

Learning and Development and the 21st Century Workforce: From Employee Centric to Business Centric

Presented by
Brenda M. Rodriguez - HRBoost, Chief Learning Officer

Chandler's @ The Schaumburg Golf Course
401 North Roselle Road
Schaumburg, IL 60173

February 12, 2015
11:15 am - 1:30 pm
Members \$40, Non Members \$50

Human Resource and Training Departments, especially in small to medium sized companies, have commonly focused on a model of training management that focused on the employees. However current practices of high performing organizations, with integrated learning and development (L&D) programs and training strategies, are finding the success of learning and development evolves from a strategic alignment of L&D strategies that are directly tied to business performance goals and requirements. This session will:

1. Explore the important trends to consider when identifying training needs and selecting solutions;
 2. Review essential elements for human resource departments to consider as they strategically align L&D, training, and talent management programs to business performance goals.
- At the end of this session participants will be ready to...
- Describe some of the key trends in L&D that will support business growth.
 - Identify the essential elements of an effective and integrated learning and development strategy used by high performing organizations.
 - Share current challenges and opportunities to reframe the role of learning and development within their organizations.



About our speaker...

Brenda M. Rodriguez, MPA, CPT, CSC, PMP, serves as Chief Learning Officer at HRBoost and assists our partner companies to become learning organizations. She focuses on integrating learning and talent development strategies to support performance improvement and organizational goals. She specializes in learning design, organizational development, and training program design, implementation and evaluation. She is best known for custom designing learning solutions that are employee centered; reflect relevant and data-based organizational goals and needs, as well as the culture of the organization. She also serves as an executive and team coach to promote best practices and sustainability to guide organizational transformation and improved performance and outcomes through a variety of learning solutions. She is valued for facilitating the change process within diverse business environments and employee contexts.

As CLO with HR Boost, Brenda offers services in the following areas:

- Training program design, development, implementation and evaluation
- Assistance with the selection of training solutions – classroom-based, web-based and/or blended learning to meet the needs of your employees, legal requirements, and other issues
- Managing instructional design components and training delivery via all platforms
- Assess and evaluate learning solutions
- Oversee the customized design of learning strategies and solutions
- Performance analysis
- Facilitation / Training Delivery
- Leadership and Team Development
- Global Leadership and Team Cross Cultural Competencies
- Process-oriented Executive and Team Coaching
- Performance improvement
- Integration of Diversity and Inclusion Policy and Practice

Additional areas of specialization include: change management, strategic planning, cross cultural conflict transformation, leadership and management development, program evaluation, training delivery strategies, inquiry based conversations, cross-cultural communication and competence. She incorporates a collaborative and partnership approach in her consultation to resolve and respond to specific organizational goals and requirements.

Also at this meeting...

Exciting news!! – Martha Ramirez, SPHR, SHRM's Divisional Director Central Region will be bringing us a short presentation on the new SHRM Certification. She will be discussing the new **SHRM-CP/SHRM-SCP** credentials.

Note: Networking and Registration will begin at 11:00 am. Martha will present at 11:30 - 11:45.

Please bring any questions you may have to the meeting.

Approved for 1.25 continuing education credits

