



A time for thanks and Thanksgiving

It may not be hard to believe that that holiday season has arrived...a quick trip to the grocery store serves as a quick reminder that Thanksgiving and Christmas are right around the corner as you navigate through entire grocery aisles devoted to holiday foods and goods. As we begin planning for Thanksgiving weekend—whether its preparing the turkey, getting ready for the football games, or planning for Black Friday shopping—it’s good to take the time to reflect on what the meaning of Thanksgiving is all about: a time to gather together and be thankful for what we have.

A popular symbol of Thanksgiving is the cornucopia or “horn of plenty” usually depicted overflowing with fruits and vegetables. The cornucopia embodies the abundance that led to the first gathering in Plymouth centuries ago. Those first gatherers were thankful for the bounty of the harvest. Today, as we reflect on that first gathering, we can be thankful of the bounty in our own lives. It’s a time to be thankful.

At ISPI Texas, we are thankful for the bounty of learning and professional growth. October marked our first webinar with guest speaker Lisa Toenniges, CEO of Innovative Solutions, who shared her thoughts on infusing HPT into the instructional design process. Upcoming webinars featuring Tim Brock and Jack Phillips will add to our bounty of learning. The opportunity for practitioners to gather together to learn from experts in the field and share best practices is something to be very thankful for.

We are also thankful for our new members who share in our passion for all things HPT and have helped us create a network all across the State of Texas. Last, we are thankful for our founding members who have worked as a team to launch this new chapter of ISPI for the State of Texas. The overflowing of ideas and knowledge has created our own “horn of plenty” to be thankful for.

Happy Thanksgiving from ISPI Texas!



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Upcoming Events



Nov 12

11:30 -12:30

Tim Brock, CEO,
Institute 4 Worthy
Performance

Metrics for Managers, Performance and Measurement Frameworks for OD Initiatives & How to Become a Human Performance Technology Backyard Researcher

Dec 10

11:30 -12:30

Jack Phillips,
Chairman, ROI
Institute



HPT, HPT benefits to clients, learning leaders and organizations as a whole from the consultant’s perspective

ISPI Texas webinars are every 2nd Thursday of each month. Save the dates below for more programs... details coming soon!

Jan 14

11:30 -12:30

Feb 14

11:30 -12:30

Leadership Tip

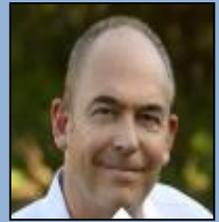


The power of a thank-you card is sometimes underestimated in the workplace. A thank you card is a great way to recognize performance, personalize and formalize your appreciation, and show employees that the work they do matters to you. Sure, a gift card or other monetary rewards are well-received, but a thank you note from the boss is something that an employee will not only remember...they will likely keep it as well. When writing a thank you note, be specific about what you appreciate about the employee and their performance. Connect what they have contributed to the overall mission and goals of the organization. Last, when appropriate, share your appreciation by recognizing the employee publicly. A little bit of thanks goes a long way!

As we express our gratitude, we must never forget that the highest appreciation is not to utter words, but to live by them. -John Fitzgerald Kennedy

Message from the President

Mike Fritsch, President of ISPI-Texas



ISPI-Texas continues to grow! It's great to see HPT professionals from all around the state joining in. Our first webinar in October had a terrific response and we are excited at the list of speakers in front of us for the months ahead. Our next webinar is on Nov 12th with Tim Brock....you won't want to miss it! Our membership sale (50% off) continues this month. Go to membership registration (at ispitx.org) to sign up before the sale ends.



How to Become a Human Performance Technology Backyard Researcher

November 12 from 11:30 a.m. to 12:30 p.m. (CDT)

Participate in this meeting for FREE from your computer, tablet or smartphone at:

<https://global.gotomeeting.com/join/461729653>

You can also dial in at +1 (646) 749-3131; Access code: 461-729-653

Register here: <http://ispitx.org/webinar-registration/>

Institute 4 Worthy Performance CEO Tim Brock will be discussing how to become a human performance technology "backyard researcher". Additionally, he will discuss his current works including Metrics for Managers and Performance and Measurement Frameworks for OD Initiatives.

Why you should attend: There will also be a Q&A session at the end for you to ask Tim about HPT. Get your questions answered from an expert in the field!

About Tim Brock

Tim Brock, PhD, CPT, is the CEO and Founder of the Institute 4 Worthy Performance. His background includes successful careers in both the military and in education, and a track record of delivering performance solutions to organizations across the globe.



ABOUT US

Who is ISPI Texas?

There's a new chapter in town. We're a big chapter for a big state. The newly formed ISPI-Texas chapter is a blended chapter that will have both virtual programs via web meeting and local face-to-face programs around the state. We are expanding on the great work of ISPI's founding chapter in San Antonio and excited to serve a wider HPT and ISPI audience. We're inviting all Texans, Texans at heart, and anyone else to join us!



Mark your calendars and start making your plans!

April 2016						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

THE Performance Improvement Conference 2016, April 10-12
The premiere event for performance improvement and learning professionals. Loews Philadelphia Hotel, Philadelphia, Pennsylvania USA.

Chapter Leadership



President,
Michael Fritsch



VP, Academic and Student Services, James Rethaber



VP, Marketing and Communications, Carrie McHale-Reed



VP, Community Services
Amanda Hoefling



VP, Publications
Deborah Hood



VP, Programs
Marcie Oates



VP, Membership
Bo Carrington



VP, Finance
Daryl Harshbarger



VP, Online Services
Mark Gavora



Chapter Support
Janine Ello



Chapter Support/Webmaster
Manolo Martinez

Want more information? Interested in joining ISPI Texas? Visit us!



<http://ispitx.org>

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