

Human Resource Association of North Iowa (HRANI) and Employers' Council of Iowa (ECI)

Sustaining Learning Before, During and After Training (Inclusion, Diversity and Preventing Harassment)

Presented by Dr. Celina Peerman (bio on reverse)



- Is employee training making a difference?
- Feel like no one is living the training once class is over?
- Ever wonder if anyone else feels the same way?

This session is geared for the HR professionals and other leaders who need to be energized and find new momentum to connect training efforts to long-term employee behavior improvement so new organizational goals are possible!

Tuesday, May 14 at Noon

NIACC Activity Center – AC101

Nonmembers \$25

RSVP by May 8 to:

Heidi Worrall at 641.257.1211 or **Amy Henry** at 952.250.3353 minnesota@mcgoughinc.com

Organizations are pressured to see long-term impact from today's training investment. To improve performance, a sustainable learning model is critical in order to help employee's improve and organizations gain effectiveness. This session will examine the research on training in these areas to have the most impact on employee behavior and performance on some of our toughest topics. The focus will be on how today's HR professionals must encourage other leaders to buy in to the "why" of training for long-term culture and management transformation to create more inclusive and productive work environments.

At the end of this session, participants should be able to:

- Identify best practices in training and learning models on making long-term behavior change
- Review a range of tools to help facilitate sustained learning after the class has ended
- Lead others through a discussion about training impact and related employee performance management issues



*Recertification credit hours applied for through HRCI.
Equal opportunity program. Auxiliary aids and services are available
upon request to individuals with disabilities.*



About the Speaker

Dr. Celina Peerman serves as an organizational psychologist through training, coaching and instructional design activities that focus on creating sustainable learning cultures at work.

For over twenty years she has specialized in organizational behavior and human resource management-related topics. Her experience includes senior leadership roles in human resource, organizational development and operations positions in both profit and non-profit organizations where she was accountable for quality service, effective processes, diverse staff and achieving results. Her work in Southeast Asia and Canada gave additional operations experience, further developing her strong international interests. She is passionate about strengthening our global community by building cross-cultural relationships through shared understanding. Celina has also taught at the undergraduate and graduate levels for over fifteen years.

Celina has led successful workshops and designed training for a variety of industries including healthcare, construction (including industrial, commercial and highway construction), insurance, medical supply, education, telecommunications, manufacturing and other environments. She has also presented at numerous conferences for local, state and national audiences. Celina's focus is to provide quality training and services that directly contributes to better service for all stakeholders and in particular the retention of front-line staff and strength of first-line supervisors. Her passion is for how people behave at work; the good, the bad and the worst. Celina's style has been described as dynamic noting the ability to draw in even the most resistant attendees through real life examples and humor.

Celina holds a Ph.D. in Psychology with the distinction Organizational Psychologist from Capella University and a Master of Arts degree from Upper Iowa University in Business Leadership with a specialization in Human Resource Management. Her undergraduate degree from the University of Dubuque was in Psychology and International studies.