

Green and Growing: Maximizing your WPLP Mojo

In this session, Workplace Learning Professionals will be able to:

- ▶ Identify ways to expand their role and influence in organizations
- ▶ Build professional capabilities that fill organizational needs, based on the life cycle stage and current challenges in the organization
- ▶ Expand their professional capabilities by linking the 9 competency areas to specific organizational needs

Using personal and real life stories and examples, Kris and Rhonda will share how to grow career and professional capabilities; regardless of whether the organization you are in is rapidly growing, mature, declining or transforming. The session will present a conceptual framework that enables participants to assess the organizations they serve and how the life stage and current challenges can present unique opportunities for learning professionals. Each stage and circumstance presents unique challenges, yet all have specific ways in which learning professionals can add strategic and business value. Using this model, participants will work in small groups to assess, evaluate and plan for their own personal growth. Participants will benefit from specific tips and tactics that will help them stay green and growing while at the same time aligning their growth with the specific needs of their organization. The session will end with practical tips on how to grow your career and Q&A with two learning professionals who have demonstrated the ability to provide high value to the organization while continually mastering new skills and capabilities.



Presenters: Rhonda Young, MOL & Kris Taylor, CPLP, SPHR

Rhonda Young is the Manager of MIS Training at First Solar; a world-leading manufacturer of thin film solar modules. She recently led the organizational change management effort for a global, enterprise-wide implementation of SAP, in addition to championing other IT learning initiatives over the past few years of First Solar's explosive growth. Prior to joining First Solar, Rhonda managed her own learning and change consulting practice, Ray Learning, LLC. Her enthusiasm for learning and working with organizations drives her commitment to push the boundaries of how learning and change add value in the eyes of senior leaders.



Kris Taylor is the president of K. Taylor & Associates; a consulting practice that helps organizations successfully navigate the human side of strategically oriented change. She is a CPLP "pioneer", one of the first to achieve certification. Her experience in workplace learning spans 3 decades and began in the non-profit sector. She made a career transition to Learning & Development when she joined RR Donnelley, a fortune 200 company where she spent 15 years in a variety of roles. Since 2004, K. Taylor & Associates has provided change management, leadership development and OD services to 34 companies across the US. Kris has served 4 years on the Central Indiana ASTD board.