

Blue Tower Training Center presents the
Training Times

**Meet Susan Faupel,
 Director of Training for the
 Illinois Coalition Against
 Sexual Assault!**



Susan Faupel is the Director of Training for the Illinois Coalition Against Sexual Assault (ICASA, a not-for-profit corporation of 33 community-based sexual assault crisis centers working together to end sexual violence. Susan joined the ICASA team in 1995 as the Director of the SACY (Sexually Aggressive Children and Youth) project, then moved to her current position as Director of Training in 2001.

Susan has a degree in Social Work from the University of Arkansas. She has worked in the field of domestic violence and sexual assault in Arkansas, Kentucky, and Illinois. When Susan needs to "recharge her batteries", she takes time off to go camping and to work in her yard. She enjoys good conversation with friends, St. Louis Cardinals baseball, and spending time with her dog, official cat, and several unofficial cats!

The icebreaker I use most often in training is... My Big Blue Bic [pen]. Participants go around the room, one by one, holding up a blue bic pen and introducing themselves by saying their name and an adjective beginning with the same letter as their name. For example, Susan introduces herself as "Sassy Susan". As the blue bic pen is passed from participant to participant, the participants must remember everyone else's name and adjective!

The training item/idea I can't live without is... my two "go to" books that have icebreaker activities and games that help build team thinking and consensus: Games Trainers Play by John W. Newstrom, and 201 Icebreakers by Edie West.

My most memorable training moment was... actually, my most memorable training moments are when people experience an "a-ha" moment of the shift from the old way of thinking or doing things to seeing things in a new light.

If I had \$1,000 to spend on training, I would... I would spend it on creating some kind of mobile resource guide that contains key information so that people in the field could utilize it and feel comfortable and confident about making decisions that are in line with ICASA's policies and procedures as well as best practice.

I create a comfortable learning environment by... making it my goal to figure out where participants are coming from and meeting them where they are at. I use a variety of training activities that meet the various learning styles of the participants, and make the training directly applicable to what they will be doing on the job.

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Blue Tower Training Center

BTTC celebrates
 the Power of P.E.E.R

Passion

Equality

Empowerment

Respect

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**"The more effort you put into hiring
 and promoting, the less time you'll
 spend fixing "people problems."**

-- Eric Harvey

Ideas for Discussion...

What makes you, or your organization, want to hire and promote someone? What qualities do they value in employees and those that they do promote? Are "people problems" really only the fault of the individuals involved? If not, what are some systemic issues that your organization faces? Could any of these systemic issues be solved by putting more effort into hiring, training, and promotion? If so, how? What makes an effective employee at your organization? What makes an effective supervisor? How can the organization's "leadership" both help and hinder the process of fixing "people problems"?



We Dance Together
a collection of art and commentary by
Candee Basford

What can art teach us about disability issues, and about the journeys that people face when they or their loved ones have them? *Everything*. In this vivid and poignant book of paintings and reflections upon them, Candee Basford reveals the things that she has learned while living with her daughter, Katie. Pieces shown in the book include *The Map to Community*, *Love is a Way of Knowing*, *The I.E.P. Meeting*, and *A Conversation with Katie*, the painting from which the book's title is taken. Put aside your expectations, this is not an ordinary coffee-table book of art. *We Dance Together* weaves 26 years of lessons in love, relationships, ambiguity, and passion together. It is an authentic, personal look inside the ongoing civil rights struggle for dignity, justice, and inclusion of people with labels of disability.

To order *We Dance Together* or to peruse additional products and resources, please visit the Online Store at www.bluetowertraining.com.



Check out the Learning Alliances Company's website for the quarterly **Topic Tidbit** - a choice morsel of food for thought (and maybe a bit of gossip pertaining to training trends). The Topic Tidbit reflects current topics, as well as supplements some of the resources provided in LAC keynote speeches or conference concurrent sessions. This is not meant to be all inclusive coverage of a topic but just a "tidbit" for you to consider and chew on.

www.learningalliancescompany.com

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Training is important because...it enables people to do their jobs and perform their tasks. It provides people the skills and tools to complete projects. Without training, an agency, organization or business would be unable to meet its mission.

The advice I would give to a new training coordinator/director is.... develop an organizational system that works for you. Also remember that you don't have to re-invent the wheel...research resources that you can use in your training.

Three words I would use to describe myself are...fun, spirited, and passionate!

E-mail Susan at sfaupel@icasa.org.

Learn more about the Illinois Coalition Against Sexual Assault by visiting www.icasa.org.

HOW TO HELP EMPLOYEES DEAL WITH CHANGE
by Steve Ventura from **LEAD RIGHT: Every Leader's**
Straight-Talk Guide to Job Success

Explain WHY the change is required / necessary;
Describe the expected benefits to be gained ("What's in it for us");
Provide training and resources necessary to implement the change;
Solicit / address any employee questions and concerns;
Be patient – expect mistakes as new habits are formed;
and most importantly...
Demonstrate support and commitment to the change yourself!

Upcoming Events featuring BTTC trainers:

- | | |
|---|----------------|
| Beyond M&M's and the Full Moon: A Toolkit for Positive Behavior Supports | 3/20/09 |
| Waukegan, Illinois
Presenter: Karen Randolph | |
| Creating Welcoming Environments for People with Disabilities | 4/9/09 |
| Springfield, Illinois
Presenters: Shirley Paceley and Amy Walker | |
| Safe Beginnings: Protecting Our Children from Sexual Abuse | 4/15/09 |
| Glen Carbon, Illinois
Presenter: Krescene Beck | |

Please check out the website ~ more trainings are added regularly!
www.bluetowertraining.com

**Coaching sets the pace to get the best out of others
while giving the best of yourself.**

~ David Cottrell