

What Does It Mean to Retire?

It may be hard to believe but the two of us have been practicing in the field of learning and performance for a combined 85 years! We have been consulting together for over a combined 60 years. Needless to say we are not youngsters!

We have played with retirement over the years, but something always stopped us. At times, one of us was ready, but not the other. Occasionally, when the time seemed right an exciting project lured us back in for another year or two. Then, there is the identity issue: You are what you do! When you love what you do and you have the good fortune to do it with the one you love, it is incredibly difficult to walk away from it.

So, here's the plan: We are "retiring" with the close of 2016. This means we will no longer be doing public workshops, instructional design or performance improvement projects. We will continue to do interesting speaking gigs, webinars and the occasional in-house workshop as well as senior-level consulting. We will continue to write. In fact, we are currently discussing new editions of both *Telling Ain't Training* and *Beyond Telling Ain't Training Fieldbook* with ATD Press.

Sadly, our newsletter will wind down with this issue. We have enjoyed sharing with our friends, colleagues, clients and readers around the globe for over 25 years, first with our print edition and then with our e-newsletter. We will miss working with our HSA e-Xpress editor, Samantha Greenhill, and our graphic designer, Jennifer Papineau, on this quarterly project. (Access our back issues at [http://www.hsa-lps.com/Performance Newsletter.htm](http://www.hsa-lps.com/Performance%20Newsletter.htm).)

It will be hard not having intense, frequent contact with our associates who have performed remarkably over the years. Fortunately, our beloved office manager, Barbra Hellwig, has decided to retire at the same time. We will sorely miss her, our financial team of Arlene Reed and Wendy Barlin Popkin, and the clients with whom we have built close relationships.

The good news is that retirement will mean more "me time" and more "us time." We will travel more freely, spend more time with the kids in our lives and support community and non-profit programs. We will pursue our interests in travel, theater, outdoor activities, art, design, languages and so much more.

Erica will likely continue to be on her phone while Harold is more physically active (just like in their youth!). We have each had a great career and are looking forward to a fabulous retirement!

Peace,
Erica and Harold

Thank You and Farewell

By Samantha Greenhill

I have had the privilege of being the editor of HSA's newsletter for the last 17 years. Erica and Harold offered me this wonderful opportunity straight out of university, which I happily accepted. They took me under their wings and patiently taught me all the ins and outs of publishing. I've "grown up" with HSA and appreciate the opportunities they have provided me.

It's been a pleasure working with our talented graphic designer, Jennifer Papineau, who skillfully took us from a print-based newsletter to a quarterly e-publication well over a decade ago. Thank you for your endless tech support, Jen.

Thank you to all of our readers. It's been a pleasure editing the *HSA e-Xpress* for you.

Readers and Participants Speak Out

"It's been a week from your training and I am already reaping huge benefits. Just yesterday, I gave a half-way evaluation to a client (which I hadn't previously planned), and sat down to plan a curriculum for a new client incorporating many of your principles.

It's clear that the benefit of your training was not just in giving us tools to help others learn better, but in opening our minds to being attentive to what makes learning happen. I feel hugely empowered by this.

So I wanted to reiterate my thank you from the event. I can see already that it will be a big game-changer for me."

- Emma Fialkoff, Corporate Trainer, Worktalk Communications Consulting

Ask Harold

What is the best software to use to create hierarchical task analyses?

To read the response, visit http://www.hsa-lps.com/Expert_Q_A.htm#hierarchicaltaskanalyses.

Visit http://www.hsa-lps.com/Expert_Q_A.htm to access all Ask Harold questions and answers.

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 85 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.