

Happy (Almost) New Year!

We can hardly believe another year has almost flown right by! Can you? Seems like only yesterday that we were planning our summer vacation...and, now it's history! It's getting chilly...even in Los Angeles!

It is time to reflect on the year that has passed and the year ahead. For us, 2013 has been a great year. We added several new clients and welcomed back some former ones. We expanded our offerings with the American Society for Training and Development (ASTD) and their corporate and government clients. We spent quality time with our three surrogate grandkids and aging parents. We traveled to Edinburgh (Military Tattoo and Fringe Festival), to London (six plays and a day visit to Highclere Castle/Downton Abbey), to Paris (finally went up in the Eiffel Tower and took an art-themed river cruise from Paris to Normandy) and to Berlin (fabulous art and architecture). We crafted "retirement" plans for the third, or was it the fourth time!

We hope that your year was filled with health, happiness, professional and personal enrichment...and a few surprises!

Best to you and yours!
Erica and Harold

Tips, Tools, Techniques and Other Tantalizing Tidbits

This is the third and final installment of this three part "Tips" series of articles. To read the first two, visit http://www.hsa-ips.com/E_News/ENews_Oct13/Tips_Tools_Techniques_Parts_1_&_2.pdf. This concluding piece focuses on creating learner Aha's - moments of sudden insights.

To boost learning effectiveness, instructional designers must be able to create activities that capture learner attention and trigger a surprising, yet important, piece of learning that is likely to remain with the learner perhaps forever. The *Aha* activities can also drive home a key instructional point or generate a worthwhile discovery. Rather than talk about *Aha* activities, let's experience them.

Visit http://www.hsa-ips.com/E_News/ENews_Oct13/Tips_Tools_Techniques_Other_Tantalizing_Tidbits_October_2013_e-Xpress.pdf to continue reading this article.

It's Official!

In the past, ASTD Telling Ain't Training (TAT) events have been held exclusively in major metro areas such as Chicago and Atlanta. In 2014, that's changing. TAT will be held in destination locations including Nashville, Seattle and San Diego.

We are very excited to bring TAT closer to participants in these communities. For those traveling to an ASTD TAT event, these new locations offer destinations with lots to see and do and the potential of a tie-in mini vacation.

We are pleased to announce the following dates and locations for 2014:

- February 20 & 21: San Diego, CA (Hilton San Diego Bayfront)
- March 26 & 27: Nashville, TN (Gaylord Opryland Resort)
- June 11 & 12: Charlotte, NC (DoubleTree Suites by Hilton Charlotte - SouthPark)
- September 9 & 10: Seattle, WA (The Arctic Club Seattle)
- October 23 & 24: Denver, CO (Embassy Suites Denver - Downtown Convention Center)
- November 4 & 5: Washington, DC (Hyatt Dulles)

Information on these events will be on ASTD's website (www.astd.org) in the coming weeks.

Wondering What to Give Your Employees and/or Colleagues This Holiday Season?

Give them the gift of knowledge! After 10 years, *Telling Ain't Training* has been updated, expanded and enhanced to reflect almost a decade of progress to give readers a fresh look at what works and what doesn't in the world of training and learning. Fans of the best seller will be relieved to find that its lively, user-friendly tone has been carefully preserved. In fact, this is a book that faithfully practices what it preaches, engaging the reader from page one and immediately involving them in the first of many try-it-yourself exercises in learning. This second edition adds a new section that addresses technology and learning conceptually and provides rich examples and pragmatic considerations. The ultimate goal of the book is to offer the reader an opportunity to break through learning barriers, to separate learning myth from research-based findings, and to dispel counterproductive beliefs and practices that harm the instructional process.

To learn more, read a sample chapter or order a copy, visit <http://www.astd.org/Publications/Books/Telling-Aint-Training>.

About Us

At HSA Learning & Performance Solutions LLC, we've seen a lot over the years. We know the business of learning. We know the role human performance plays in business success. We know how to uncover and address needs, then create appropriate solutions. We pride ourselves on helping organizations achieve high levels of performance - and success. HSA is a leader in workplace learning and

performance improvement. Our proven learning and performance solutions have helped maximize employee performance at dozens of organizations throughout the world. Our principals, Harold D. Stolovitch and Erica J. Keeps, share a common passion - developing people. Together they have devoted a combined total of over 80 years to make workplace learning and performance both enjoyable and effective. Their dedication to improving workplace learning and performance is reflected in the workshops they run internationally on training delivery, instructional design and performance consulting. Together, they are co-editors of the first two editions of the Handbook of Human Performance Technology and co-authors of the best-selling, award-winning series of books Telling Ain't Training - Updated, Expanded and Enhanced, Training Ain't Performance, Beyond Telling Ain't Training Fieldbook and Beyond Training Ain't Performance Fieldbook published by ASTD Press. They are also co-authors of the Wiley/Pfeiffer Learning & Performance Toolkit Series. To learn more, visit www.hsa-lps.com.