Trading Secrets for Addressing HRD Challenges & Opportunities:

For full details, please visit https://hrdscholarpractitioner.com/

This unique pre-conference brings together HRD scholar-practitioners, applied researchers, and others interested in connecting HRD practice and research from across the worlds of higher education, corporate, government, non-profit and consultants. Through an interactive design, attendees focus on what we've learned, how we can apply it to today's HRD challenges, and how it helps us looking forward. This is helped by people bringing their success stories, challenges, strategies, frustrations, questions, ideas, failures, coping mechanisms, tools, and techniques; and by joining an HRD community of practice for dialogue, inquiry and reflection. After the two days, attendees will feel involved and engaged, and will leave with our minds full of ideas on how to address the challenges we all face in the constantly changing world of HRD.

February 14

1.00– 1.45: Welcome, agenda overview, introductions and ice-breaker.

An interactive and fun way to create an environment where people feel like they know who is in the room and also feel comfortable to participate to their fullest in the pre-conference.

1.45 – 2.30: Panel on HRD Research-to-Practice: Where we've been and Where are we going?

- Darren Short, GoDaddy
- Tom Shindell, Texas State Department of Motor Vehicles
- Jo Tyler, The Pennsylvania State University

  Facilitated by: Martin Kormanik

2:30 - 2:50: Break

2:50 – 3.20: Lightning Round Part 1
Three people share ten-minute stories about research-to-practice: what they have learned, what challenges they still face, and what they see going forward.

- **"Not throwing away my shot: A tale of scholarly practice in the wilds"** - Catherine Lombardozzi, Learning 4 Learning Professionals

- **"The importance of change management when introducing new HRD programs"** - Robin Hurst, Virginia Commonwealth University

- **"My story of HRD publishing: How I wrote 24 books"** - Michael J. Marquardt, The George Washington University

3.20 – 4.50: Round Tables

Six round tables – each table is "chaired" by someone who brings to the group new research, research synthesis that has implications for practice, or practices informed by research, ready to lead a discussion around the possibilities and challenges of applying specific research in practice contexts. Participants spend 40 minutes at a table (listening, discussing, asking questions), and then move to a second table for 40 minutes.

"HRD in the Digital Age: Renewed interest in self-directed learning" - Catherine Lombardozzi, Learning 4 Learning Professionals
Theoretically, modern learners with access to the internet have a gateway to everything they need to manage their own professional learning and development. However, people (of ALL ages) are not quite ready to manage their own professional learning. Research on self-directed learning can provide real help in identifying the challenges and recommending strategies to smooth the way. This roundtable focuses on the challenges and the strategies used to address issues.

"HRD & Veterans Employment" - Sarah Minnis, Anthology Consulting
This roundtable offers scholar-practitioners a look into the issue of veterans' employment as understood from the practice and research perspectives. Participants will gain a better understanding of how the need for greater support for veterans' employment necessitated a research approach and how the research has then informed practitioners' work with veterans in career development.

"Arts Integration" - Jo Tyler, The Pennsylvania State University
This session gives people who are interested in a longer conversation on arts integration a chance to engage in that topic more deeply. Building on John Heron's theory of Presentational Knowing, we will focus on stories of experience, fears and trepidation, as well as speculations, questions, and responses related to integrating arts in HRD.

"The death of political correctness: What is HRD's role in addressing racism, sexism, nationalism?" - Martin Kormanik, OD Systems Inc.
In this social-media-driven era of expressing strongly-held opinion, some have suggested that "political correctness" is dead. Socially sanctioned prejudice appears to be acceptable, albeit polarizing. Bias is conscious and voiced. Organizations are social systems and an extension of the larger society. As such, socially-sanctioned attitudes and behaviors spill into the workplace. This roundtable examines HRD's role in addressing the dynamic.

"Storytelling for Leadership Development" - Rachelle Lehner, University of Central Florida
This roundtable looks at how leadership book clubs have been implemented in three different organizations, the benefits and the lessons learned on how to implement them elsewhere.

"Cultures, Values and Organizations: Using Research to Improve Communications and Productivity within Global Organizations" - John W. Bing, ITAP International
This roundtable shows how cultural differences can be researched quantitatively and explores new methods to compare culturally different groups within large organizations. Participants will learn

how quantitative data, with the support of qualitative information, can be used to develop learning approaches within organizations and how to use such data to bring about change in organizations.

4.50 – 5.10: Report Back

5.10 – 5:30: Wrap-up of Day 1 … and transition to plans for Dinner.

6:00 – 8:30: Optional networking dinner in the hotel restaurant.

<u>**February 15**</u>

8:30 – 8:40: Checking in on Day 1 reflections, dinner discussions, etc.

8:40 – 9:10: Lightning Round Part 2
Three people share ten-minute stories about research-to-practice: what they have learned, what challenges they still face, and what they see going forward.

- **"Flipping the research-to-practice narrative: Nearly 40 years of awareness development in practice"** - Martin Kormanik, OD Systems Inc.

- **"From Small Seed to Full Flower: My professional journey from "maverick" practitioner to today"** - Jo Tyler, The Pennsylvania State University

- **"Navigating the Brutal Facts and Perpetual White Waters of Developing Leaders"** - Phil Graham, Federal Aviation Administration

9:10 – 10.30: Problems of Practice

Six tables, each dedicated to a broad topic. Participants select a table for the session, and discuss their challenges/problems related to that topic.

- **"Are we letting YouTube expectations drive our learning solutions?"** – Tomika Greer, University of Houston

- **"What are the ingrained beliefs in HRD, and how do we challenge them?"** - Pamela Barnes, University of Kansas

- **"How do we demonstrate RoI for leadership development and similar long-term programs?"** - Phil Graham, Federal Aviation Administration

- **"What's the next big technological breakthrough to have a quantum impact on HRD?"** - Catherine Lombardozzi, Learning 4 Learning Professionals

- **"How have our views on globalization shifted in the last twenty years, and where does that leave HRD?"** - John Sherlock, Western Carolina University

- **"How to be successful with collaborative research between practitioners and academics"** – Rita Kowalski, Work Life Consulting

10:30 – 10:50: Break

10:50 – 11.30: Report back
Each table reports one insight and one suggestion for future research based on the "Problems of Practice" discussions.

11.30 – 12.00: Lightning Round Part 3
Three people share ten-minute stories about research-to-practice: what they have learned, what challenges they still face, and what they see going forward.

- **"Doing Research (Drawn from Practice) and the Tenure Process"** - Ron Jacobs, University of Illinois

- **"What I've Learned in 23 Years of a Blended HRD Career"** - Thomas J. Shindell, Texas State Department of Motor Vehicles

- **"Scholar-practitioner as a state of mind - Confessions from struggling with HRD theories and research"** - Darren Short, GoDaddy

12.00 – 12.30: Wrap-up, lessons learned, what's next?
Facilitated discussion of lessons learned, where we'd like to take this next, how we all stay connected, and more.