornelisse	45 45423244	hwheadon@uddannelseshuset.dk
285	Australia		How to Operate a Financially Viable Consultancy	David Hey-Cunnii	David Hey-Cunning	+81.3.3942.688	nagai@gssm.otsuka.tsukuba.ac.jp
286	Canada		Making Employees Productive and Satisfied: Competency-Based Training	Gary Maier	Alberta Institute of	+45 70 80 70 40	jan@speakers.dk
287	Switzerland		High Performance Multicultural Teams: Mapping, Bridging, and Integrating	Joseph DiStefanc	Int'l Institute for Ma	++89-32 15 86 2	Klaus.Bodel@bmw.de
288	South Africa		Project Vuka: Awakening Commitment and Community in a Major Bank	Lance Bloch	Lance Bloch & Ass	+45 33 48 88 88	LDA@managementforum.dk
289	Denmark		A New Mindset for Innovation	Lena Sendstad	LEGO Company	41.61.713.97.42	luis.herrera@tiscalinet.ch
290	UK		E-Learning's Learning Curve: Will They Come, Will They Learn?	Martyn Sloman	Chartered Institute	+ 45 33 92 88 1	peb@oes.dk
291	Canada		Managing Group Dynamics	Michael Nolan	Friesen, Kaye and	662-654-0588	RimaM@performa.com.au
292	South Africa		Mentorship Among a Pride of Lions: Success Factors for Implementation	Niël Steinmann	People's Dynamic I	(65) 6298 2901	shelley@shelleysiu.com
293	Canada		Measuring Training Impact: How TD Bank Financial Group Established a C	Susan Gilbert	TD Bank Financial	272 17 90 2000	express@iafrica.com
294	Germany		Global Management Development: Lessons Learned	Wilfried von Rath	Volkswagen AG	+49-(0)351-899	info@ipu-nagel.de
295	New Zealand		TetraMap: a New Cross-Cultural Map with Personality Plus!	Yoshimi Brett	Learnology		