



Fall...a Season for Change

The fall season is upon us...this is the time of year that brings cooler temperatures (precisely how much cooler depends on where you are in Texas!), pumpkin spice lattes, and football playoff games. Whether or not you are rooting for the Aggies or the Longhorns, there is a lot for us to get excited about this season! One of the exciting things the fall season brings is a change in colors...the trees begin to emerge dressed in orange, yellow and brown, coloring the landscape in the hues of the season.

While it is apparent change is happening in the external environment that surrounds us, it is important to think about the changes happening internally as well. Peter Senge (1999) described profound change in organizations as requiring learning to build "capacity for ongoing change". Senge and others would argue that this capacity is what characterizes a learning organization. Building capacity for change comes through growing our personal mastery, being open to new ideas, and continually building our practitioner toolbox.

Perhaps one of the most exciting things this fall is the upcoming educational programming schedule being offered by ISPI Texas...a fantastic way to build our tool box and capacity for change. We will be offering a variety of webinars in the coming months, including our first one on October 15! As an introductory offer, we are offering the first webinar at no cost—please join us as we kick off our educational programming!

*Every leaf speaks
bliss to me,
fluttering
from the autumn.
Emily Dickinson*



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Upcoming Events



Oct 15

11:30 -12:30

Lisa Toenniges,
CEO, Innovative
Learning Group

Infusing Human Performance Technology (HPT) into the Instructional Systems Design (ISD) Process (see details on pg. 2)

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

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

Dec 10

11:30 -12:30

Jan 14

11:30 -12:30



Mark your Calendars!

THE Performance Improvement Conference 2016, April 10-12

The premiere event for performance improvement and learning professionals.
Loews Philadelphia Hotel,
Philadelphia, Pennsylvania
USA.

Message from the President

Mike Fritsch, President of ISPI-Texas



We started out looking to revive the Austin ISPI chapter. As I talked with folks at the 2015 THE Performance Improvement Conference, we got inquiries from around the State to join and help. With that, we decided to go statewide with the blended chapter concept. We've had a great response thus far with a full board of directors from all over the state. We have a great website. Check out our website www.ispitx.org along with our LinkedIn, Facebook and Twitter pages. Membership registration is open with 50% off membership for a limited time. I'm really excited about our monthly webinar series. We have great speakers and great topics. Bonus: Our webinar on October 15th is free!



Webinar Close-Up

Infusing Human Performance Technology (HPT) into the Instructional Systems Design (ISD) Process

October 15 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

Innovative Learning Group CEO Lisa Toenniges will address a key question: how can we infuse more performance improvement into the ISD process without derailing quality, schedules, and/or budgets? The session will be fun and interactive, and participants will receive a list of best practices they can use on the job.

At the end of the session, participants will be able to:

- Describe multiple, viable ideas to infuse more performance improvement when working through the skills and knowledge-based ISD process – the **WHAT and WHEN**
- Demonstrate subtle techniques to educate clients on how to improve performance while billing for S/K/A interventions – the **HOW**

Why you should attend: There will also be a Q&A session at the end for you to ask Lisa about her two decades of service to ISPI and how it helped her become a successful consultant and business owner. Get your questions answered from an expert in the field!

About Lisa Toenniges

Lisa Toenniges, CPT, is the owner and CEO of Innovative Learning Group, a performance-first learning company based in Royal Oak, Michigan. She has over 25 years' experience in the performance improvement industry, and has consulted with many companies about their learning and performance strategies and solutions. In 2015, Lisa's term as ISPI past president ended. She also served as an ISPI board member and treasurer from 2010-2012



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!



*All those golden autumn days the sky was full of wings.
Wings beating low over the blue water of Silver Lake, wings
beating high in the blue air far above it . . . bearing them all
away to the green fields in the South.*

Laura Ingalls Wilder

Chapter Leadership



President,
Michael Fritsch



VP, Academic and Student
Services, James Rethaber



VP, Marketing and Communi-
cations, 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>

www.ispitx.org/index.php/membership

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