

Talent “Developments”

BVATD.ORG

THE 3 PILLARS OF DEVELOPMENT

SPECIAL POINTS OF INTEREST:

- 3 Pillars of Development
- Board of Directors Openings
- Holy Month of Ramadan ends July 17
- In the Spotlight

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I grew up in the U.S. Army hearing and learning how effective leaders are made. There, leader development is grounded in 3 pillars: Education, Experience, and Self-development. The more I think about it, the more I realize that the same principles apply to almost everything humans seek to improve in...in fact, many in our chapter are intimately involved in the first pillar, which is education. There are two parts to this principle, internal and external education. The larger the employer the more institutionally oriented the internal education program might be. For example, Texas A&M has the Leadership Institute which develops awareness of leader roles and leader types, but also leader attitudes in higher education, or IHE culture—in general. Then there is the external education which supplements a career field's essential knowledge

base. Industry communicates the needs of their future em-



ployees. The professors and colleges who listen, quickly integrate those needs into curriculum at the undergraduate level, as well as beyond, and into graduate level programs. Education is an essential foundation but in the big picture it is a smaller percentage contributor

to development than the remaining 2 pillars.

The next pillar of development is experiences—or operational assignments—which are loaded with learning opportunities. Everything we do has a potential to increase our knowledge, skills, and abilities; however, there is an immersion and reflection component that dictates how effective that experience might be in terms of “learning value.” When one immerses himself into the operational details of the role then they are more likely to have learning opportunities that last; secondly, the act of reflecting on those experiences makes it more likely that lessons will be learned, valued, and remembered. We don't have much control over our operational assignments but have all the control in how we interact with each job we are assigned. (continued on page 4)

2016 BOARD MEMBERS NEEDED

In September, we will elect, our 2016 Board of Directors. The following positions are open for nomination:

President-Elect—3 year term with a learning, doing, mentoring cycle. 1 year of service as the Chapter President.

VP for Records—responsible for the continuity of our records which are now stored online through the

website file storage system.

VP for Membership—monitor our membership and power-member status using membership management and communication tools through the chapter website.

VP for Professional Development—determine our program needs and lead the development of relevant presenters and presentation topics for the professional develop-

ment of Members.

VP for Finance—pay bills and collect event money. Oversee bookkeeping and maintain the online ACH account as well as banking account. Provide a monthly fiscal statement to the Board.

Please send nominations of others or yourself to Dr. Gundy at agundy@tamu.edu

SAM LEWIS TO PRESENT AUGUST TALENT MANAGEMENT

Sam Lewis is retired from the U.S. Army and is a veteran of Ops. Desert Storm, Provide Comfort, and Iraqi Freedom. Sam has served in every leadership role available—in an Army Company—where he experienced the force multiplying effects of leadership. As a former military leader and since retiring from the Army, Sam has committed

himself to the practice and teaching of leadership and effective management. Sam is a graduate of American Military University and holds a Master of Agriculture Degree in Leadership from Texas A&M University. Sam is also a graduate of the Texas A&M University Leadership Institute. Since coming to Brazos Valley, Sam has served in

various roles instructing adult learners throughout the Texas A&M System of agencies and campuses in health, safety, and HR topics. Currently, Sam is the Health and Safety Manager for Texas A&M System Office of Risk Management. Sam is married to the former Ms. Aldyth Dewar and they have two daughters. [Register Here](#)



Sam Lewis

Chapters receive \$50 ChIP credit for each Learning System sold through the ATD Store when purchasers

CHAPTER INCENTIVE PROGRAM

The **Chapter Incentive Program (ChIP)** is a revenue-sharing program that offers chapters an opportunity to earn additional revenue. Through ChIP, chapters can earn thousands of dollars from business they generate for ATD programs and services. Each chapter is assigned a ChIP code.

Every person that uses the source code when making an online purchase on the [ATD Store](#) will be contributing to your chapter's financial health, further enabling you to accomplish your chapter's mission. **BV-ATD's ChIP Code is: CH7207**

Our 2014 ChIP Revenues were **\$200.80**. Be sure to use our code for all your ATD purchases, even your employer's. It benefits us and adds no additional cost to the purchaser. Prior year revenue may be used to provide professional development grants for Members.

JULY'S PRESENTATION WAS RISKY

Our joint meeting—hosted by BV-SHRM—was informative. We were blessed to have TAMU's Director of Risk and Compliance present to us on the practical applications and use of the risk assessment. In layman terms it is the process of identifying hazards which could harm people, property, or reputation that might

interfere with the institution's ability to perform its mission of teaching, research, and service. To mitigate the hazard's effects one should prioritize their effort and resources by grading each hazard on a scale of high, medium, or low as a result of determining the likelihood of that hazard occurring and the

severity to people, property, or reputation should it occur. There is some anticipating in that analysis but the more talented the hazard assessor the more likely they will be correct in their analysis. The higher the risk the more likely it may occur or the more consequential it will be to the institution, should it occur.

RISK ASSESSMENT MATRIX				
Hazard Category	Severity (S)	Occurrence (O)	Frequency (F)	Exposure (E)
Emergency	High	High	High	High
Major	High	High	Medium	High
Operational	High	Medium	Medium	High
Minor	Medium	Medium	Medium	Low
Incidental	Medium	Medium	Low	Low
Acceptable	Low	Low	Low	Low

Risk Assessments Save Lives, Time, and Money

IN THE SPOTLIGHT



Gib Sawtelle III

Gib Sawtelle is the founding president of the Brazos Valley chapter of the American Society for Training and Development and now serves as the current Vice President for Membership. Gib is a certified Senior Professional in Human Resources (SPHR), a Certified Training Professional (CTP), and has completed the State of Texas requirements needed to serve as a court-appointed mediator. Working primarily with public-sector organizations, Gib has more than 30 years of experience in workplace training, facilitation, strategic planning, and management consulting. He specializes in providing a variety of cus-

tomized solutions to help organizations develop better human resource management skills, improve leadership competencies, and to chart strategic direction. Gib received his Master's degree in Human Resource Development from Texas A&M University. He has managed training operations for the U.S. Army, a Business Week "Top 100" small business, and served as Texas A&M University's senior training and organizational development consultant. Currently, he directs human resources operations for the Division of Information Technology at Texas A&M University.

RAMADAN CONCLUDED JULY 17, 2015



Ramadan is the ninth month of the Islamic lunar calendar. Every day during this month, Muslims around the world spend the daylight hours in a complete fast. During the blessed month of Ramadan, Muslims all over the world abstain from food, drink, and other physical needs during the daylight hours. As a time to purify the soul, refocus attention on God, and practice self-sacrifice, Ramadan is much more than just not eating and drinking. Muslims are called upon to use this month to re-evaluate their lives in light of Islamic guidance. We are to make peace with those who have wronged us, strengthen ties with family and friends, do away with bad

Ramadan is a time to practice self-restraint; a time to cleanse the body and soul from impurities and re-focus one's self on the worship of God.

habits—essentially to clean up our lives, our thoughts, and our feelings. The Arabic word for "fasting" (sawm) literally means "to refrain" and it means not only refraining from food and drink, but from evil actions, thoughts, and words. During Ramadan, every part of the body must be restrained. The tongue must be restrained from backbiting and gossip. The eyes must restrain themselves from looking at unlawful things. The hand must not touch or take anything that does not belong to it. The ears must refrain from listening to idle talk or obscene words. The feet must refrain from going to

sinful places. In such a way, every part of the body observes the fast. Therefore, fasting is not merely physical, but is rather the total commitment of the person's body and soul to the spirit of the fast. Ramadan is a time to practice self-restraint; a time to cleanse the body and soul from impurities and re-focus one's self on the worship of God.

This article was adapted from About.com





THE 3 PILLARS OF DEVELOPMENT (CONT'D)

The final of the 3 pillars of development is self-development which are those opportunities we seek out for our personal and professional benefit. Self-development is the books we read, the information we gather, the knowledge, skills, and abilities we take steps to improve on. The engaged person is developing themselves for the benefit of the job or to achieve their own goals. Self-development is the largest contributor to our life-long acquisition of knowledge, skills, and abilities; it is continuous learning and the focus changes as we change. It's ironic that most self-development opportunities are also education opportunities but typically beyond the internal education we get from our employer and also beyond the external education that we get from institutional learning. In this day of on-demand internet content and the knowledge available within the world wide web, self-development has never been easier. Often times self-development is free, but the acquisition of knowledge in that manner merely improves our confidence and rarely communicates new or improved abilities to employers and during job interviews or at performance reviews with the boss.

If one is seeking increased responsibilities or a new job, they will need to demonstrate relevance in what they have done and what they know in order to show what they can do—if only what they can potentially do. One way to

accomplish that is to complete certificate producing courses. ATD offers training and development professionals with self-development opportunities through a comprehensive offering of diverse programs targeting training and talent development, professionals. Self-development is not a supervisor directed concept, rather, it is an individually driven concept. The first step is to accept that you are in control of your job duties, pay and career potential. No supervisor can control that, only support you and your vision in that—or not support it. If you are looking for opportunities to grow yourself into what you envision your best self to be then consider whether the Association for Talent Development is a means to achieving your potential. At the local level we have opportunities for you to lead and experience new disciplines through service on the Board of Directors. Outside of the chapter, ATD has certificate programs that might support your current or next assignment. More importantly the certificate programs are a demonstrable measure of your development. In Texas, ATD learning opportunities are:

Houston, TX
Training Certificate
Designing Learning Certificate

Dallas, TX
Consulting Skills
Preparing for the CPLP
Blended Learning Certificate
Master Trainer Program
Master Instructional Designer Program
Creating Leadership Development Programs
Advanced E-Learning Instructional Design
Master Performance Consultant Program
Needs Assessment Certificate

Ft Worth, TX
Designing Learning Certificate
Training Certificate
Project Management for Learning Prof.

[Click](#) to explore ATD course offerings in Texas. ATD may award the chapter a free seat at one of these events. If you are interested in volunteering for that event then send your name to Sam Lewis, BV-ATD Chapter President, at bvatd_president@outlook.com.