

Idaho Lifelong Learning Association

Lifelong Learning Conference: A Value Added Experience

This year's Conference looks to be another excellent offering of interesting topics centered around lifelong learning. The conference is Sunday, Monday, and Tuesday October 23, 24, and 25.

Register online: www.idlla.org.

Conference registration: \$185 early registration, \$200 after October 12, 2005. With

payment, you receive a complimentary annual membership.

Accommodations: Call Sun Valley Lodge @ 1-800-786-8259 or visit them at www.sunvalley.com. Single rooms are \$87 per night, and prices are reduced from the standard rate for all size rooms. (Note: It is highly recommended that you make

your room reservations at least 30 days before the conference to ensure availability at the ILLA conference rate. A non-refundable first night's room and tax deposit is due when reservations are made.)

Conference Registration Includes:

- ILLA Membership
- Excellent breakout sessions
- Meals
- Snacks
- Semi-formal Banquet
- Prizes!

President's Corner

Greetings from Boise!

It is hard to believe it is almost fall and that the 2005 ILLA Conference is on the horizon. This year's conference theme is **Lifelong Learning: A Value-Added Experience**. The dates of the Conference are Sunday, Monday, and Tuesday, October 23, 24, 25, 2005.

We have a talented group of presenters and activities arranged which will hopefully provide a rich professional development and networking experience for all participants. The registration fee of \$185 (\$200 after October 12th) includes a year's membership in ILLA, and a variety of meals and a banquet followed by a

social including music.

Nominations for officer slots are being solicited now. We need nominations for president-elect from the Adult Literacy category. We also need nominations for board members (two-year term) from Community Education, Family Literacy, Continuing Education & Short-Term Training, and Adult Literacy.

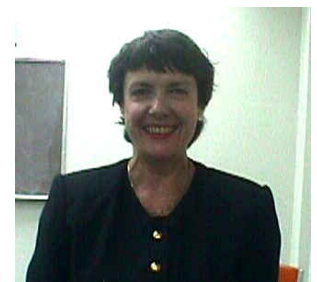
We will have a town meeting on Monday morning to present nominations and take nominations from the floor. Elections will be held at the business meeting on Tuesday.

Please help us continue our practice of having a very successful raffle and a silent

auction. Bring any items that you think others would enjoy having. Also consider making a basket of some type with interesting items others will enjoy.

Scholarship forms are located on the website. To access Member information the Username is ILLA and the Password is Member.

Information about room reservations is also on the website. Please contact Sun Valley Reservations. They are requesting that reservations be made at least 30 days before the Conference to ensure availability of rooms at the conference rate. Chances are that rooms will be available



President Marty Yopp

after that date as well.

The new website for ILLA is: www.idlla.org

Many thanks to Christian Godfrey for all of his hard work in making the website functional and attractive.

I am excited to have the opportunity to see everyone again in October. Please consider inviting a potential member to come with you so we can strengthen our ranks.

Marty

Karen Wilson Scott—New Assistant Professor at ISU

Dr. Karen Wilson Scott, Idaho Lifelong Learning Association Director for Higher Education, is the new Idaho State University (ISU) Human Resources Training and Development (HRTD) Department assistant professor, joining HRTD from the University of Idaho. Scott's new position with ISU includes teaching and advising HRTD undergraduate and graduate students. In a cooperative arrangement between the universities, Scott will continue to chair UI doctoral committees during the 2005-2006 academic year with ISU. Scott served as assistant professor in the UI – Idaho Falls Adult and Organizational Learning Program (ADOL) from 2002-2005. Scott brings to higher education her 28 year-career at the Idaho National

Laboratory, with rich experience in corporate technical communication, education outreach, and decision analysis facilitation. Dr. Scott's teaching expertise in adult teaching and learning, focusing on student-centered teaching and self-directed learning, combines her higher education background in adult education with her industry background in organizational learning making her a strong fit for HRTD.

Dr. Scott earned her Baccalaureate degree in Communications from Linfield College in Oregon. She earned both a Masters in Adult Education and a Doctorate in Education with a major in Adult Education at the University of Idaho. Her dissertation research focused on self-efficacy and

congruous autonomy in challenging pursuits undertaken by older adults. Other areas of emphasis and research include autodidactic learning and qualitative research methods. Dr. Scott believes that her background dove-tails with the HRTD Department goals. She states, "I am privileged to be a part of a richly growing community of learners. The Human Resource Training and Development Department is a strong team to which I look forward to contributing. I anticipate a highly rewarding future with Idaho State University."

"I am privileged to be a part of a richly growing community of learners."

Cheryl Engel —New Director of ABE

Cheryl Engel has been named State Director of Adult Basic Education and GED Preparation for the State Department of Education. Cheryl begins her new position on September 6th. She is planning on attending ILLA and making

a presentation about what is taking place around the state in the area of adult education and some hopes and plans for the future. Please Welcome Cheryl. Many of us know her and have worked with her in the past.

ILLA Contact Information

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The Ties That Bind

This summer, thanks to an ILLA scholarship, I traveled to Colorado for dissertation-related research. Dr. Pam Clark of Wyoming accompanied me on this quest for ancestral information.

For their dual dissertation, Pam and her husband, Dr. Michael Clark, studied the role of newspapers in two utopian communities. Pam's focus was *The Altrurian*, the newspaper of the Colorado Cooperative Colony (CCC). The Clarks' doctoral research, presented at a Mountain Plains Adult Education Association (MPAEA) conference several years ago sparked my desire to understand the attraction of this community as it related to my ancestors, who lived there from 1898 to 1905. Cooperation was the guiding philosophy of the CCC; however, its practical mission was to bring water from the San Miguel River to the Tabaguache mesa near the small town of Nucla, Colorado. In this community all labor was valued – for example, gardening, sewing, or milking cows was considered equal to constructing the flumes and ditches necessary to the Colony's success.

On July 19th, Pam and I set forth on this expedition. My goal was to follow my ancestors' travels throughout southwest Colorado. One of our first stops was Paonia, a small town of high mesas and awesome views, where in 1902, my great-grandfather studied the area's bountiful fruit production.

In 1905, venturing once again from their home on the Tabaguache, my great-grandparents made what must have been a perilous trek to the Black Canyon of the Gunnison, site of one

of our country's first major water reclamation projects (and now a national park). Visualize the Grand Canyon's depth, but much narrower. This massive crevasse becomes darker the deeper it gets, making a view of the river nearly impossible from the cliffs above. Through these granite and sandstone walls scores of workers carved a six-mile long tunnel to carry water from the Gunnison river to the desert flatlands of Montrose, thus creating lush and productive farmland. While working on this tunnel, my great-grandfather fell to his death down a 264 foot shaft. Although he lived for two-days without a broken bone in his body, he finally succumbed to internal injuries. Through the efforts of Dona Freeman, a dedicated and enthusiastic local historian, we were able to find articles chronicling this horrific accident and the unmarked graves of both my great-grandfather and his 17 year-old son who had died just two months prior. Leaving the park, we drove to Nucla, site of the CCC where we met another local historian, Marie Templeton.

Marie introduced us to the museum she has nurtured for years and gave us a tour of the CCC site. We saw the wooden flumes that still (after 100 years) carry water to the Tabaguache. She also took us to the original site of my family's hard-earned 120 acres.

These are only a few of the many highlights of this journey, which was not only educational, but emotional and spiritual as well. ILLA made this possible through their member scholarships. Involvement in ILLA has enhanced both my personal and professional interests throughout the years. Thank you to the officers and members for their assistance in helping me to further my research and explore the historical roots of my family!

Peggy Nelson is a doctoral candidate at University of Idaho



Dr. Pam Clark and Peggy Nelson

That Which Glitters Can Be Beautiful

Margaret Collins

I was returning from Sun Valley where I had been a speaker at the annual Rotarian convention. I was a little miffed because they had not so much as offered me a cup of my beloved nectar (coffee), and so I planned a stop just down the road. As I went into the cafe I noticed this man trying to tie up a bundle of what appeared to be bedding, with a piece of string that was obviously too short.

I got my drink, and went and sat by the window and continued to watch this poor fellow lose an ongoing battle with the string. I was the only customer and soon the owner and I started up a conversation, which included derogatory remarks by the owner of the cafe about this poor man. The upshot of the conversation was a

longer piece of string, a cup of coffee and a doughnut for the man outside.

As I was leaving, I asked the man where he was headed and was surprised to hear New York. He said he had hitch-hiked from Los Angeles because he felt there were better prospects for him back East. Well, I was only going to Idaho Falls, but there was an Interstate that passed through the town, and he was welcome if he would like a lift. He accepted with alacrity, and we were on our way.

Conversation was limited as we made our way, but he saw my collection of tapes (I was in my personal car not a state car in case anyone is worrying about insurance coverage) and he asked me about my

choice of music. I have a pretty catholic taste which encompasses many varieties of music from classical, to jazz, to ballads. He asked me who I liked as a folk singer and I named Judy Collins and several others from Britain. At that instant his left hand went into his inside jacket pocket and in the sunlight out of the corner of my eye I saw the glint of metal. This was it! All I had read and been told not to do, was happening - never pick up hitch-hikers! No doubt about it, I was coming to the end of my mortal life on this planet. I started to brake, feverishly looking for an escape, when suddenly I turned my head and saw what the metal represented. Not a gun

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Leadership & Self-Deception: Getting Out of the Box

Book Review by
Vichet Sum, M.B.A.

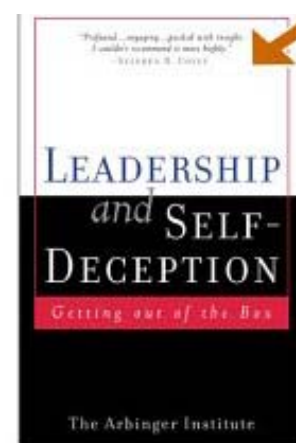
With a colloquially written style, *Leadership and Self-Deception: Getting Out of the Box* thoroughly offers interesting examples and analogies of (1) self-deception; (2) how leaders become resistant to others (in-the-box); (3) how leaders can be helpful to others (out-of-the-box); and (4) the effects of in-the-box and out-of-the-box leaderships in the organizations. Those who assume leadership positions are strongly recommended to get a copy of this interesting text.

The author points out that self-deception is the inability to see that one has a problem. When people are unable to determine their own problems and think that others are the problems to them, they deceive themselves. Of all the problems in

the organization, self-deception – being in the box – is the common problem and most damaging one. When leaders are in the box they have a positive perception toward themselves and a negative perception toward their subordinates and treat them [the subordinates] as objects when they are in the box. When leaders betray themselves, they inflate others' fault, their own virtue, and the value of things that justify their self-betrayal and blame others. In other words, when leaders betray themselves, they begin to see the world in a way that justifies their self-betrayal. Noticeably, when leaders see a self-justifying world, their view of reality becomes distorted; leaders enter the box when they betray themselves. Over time, certain boxes become characteristic of leaders, and they [leaders] carry the

boxes with them. Furthermore, by being in the box, one provokes others to be in the box as well. While leaders and subordinates are in the box, they invite mutual mistreatment and obtain mutual

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Keynote Speaker — Maureen Orey

Maureen Orey has more than eighteen years of experience in the fields of management, training, human resources, diversity and career development. Some of her most challenging training opportunities include being a Sea World trainer, and teaching alcohol education to

convicted drunk drivers! She holds a Master's Degree in Education from the University of San Diego, and a Bachelors Degree in psychology from San Diego State University. She is a Past President of the San Diego Chapter of ASTD, and has authored a book for Richard Chang

Associates, called *Successful Staffing in A Diverse Workplace*. She hones her skills and maintains her professional interests through teaching courses at local universities as well as consulting with companies on workplace issues.

Keynote Topic — The Changing Role of the Trainer

Industry trends, benchmarking, and the implications for the training profession.

The training field is dynamic. Workplace training is not the same as it used to be, and not the same as it will be in the next few years. If you are a professional in the field of Workplace Learning and Performance provides an opportunity to explore the possibilities.

Topics will include

- ◆ Highlights from the 2004 ASTD State of the Industry Report
- ◆ Discussion of the implications of industry trends and resulting challenges
- ◆ ASTD's Competency Model for Workplace Learning and Performance
- ◆ Review of the new professional competencies in training and performance improvement
- ◆ Linking training to business strategy
- ◆ The impact of Human Performance Improvement and the new roles for trainers

This session is sure to be insightful and thought provoking, and will provide you with benchmarking data to utilize in your workplace. Please join us!

**Keynote
Speaker
Maureen
Orey**



All That Glitters

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but a harmonica. He pressed the instrument to his lips and started to play the song that Judy Collins made famous "Where Have All the Flowers Gone" His rendering of the song was exquisite, as were all the other songs he played on our journey. He was able to play tune and harmony at the same time, and I was transported back in time to when I went to hear a British harmonica player, Larry Adler, play as a soloist with a full

orchestra. Such talent is rare, and I felt so privileged to be a witness to such artistry. The reason he was traveling to New York was to hopefully join an orchestra, because he also played the oboe.

We reached Idaho Falls in a very mellow mood. We found him a place to eat and sleep for the night, and then as if by magic a plane ticket to New York appeared. After all, one good turn deserves another!

*"I turned my head and saw
what the metal represented.
Not a gun but a harmonica."*

Conference Workshops

Our annual conference is nearly here, and you may be wondering what wonderful workshops await you. These titles are confirmed presentations — now, don't drool on your newsletter!

- ◆ Trailblazing the Path Toward Meaningful Work
- ◆ A Study of the Relationship Between Work Values and Career Choice
- ◆ Emotional Intelligence
- ◆ Technology & Training
- ◆ Financial Attitudes and Spending Habits: A Lifelong Skill for Academic Success and Retention
- ◆ China Learning Journey Lesson Learned
- ◆ Personal Vision for Professional Growth
- ◆ The ROI of Education
- ◆ Creating a Value Added Community
- ◆ Listening Skills
- ◆ Appreciative Inquiry: Pluses and Wishes
- ◆ What's Happening in Idaho's Nonprofit Sector?
- ◆ Igniting the Fire — Finding meaning in your work
- ◆ Entrepreneurship & Economic Development
- ◆ The Five Fears That Minimize Development
- ◆ Leadership Alive!
- ◆ Best Practices in Distance Education
- ◆ Implications of Manufacturing Outsourcing to China for Communities and Individuals in the United States
- ◆ Chaos Theory and Organizational Development: Collaboration or contention?
- ◆ Value-Added Leadership: Rationale and Strategies
- ◆ Inspiring Girls Now In Technology Evolution.

Book Review

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justification; they collude in giving each other reasons to stay in the box. Often times, leaders try to get out of the box by trying to change others, doing their best to cope with others, leaving (quitting jobs), communicating, implementing new skills and techniques, and changing their own behavior; unfortunately, none of these works. So how can people get out of the box?

The only way [as asserted by the author] out is to cease resisting others. This is not true; in fact, leaders may apply their skills and techniques to influence others even

though they're in the box. However, the text doesn't support the idea that better emotional intelligence, communication, and other skills and techniques can help leaders get out of the box. The text seems to be inconsistent with its own suggestion because when leaders cease resisting others, they change their behavior. However, the text suggests that changing of behavior does not help leaders get out of the box.

Lack of commitment, engagement, motivation, trust and accountability, troublemaking, conflict, stress, poor

teamwork, backbiting/bad attitudes, misalignment, and communication problems are likely stemmed from in-the-box leadership. Out-of-the-box leadership promotes individual and organizational commitment, engagement, motivation, trust and accountability and minimizes problems caused by in-the-box leadership. This type of leadership improves productivity and helps people focus on the end results of the organization.

Growing

Terry Busch

Mommy Daddy raised a patch of
 Stinky stalky round straight onions
 Straight rows
 Soft beds
 Lying in the grass
 Looking up at the sky
 Counting clouds.

Building layers of good bad
 Bright dull quiet loud
 Giving loving striving

Mommy Daddy grew us up
 Stinky stalky round straight onions



Straight up
 Hoed down, held down
 Running through the grass
 Longing for the sky
 Counting days.

Mommy Daddy reared the bottoms
 Stinky stalky round beet bottoms

Purple
 Red onions.
 Building layers of weak strong
 Playing crying trying
 Growing loving flying.

Empowering Management

Do things with people
 Innovative
 Empowering
 Humorous
 Keep the perspective
 Integrity
 Openness
 Candor

Be reluctant to put in procedures to avoid something
 that has been resolved.

*“Kindness and respect can be implemented by
 management down, or by grassroots upward.”*



Wish Strength Create Dream Magic

“Creative minds have always been
 known to survive any kind of bad
 training.” –Anna Freud, 1895-
 1982, Austrian psychoanalyst

“Genius is another word for magic,
 and the whole point of magic is
 that it is inexplicable.” – Margot
 Fonteyn, 1919-1991, English
 dancer

“As you enter positions of trust
 and power, dream a little before
 you think.” – Toni Morrison, b.
 1931, American writer

“Talent works, genius creates.”
 – Robert Schumann, 1810-1856,
 German composer

“The more you reason, the less
 you create.” – Raymond Chandler,
 1888-1959, American writer

“One who gains strength by over-
 coming obstacles possesses the
 only strength which can overcome
 adversity.” – Albert Schweitzer,
 1875-1965, French theologian

“The future belongs to those who
 believe in the beauty of their
 dreams.” – Eleanor Roosevelt,
 1884-1962, American states-
 woman

Idaho Lifelong Learning Association

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Believing, Dreaming, Succeeding



Thanks to:



Partners for Prosperity
NEW BEGINNINGS FOR EASTERN IDAHO

For providing the printing for this quarter's newsletter. If you would like to join them in an advisory capacity to reduce poverty in Eastern Idaho, please call Jessica at 208-785-0059, or visit www.p4peid.org.



More Conference Notes!



Sun Valley, Idaho

- ◆ PLEASE BRING RAFFLE ITEMS WITH YOU TO THE CONFERENCE ☞
- ◆ DON'T FORGET TO BRING SOME EXTRA MONEY TO PURCHASE RAFFLE TICKETS ☞
- ◆ BANQUET AND SOCIAL 🎵 WITH MUSIC 🎵
SEMI-FORMAL 🎵 MONDAY NIGHT IN THE LODGE DINING ROOM
- ◆ NOMINATIONS AND ELECTIONS PLUS A TOWN MEETING 📣

**University of Idaho Reception and Award Presentation
Sunday, October 23, 5 to 6:30 pm at the Sun Valley Inn**

