presents

TRAINING AND DEVELOPMENT CERTIFICATE PROGRAM

FOR HUMAN RESOURCE DEVELOPMENT PROFESSIONALS

endorsed by

American Society for Training & Development - Mississippi Chapter
American Society for Training & Development - New Orleans Chapter
American Society for Training & Development - Baton Rouge Chapter
Gulf Coast Safety & Training Group

*** MICROSOFT AUTHORIZED ***
TRAIN THE TRAINER COURSE
A requirement for Microsoft Certified Trainer (MCT) Status
WHY YOU SHOULD SEEK CERTIFICATION

Certification denotes competency. It is value added to human resource development professionals and their organizations. According to experts like Bob Pike, organizations have neither the time nor the money to recover from downtime because people lack the necessary skills to do a job. Pike believes more companies are turning toward trainer certification as a tangible indicator of competence and proof that training skills are more than just talk. To be a professional, to remain current with the workplace, and to address societal and environmental issues that affect you and your organization’s productivity, you must continually develop and update your skills.

TODAY’S CHALLENGE FOR TRAINERS IS . . . improving performance of individuals, enhancing work processes, and strengthening the organization.

THE BOTTOM LINE IS RESULTS! Here you will learn to identify processes that produce effective results. In addition, you earn a benchmark that reflects your proficiency as a human resource developer – certification.

AS A PROCESS, CERTIFICATION PROVIDES . . .

- a foundation for identifying strengths and weaknesses and a rationale for designing development strategy,
- a standard for recognizing a level of accomplishment, and
- a method for establishing a common relevancy for networking with other training professionals.

CERTIFICATION IS . . . developed, validated, and managed by a recognized professional organization with which the professional is associated. For trainers, that organization is the American Society for Training and Development (ASTD) and its local chapters. ASTD research has identified a recognized body of knowledge that includes competency areas for trainers.

THE GOAL . . . of Southern Miss’ certification program is to offer training and human resource development professionals a systematic method for developing competencies. The program allows for the immediate transfer of knowledge to the trainer’s job roles and daily tasks. Key competencies form the foundation for these intensive sessions. Other topics include evaluation, ethics, the learning organization, and the high-performance workplace.

TO ACQUIRE CERTIFICATION . . . an individual must attend all four sessions and complete out-of-class learning activities. Experientially based training and individual case studies are designed for immediate application of the competencies. An added benefit of the program is the enormous networking opportunity available among participants.

You will benefit from this seminar if you are:
- in charge of workforce development
- interested in investigating new ways to deliver training to your workforce and solutions to your clients
- pursuing the Microsoft Certified Trainer (MCT) qualification
- intrigued by the exploration of new models for creating and delivering instructional and performance content through technology
- seeking new delivery and development methods and models
- attracted to the changes in the training and learning industry and the business that goes with it

You will not benefit from this seminar if you:
- desire a very traditional format
- do not have the ability or the desire to change
- are not interested in learning about the impact of training on the organization

Who should attend?
- Human Resource Development Professionals
- Instructional Designers
- Technical Trainers
- Training Managers
- Training Specialists
- Workforce Specialists
PROGRAM CONTENTS

Certification will only be granted to those who successfully complete all four sessions. Any session missed by a participant may be taken during a subsequent T&D Certificate Program for an additional fee of $100 per missed session.

Enrollment is limited to the first 25 paid registrants. To avoid disappointment and inconvenience, please register early.

The workshop fee of $3,000, payable by all participants, includes competency-based training, a complete set of course materials, and refreshments. Fees are subject to change without notice. A 10% discount of the $3,000 workshop fee is available to current members of the Baton Rouge, New Orleans, Hattiesburg, Jackson, MS Gulf Coast, or Pensacola, chapters of ASTD or GC&STG or to businesses that enroll two or more employees. (Please note: If paying by credit card, a processing fee of 3.6% will be added.)

FEE PAYMENT Workshop fees should be paid at the time of registration. Payment can be processed online or mailed.

HOW TO REGISTER

Complete and return the registration form (http://www.usm.edu/gulfcoast/tdcpregistration) with remittance to The University of Southern Mississippi, Workplace Learning and Performance Institute, 730 East Beach Blvd., Long Beach, MS 39560.

ADA COMPLIANCE

If a student has a disability that qualifies under the Americans with Disabilities Act and requires accommodations, he/she should fill out the designated blank on the registration form.

REFUND/CANCELLATION POLICY

All cancellations or requests for refunds must be made in writing to the T&D Certification Program Director at least two weeks in advance of the start of the program. A 15% refund processing fee will be applied to any cancellations before this deadline. No refunds will be processed after this deadline. Southern Miss reserves the right to cancel any program that has not reached the minimum enrollment. If the program is cancelled, participants will be notified, and the full registration fee will be refunded.

EXCHANGE/TRANSFER POLICY

All requests for exchanges or transfers must be made in writing to the T&D Certificate Program Director at least two weeks in advance of the start of the program. The registration fee may be applied to a future program or transferred to another individual within the same organization for the current program. No exchanges or transfers will be processed after this deadline.

FOR MORE INFORMATION

Contact The University of Southern Mississippi, Workplace Learning and Performance Institute, 730 East Beach Blvd., Long Beach, MS 39560. For information specific to course content and requirements, contact Dr. Heather Annulis at (228) 214-3517 or at heather.annulis@usm.edu

Southern Miss reserves the right to cancel, postpone, limit enrollment.

Visit us on the web at http://www.usm.edu/gulfcoast/tdcp
Founding Director

DR. CYNDI GAUDET

Cyndi Gaudet, Ph.D., Chair and Professor, directs the Department of Human Capital Development at The University of Southern Mississippi Gulf Coast. As Director of the Jack and Patti Phillips Workplace Learning and Performance Institute (WLPI), Cyndi managed more than $5M in projects in the last decade integrating Phillips ROI Methodology as the accountability framework for each project. Her cutting-edge competency model research received awards from NASA, the Southern Growth Policies Board, and the American Society for Training and Development, New Orleans. One of the high-growth, high technology research initiatives under Dr. Gaudet’s direction was identified as a top five finalist for the U.S. Department of Labor’s 2005 Recognition of Excellence Award, Educating America’s 21st Century Workforce. She has presented professional papers at over 100 regional, national, and international conferences, and her research has been published in journals such as the Performance Improvement Journal, HRD Quarterly, International Journal of Instructional Media, NABTE Review, URISA Journal, the Delta Pi Epsilon Journal, and the Performance Improvement Quarterly. As a scholar-practitioner, Cyndi is recognized as a regional and national expert in helping public and private sector organizations implement a systematic approach for developing human capital. Gaudet has more than fifteen years experience working with the Phillips ROI Methodology. She holds ROI Certification from the ROI Institute, a B.S. and M.Ed. from Southern Miss and a Ph.D. in Human Resource Education and Workforce Development from Louisiana State University. Dr. Gaudet’s business and industry experiences give her the ability to bridge theory with practice, as she helps individuals, teams, and organizations become more effective.

Coordinating Director

DR. HEATHER ANNULIS

Heather Annulis, Ph.D., CPLP, serves as Professor of Human Capital Development at The University of Southern Mississippi. Annulis directs the Human Capital Development Master of Science degree program and the Training and Development Certificate program. She holds a doctorate from Southern Miss in International Development with a concentration in workforce training and development and a Master’s degree in Communication from The University of Louisiana at Lafayette. Over the last 14 years, Heather has been instrumental, in generating over $5 million in external funding for Southern Miss. Associated with this funding was research conducted through NASA to help develop a well-trained geospatial workforce. Heather’s work has also been funded through the U.S. Department of Labor and the MS Department of Employment Security. Heather’s research interests include developing and implementing competency models, determining return of investment of performance improvement programs, and creating change readiness in organizations. She regularly speaks at regional, national and international conferences on these subjects. Her research has been published in the International Journal of Workforce Development, Performance Improvement Journal, Change Management Journal, Conference Board, and Human Resource Development International. Awards recognizing her professional efforts and research include: the Best Published Case Study Award, ROI Institute (2011); American Society for Training and Development Award of Meritorious Service (2010); Distinguished Professor of e-Learning (2008); Innovator in Workforce Development, Southern Growth Policies Board at the Governor’s Association (2006, 2002); and Mississippi Business Journal’s Top 40 Under 40 (2006).

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The University of Southern Mississippi
Jack and Patti Phillips
Workplace Learning and Performance Institute
730 East Beach Boulevard
Long Beach, MS 39560
228.214.3517 phone
Training and Development Certificate Program
Client List

**Agriculture**
Sanderson Farms, Inc.

**Banking/Finance**
American Gateway Bank
Bank of West Baton Rouge
Fidelity Homestead Bank
First Bank and Trust
First National Bank
First USA Bank
Hibernia National Bank
Hancock Bank
Hibernia Bank
Louisiana Credit Union League
MidSouth Bank
Minnesota Mutual
Neighbors Federal Credit Union
Omni Bank
Ouachita Independent Bank
Steward Sneed Hewes Bancorp South
Teche Federal Savings
Whitney Bank

**Business Services**
A.B. Elliot Consulting
Aspire, Inc.
Building Bridges, LLC
C&C Technologies, Inc.
Cardinal Services, Inc.
CG Coach
Crescent Technologies
Danos & Curole
Delmar Systems, Inc.
Dynamics Industries
FIERRO Quality Performance
First Steps Training & Development, Inc.
Future Training Systems, Inc.
Halliburton Shared Services
JW’s Creative Solutions
Iron Mountain, Inc.
Ledet Management Consulting
Lindmark Outdoor Advertising, LLC
Mitchell Consulting
PBM Services
Pine Grove
Prism Training
Randy Smith Training Schools
Safe Secure Training
Schlumberger OFS
SHRM Industrial Catering, Inc.
Stuller Settings, Inc.
Subsea International, Inc.
Technologies, Inc.
The Maids
The Oath
Valley Services
VISTAS Consulting

**Communications**
Bellsouth
Eatel
Gulf Coast Wireless
KPLC-TV
Lake Charles American Press

**Construction**
The Shaw Group
UnCommon Sense Marketing

**Consulting**
SMART Performance Solutions
UnCommon Sense Marketing

**Educational Services/Academic Institutions**

*2-year Community and Junior Colleges*
Baton Rouge Community College
Copiah-Lincoln Community College
East Mississippi Community College
Hinds County Community College
Jones County Community College
Meridian Community College
Mississippi Delta Community College
Mississippi Gulf Coast Community College
Northwest Mississippi Community College
Pearl River Community College
Southwest MS Community College
State Board for Community and Junior Colleges

*4-year Colleges and Universities*
Alcorn State University
Florida Agriculture and Mechanical University
Louisiana State University
-Healthcare Network
-Small Business Development Center
Mississippi State University
-Research and Curriculum Unit
University of Louisiana at Lafayette
-College of Business
-Continuing Education
-Marine Survival Training Center
University of Mississippi
Southeastern Louisiana University
The University of Southern Mississippi
-Center for Community and Economic Development
-Gulf Coast Geospatial Center
-Gulf Coast Student Services
-iTech
-Homeland Security
-Human Resources
-Learning Enhancement Center
-Mississippi Polymer Institute
-Public Safety
-Workplace Learning and Performance Institute

**Other Educational Services**
Five County Child Development Program
Institutions of Higher Learning
Training and Development Certificate Program
Client List

Health/Medical Services
Amedisys Home Health Solutions
Blue Cross Blue Shield of Mississippi
Boswell Regional Center
Health Care Options, Inc.
Lafayette General Medical Center
Louisiana Mental Health Services
LSU Healthcare Network
Mississippi Department of Health Services
Mississippi Hospital Association
New Orleans Health Center
North Mississippi Regional Center
Ochsner Clinic Foundation
Sacred Heart Health System
South Central Regional Medical Center
South Central VA HealthCare Network
St. Dominic Memorial Hospital
The Blood Center
Tulane Medical Center

Hospitality
Beau Rivage Resort & Casino
Boomtown Casino
Casino Magic
Choctaw Hospitality Institute
Cypress Bayou Casino
Grand Casino Avoyelles
Grand Casinos
Harrah’s Casino
Hollywood Casino
IP Casino Resort & Spa
Isle of Capri Casinos
Pearl River Resort
Royal Sonesta Hotel
Silver Star Resort & Casino
Treasure Bay, Inc.
Treasure Chest Casino
Walt Disney World

Manufacturing
Aker Petrolite
BAE Systems Southeast Shipyards
Baker Energy
Chevron Corporation
Convent Refinery
DAK Americas
Imar Systems, Inc.
DuPont
ENSCO
Ergon
Exxon Company
Falcon Drilling Company
Faurecia Automotive Seating, Inc.
Fina Oil and Chemical, Inc.

Public Administration
Central Mississippi Residence Center
City of McComb
City of Memphis
Corporation for National & Community Service
Department of Navy
Department of Veterans Affairs
Jefferson Parish
Louisiana Association of Non-Profit
Louisiana Department of Civil Service
Louisiana Legislative Auditor
Low County Council of Governments
MS Department of Health
MS Department of Information Technology Services
MS Department of Transportation
Mississippi Development Authority
Mississippi State Personnel Board
Office of Veteran’s Affairs
Ouachita Parish Sheriff’s Department
Southwest Louisiana Economic Development Alliance
Stennis Space Center
State of Louisiana
State of Mississippi
-Division of Medicaid

Flex-Con Systems, Inc.
Gramercy Aluminum
Grasso Production Management
Honeywell
Howard Industries, Inc.
Huntington Ingalls Industries
Intel, Corporation
Kerr-McGee Corporation
Koch Industries
Marathon Oil Company
Mobil Chemical
Morton International, Inc.
Nalco Chemical
Northrop Grumman
Ocean Energy
Offshore Energy Services, Inc.
Phi-bro Industries
Placid Refining Company
Premiere Industries
Production Operators, Inc.
Progressive Molded Plastics
Raytheon Company
Rohm & Haas, Inc.
Seabulk Offshore, LTD
Sunland Construction
Syngenta Crop Protection
Taminco
TETRA Technologies, Inc.
Texaco Offshore
Uniroyal Chemical
Viking Range Corporation
VT Halter Marine
Wellman, Inc.
- Department of Human Services
- United Stated Navy

**Real Estate/Insurance**
- Blue Cross Blue Shield of Mississippi
- Gilsbar, Inc.
- Mississippi Farm Bureau
- Southern Farm Bureau Life Insurance
- Gulf Summit Properties

**Retail**
- Kinko’s Regional
- Mercantile Stores, Inc.
- RPM Pizza
- Smoothie King Franchises, Inc.

**Transportation/Utilities**
- Coast Electric Power Association
- Devon Energy Corporation
- Dupre Transportation
- Halliburton Energy Services
- Louisiana Energy & Power Authority
- Mississippi Department of Transportation
- Southern Company
  - Alabama Power
  - Georgia Power
  - Gulf Power
  - Mississippi Power

**Wholesale/Distribution**
- Ethiopia National Sugar Group

**Other**
- Audubon Aquarium of the Americas
- Audubon Girl Scout Council
- Audubon Nature Institute
- Girl Scouts of Gulf Pines Council
- Kent Moeckly, Attorney-at-Law
- Leukemia & Lymphoma Society
• Program Participants

Does not include participants from Canada, Ethiopia, Israel, and Malaysia

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