



WLPI Facilitators for Spring 2010

Ann Marie Calistro has over 17 years experience in customized training applications and creative meeting facilitation. As a certified meeting facilitator, Ann Marie has designed and facilitated 130+ sessions with a diverse range of objectives: JAD, JRP, information gathering/design, mission/vision definitions, strategic planning and creative problem solving. Her style in the meeting forum and the classroom is energizing, very visual and fun.

As a certified Instructional Designer, Ann Marie has designed and developed courseware for a variety of companies and non-profit organizations, including the National Fire Academy, Underwriter Laboratories, and AC Nielsen. Ann Marie also has experience with computer supported collaboration tools, which help optimize meeting time when participants are geographically disbursed. She is a member of the Midwest Facilitator Network and the International Association of Facilitators. She received her Bachelor of Science, in Computer Science from Bradley University in 1984.

Joie (Joelyne) Marshall is the Director of Learning and Development at BCI Acrylic Bath Systems where she manages the training function for internal staff, dealers, and franchise partners. She earned a Bachelors of Fine Arts from Northern Illinois University and a Masters in Business Administration with an emphasis in Training and Development from Roosevelt University. She also participated as the intern for CCASTD's WLPI while completing the seven-week educational program. Joelyne has over ten years of training and development experience, as well as eight years within the franchise industry. Joie is also the Co-Director for CCASTD's WLPI.

Debbie Pastors is president of Education Development Growth Enterprises, Inc., specializing in the areas of human resource development and organization development. She has spent over 20 years as both an internal and external practitioner helping organizations increase their effectiveness and productivity. She holds a bachelor's degree in Political Science and Economics, a master's degree in Organization Development, and is a Registered Organization Development Consultant through the OD Institute. She has served CCASTD in a number of positions, including most recently co-director of WLPI. In 2010 she is the President for CCASTD.

Ken Phillips is founder and CEO of Phillips Associates, a performance management and sales performance training, consulting and publishing company. He has been in the workplace learning and performance field for more than 20 years and has worked with organizations from a wide variety of different industries. A partial list of previous clients served includes: Shell Oil Company, John Deere, Banta Corporation, Wausau Paper, Richardson Electronics and Foremost Farms USA.

Ken also has authored more than two dozen best selling performance management and sales performance learning instruments, multi-rater assessment systems, games and handbooks (job aids) which are sold both nationally and internationally. Ken is currently serving his sixth year on the board of directors of the Chicago Chapter of the American Society for Training and Development, and was the 2008 chapter president. Ken also earned the Certified Professional in Learning and Performance (CPLP) certification in 2006 as a member of the pilot program.

Cynthia Rogers is an entrepreneurial, results-oriented Learning and Development professional specializing in management, consulting, and training and development with Fortune 500 corporations, nonprofit organizations, and consulting firms. Competencies include Adult Learning Knowledge, Content Knowledge, Consultative Skills, Cross-Functional Knowledge, Course Development and Management, Needs Analysis and Evaluation.

Cynthia is adept at program/project management, planning and organizing and has been recognized for excellent presentation, facilitation and communication skills. She is known for her unique ability to develop trust, respect and business relationships with all levels of the organization and function within traditional hierarchy and matrix environments. Cynthia is certified in *Psycho-Geometrics*®, Myers-Briggs (MBTI), Development Dimensions (DDI), AchieveGlobal, Situational Leadership, and TrustWorks and has achieved certifications through Langevin Learning Services in Instructional Design and Training Needs Analysis.

Eric Sanders is an OD Economist, that is, an Organization Development Consultant who combines OD expertise and management experience with both an MBA in International Business and an MA in Economics to produce measurable business results. He is experienced as both an internal and external consultant, and is expert at driving change through organizational culture and effectiveness assessments, strategic planning, and leadership development. He has practiced in both public and private organizations at local, national and multi-national levels in industries including consumer electronics, education, healthcare, manufacturing and retail. He has published articles and presented on the measurement and evaluation of training programs and OD initiatives in conferences and trade group meetings for groups including ASTD, CODIC, ODN, and ODN Chicago (where he serves as a Board Member).

Mary Ward has spent more than 25 years in various areas of Human Resources; eight of those years with Aon Consulting as a Manager of a Learning organization. She is currently the Continuous Improvement Development Manager at W. W. Grainger. Mary earned her Master of Science in Human Resource Management (MSHRM) from Boston University in 2007 and maintains the Certified Employee Benefit Specialist (CEBS) and Project Management Professional (PMP) designations. In addition to serving as a Co-Director of CCASTD's Workplace Learning & Performance Institute, she is actively involved with the Lincoln Foundation for Performance Excellence – a non-profit organization supporting the application of Malcolm Baldrige quality criteria within Illinois businesses and educational institutions.

Stephanie Wilson currently works at Infogix in Naperville as an Instructional Designer specializing in online training development. She has a Bachelor's in Fine Arts from Illinois State University in German with a (almost) minor in Latin. After spending a few years finding out what she really wanted to do with her life, she landed in the role of a trainer and facilitator at Kinko's and Océ. She has also worked as an independent contractor developing software training. She attended the online TRDV program at Roosevelt University and received her Masters in Training and Development from there in 2005. Stephanie has experience working with many types of software including Captivate, Robohelp and PowerPoint.