

NEXT MEETING

WHEN:	Thursday, 21 July 2011.
WHERE:	AIRWAYS NZ, 26 Sir William Pickering Drive, Christchurch
TOPIC:	Branch AGM followed by: Training and Development solutions in the new Christchurch?
SPEAKER:	Facilitated by Canterbury Branch Executive members
INVESTMENT:	Members and Affiliates \$0, non-members and friends \$0.

If you would like to attend this meeting please RSVP to dave.cooper@airways.co.nz

P residents Corner

The future of training and development in the Canterbury region looks strong for the foreseeable future. Recent reports in the local press put estimates for the rebuild of Christchurch in a range between 10 and 20 years. The Government and CERA will play an active role in making sure that the region has the right skills in the right place at the right time to ensure the successful rebuild of our beautiful Garden City. I thought I would briefly highlight a few key figures in this regard from the recent 2011 Budget released in May. The "Skills for Canterbury" package sets aside \$42 million and is geared specifically towards the enhancement of trades training in the region. Included in this package is provision for an additional 3000 more construction related training places in polytechnics, private providers and ITOs; additional skills brokers at relevant ITOs to work with employers and MSD to place people in training; and \$1.5 million from Work and Income to subsidise 650 people into training and work by the end of June. Prime Minister, John Key, called it a "shot in the arm to make sure the city has the skills needed to rebuild".

While the Government and CERA undoubtedly have a role to play in ensuring the region has the necessary skills to rebuild and grow, the burden is not theirs to shoulder alone. As training and development professionals we to have a significant role to play. To this end there are a number of questions we should all be considering. How have training and development priorities changed in your organisation, in the industry or in the organisations throughout the region? What is the optimal solution when it comes to rapid skills development? What role do we have to play in ensuring the skills and knowledge we have in our organisations are retained and leveraged in the coming years? How should the training and development profession be working with Government and CERA with regards to the rebuild and long term future of our region?

We hope to begin a discourse that might lead us to think about and perhaps even start answer these questions at our next Branch Event, titled "Training and Development solutions in the new Christchurch". We invite you to come along and be part of the training and development solution!

Similarly at a Branch level we also need to plan for the future. The Branch annual general meeting, scheduled to take place on **21 July 2011** will be your opportunity to have your say in shaping the Branch's activities and focus for the coming year. The AGM is also an opportunity to voice your views on the future direction that the Association should be moving towards. Thus I invite all Canterbury and Southern NZATD members to attend the upcoming AGM. More specific details follow later in this newsletter.

Looking back - June 2011 speaker

Our June event was the final event in our eLearning series which has proved incredibly popular with NZATD Canterbury members and affiliates. The event was very well attended with 20 people in total. Unlike our May event this time round there was a good balance between NZATD members and affiliates.

Peter Coldicott, GM at Hand Multi-media was our June speaker. Peter's presentation focussed on identifying key stakeholders in any eLearning project and the best strategies for engaging with stakeholders, particularly the CEO, and getting their buy in and support for eLearning projects.

A special word of thanks to Peter and Hand for sponsoring the drinks and nibbles for the event.



A full house at the June event

Looking forward - July event: 'Training and Development solutions for the new Christchurch'

The NZATD Canterbury Branch AGM traditionally takes place in July. It is also been tradition that we don't hold a Branch event in the month of the AGM (we figure AGM's are so exciting there is no need for an event). This year we have however decided to break with tradition and host a session after the Branch AGM. Christchurch has been through a lot in the past year and much about the future of our city still remains uncertain. That said, we can't sit around reminiscing the past or bemoaning the present, we need to look to the future, we need to create our future. With this in

mind we will be hosting an idea sharing/brainstorming session directly after the Branch AGM, the details of which are highlighted below:

Are you going to be part of the Training and Development solution in the new Christchurch?

Christchurch is going to be a different city once we get to the rebuild stage. We believe Training and Development needs to be a component of any solution and as such, we are proposing to gather the ideas and suggestions of positive people involved or interested in the industry.

How can you help?

Come to the next NZATD Meeting scheduled for 21 July 2011 at the Airways Building, Sir William Pickering Drive. Bring your ideas, your suggestions and your willingness to participate. We will work together to identify what we have to offer our community and our city and how we can best present it to ensure it reaches the right people.

The AGM will take place directly before the "Share An Idea" evening at 5.45pm and we promise to keep it brief. Come and enjoy the opportunity to network and share a drink together. Come along, be part of the solution, not the problem.

Branch Admin

One of the key benefits of being an NZATD member is the opportunity to gain professional membership in recognition of the skill and expertise that you have in the learning and development field. One of the requirements for obtaining and maintaining professional membership is that you engage in ongoing professional development activities. You may be aware that the Association recently changed the byline on our logo to "Supporting professional development through shared knowledge". In this regard the attendance of NZATD branch events is recognised by the Association as ongoing professional development. As a Branch we have formally decided to recognise the attendance of Branch meetings through the issuing of bi-annual attendance certificates which you can then include in your application for or maintenance of professional membership. We will issue certificates on a six monthly basis and the certificate will indicate all of the events that you as member have attended in the preceeding six months. The first of these certificates will be issued in October 2011 (i.e. dating back to the April branch meeting).

AGM

The NZATD Canterbury Branch AGM will take place in July, details as follows:

Date - 21 July 2011
Time - 5.30pm
Venue - Airways New Zealand, 26 Sir William Pickering Drive, Christchurch.

If you would like to nominate a member to the Canterbury Branch Executive please make use of the nomination form sent out with the notice of the AGM.

That's about it from me, I look forward to seeing you all again at our next branch meeting.

Russell Wordsworth
Canterbury Branch President

*P*lanning for 2011

The meeting dates for the next 2 meetings are as follows:

- 21 July 2011 - Branch AGM, all welcome. No fee
- 18 August 2011 - Grigor McDonald (L&D Case Study - training and development in an Operations Management Environment)

Any suggestions are welcome, as well as feedback (both positive and negative) on your experiences as a Branch member in 2011.

NZATD TRAINING MENTORING - HOW DOES IT WORK?

The Training Mentoring Programme has proven to be an effective tool for the professional development of NZATD members. It does not replace formal study or on the job training but complements them. Mentors are able to share experiences with mentees in an informal way and this is often a good learning experience for both parties. The mentor is able to provide advice and support from outside the mentee's environment; this provides neutrality and removes any threat of judgement by workmates or from superiors.

When a request is received, I get as close a match as possible. In some areas such as eLearning, requests can be so specific that this can be difficult. In these cases I look for mentors who can point members in the right direction and it may require another mentor later.

A measure of the success of the programme is the number of people who wish to extend the mentoring match or, in other cases, return wanting another mentor as their needs change through new jobs, promotions, fresh challenges etc. By becoming involved with the mentoring programme, in either role, a person is able to further expand his or her professional networks and increase the value gained from NZATD membership.

FAQs

I don't have time to have meetings with a mentor, is it worth it?

Yes it is, although an initial meeting is preferable, ongoing contact through email and phone can be just as effective, there have been a number of times when this has worked well. It is a good "low maintenance" way of getting value from the relationship. The main thing here is to discuss this with the mentor and come to an arrangement that works for both of you.

Is it possible to have more than one mentor?

Yes it is, it is preferable to have them one at a time, but to move on to another mentor is a good thing if you need coverage in a variety of areas.

Are there reasons for not making a match?

In some circumstances yes, and in these cases an alternative match is preferable. Examples of this are: There may be a history between the two parties The two parties are in competition with each other i.e. two consultants with similar topics The mentor is a contractor to the mentee or his/ her employer

Are there times you select mentors of a particular gender?

Not usually, as the relationship is primarily a professional one. The exception would be if a person is working in an environment which is dominated by people of another gender and they feel isolated or perhaps disadvantaged. In that case or similar, it will become a priority.

What topics I can be mentored in?

Basically any training related topics, broadly they centre around three areas: (1) Practitioner e.g. design, facilitation, evaluation etc. (2) Strategic e.g. OD, training management, gaining management buy in etc. (3) and Personal areas such as career development, surviving the environment etc

If I want to start with another training mentor, do I have to fill out a new application?

Only if your details have changed, the application serves as your personal file. If there is no great changes just send an email (or phone if appropriate) and it can be picked up from there.

CASE STUDY: EXPERIENCES OF A MENTEE:

Rachel Masters (NZATD Auckland)
Learning & Development Advisor
Russell McVeagh, Solicitors, Auckland



I have been involved in the NZATD mentoring scheme for about 18 months now. To begin with Heather Lees was my mentor and, after her departure to go sailing, I have been re-matched with Laurel Francis.

I joined the scheme for two main reasons:

1. To have somebody to bounce ideas off - I'm a team of one and it is very helpful to have somebody run a 'sense check' on any new initiatives I am unsure about.
2. I have not been back in NZ for long and so my networking base is still quite small. Again it is very helpful to have somebody to ask for provider or event recommendations.

The scheme has more than met my initial expectations and I have also had some unexpected benefits out of it. Heather and I started meeting at a time when my career was at a crossroads and she took on a coaching role too. It was fantastic to have somebody who understood my work environment and who was able to give me objective advice.

Both Heather and Laurel have huge amounts of L&D experience and as a relative 'newbie' to the area it is immensely helpful to be able to call on them for advice and support.

Article kindly provided by the Auckland Branch and authored by Roger Gedye.

Email: rogergedye@maxnet.co.nz



If you have any further questions or would like to find out more about the NZATD mentoring scheme, feel free to get in touch with Roger who coordinates that programme nationally or alternatively Grigor McDonald who handles the mentoring programme at a Branch level.

Word of welcome

We would like to extend a word of welcome to our new members who recently joined the NZATD Canterbury Branch as well as those members who recently renewed their membership:

New Members:

- Sharon Stevenson (Gen-I)

Welcome back renewed members:

- Mark Hamilton
- Michelle Shields
- Naomi Woodham
- Stephanie Feldbrugge
- James Thompson
- Jo Lilley
- John Hewitson

We look forward to seeing you all at our regular monthly meetings.

The final word

“When it comes to the future, there are three kinds of people: those who let it happen, those who make it happen, and those who wonder what happened.”

John M Richardson