

# training 2026 conference & expo

TRAINING MAGAZINE'S 49TH ANNUAL GATHERING

ORLANDO  
FEB 23-25

## "CONNECTED WITH AMAZING PEOPLE"

MARISSA WROBLEWSKI, TALENT  
DEVELOPMENT MANAGER, NEW ERA CAP

## "A COOL EXPERIENCE"

LORI SCHULENBURG, LEARNING PROGRAM  
MANAGER, ARIZONA DEPARTMENT  
OF TRANSPORTATION

## "IMMEDIATE RETURN ON INVESTMENT!"

MEGAN SMITH-PINKHAM, VICE PRESIDENT,  
TRAINING OFFICER, BATH SAVINGS INSTITUTION

## "'DISNEY MAGIC' IN THE AIR"

CHRIS RODRIGUEZ, SENIOR TRAINING  
MANAGER, TOPGOLF



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TrainingConference.com

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Join us in Orlando ...

# training matters!



## Training 2026 – Where Participation Becomes Transformation

The current L&D landscape is defined by AI disruption, executive buy-in battles, and the constant need to prove impact with fewer resources. Engagement, accessibility, and culture continue to be core struggles. And training professionals — like you — want more investment in their own growth and development.

Whether you are new to the training industry or a seasoned training leader, you'll find engaging people, sessions, and experiences to help solve these challenges and more.

But don't take our word for it. Mike Long, learning and development manager at Goodwill Industries-Suncoast says: "Beyond a shadow of a doubt, *Training* magazine's annual conference consistently delivers more valuable content and peer-to-peer knowledge exchange opportunities than any conference I've attended in my 30 years of experience as an L&D professional."

At this event, every moment is designed for connection, creativity, and hands-on discovery:

- Step beyond keynotes into the *expert-driven Expo*.
- Go past breakouts to explore alternative formats in the *Virtual Engagement Lab*, the *Innovations in Training Test Kitchen*, the *Podcasting Lab*, and *Ask Me Anything* stations with industry pros.
- Swap random encounters for *Braindates* and hosted *Dine Arounds*.
- Dive into multi-day *certificate programs* or candid *Learning Leaders Summit* conversations.
- Embrace not only "AI for learning," but *all* of the skill-building essentials needed to become a better trainer.

Don't just attend — participate, experiment, and leave with new skills, fresh ideas, and a network of colleagues who inspire you.

It will be better with you there!

**We can't wait to welcome you,**

**Steve Dahlberg**  
Conference Director, *Training* magazine

## WITH GRATITUDE TO OUR SPONSORS & PARTNERS



## PRE-CONFERENCE PROGRAMS

(additional fee)

### FRIDAY, FEBRUARY 20

9:00 am – 4:00 pm 3-Day Certificate Programs

### SATURDAY, FEBRUARY 21

9:00 am – 4:00 pm 3- & 2-Day Certificate Programs

### SUNDAY, FEBRUARY 22

9:00 am – 4:00 pm 3-, 2- & 1-Day Certificate Programs

9:00 am – 5:00 pm Learning Leaders Summit (off-site)

## TRAINING 2026 CONFERENCE

### SUNDAY, FEBRUARY 22

3:00 – 4:15 pm Your Fast Pass to Connections

4:30 – 6:00 pm **Conference Kickoff With Braindate & 5:30 pm Welcome Reception**

### MONDAY, FEBRUARY 23

8:15 – 9:15 am Breakout Sessions (100 series)

9:30 – 11:00 am **Keynotes: David Metcalf and Heather McDonald**

11:00 am – 5:00 pm **Expo Open, Featuring:**

Solution Providers

Innovations in Training Test Kitchen

Virtual Engagement Lab

Ask Me Anything Stations

Podcasting Lab

11:30 am – 1:00 pm Lunch

12:45 – 1:45 pm Sponsored Sessions

2:30 – 3:30 pm Breakout Sessions (200 series)

5:30 – 8:30 pm Dine Arounds

### TUESDAY, FEBRUARY 24

8:15 – 9:15 am **Keynote: Pádraig Ó Tuama**

9:00 am – 3:00 pm **Expo Open (see features above)**

10:30 – 11:30 am Breakout Sessions (300 series)

11:30 am – 1:00 pm Lunch

1:00 – 2:00 pm Breakout Sessions (400 series)

2:15 – 3:15 pm Sponsored Sessions

3:30 – 4:30 pm Breakout Sessions (500 series)

### WEDNESDAY, FEBRUARY 25

8:30 – 9:30 am Breakout Sessions (600 series)

9:45 – 10:45 am Breakout Sessions (700 series)

11:00 am – 12:00 pm Breakout Sessions (800 series)

12:15 – 3:15 pm Hands-On Clinics (box lunch)

## KEYNOTE SPEAKERS

# WHAT? SO WHAT? NOW WHAT?

These questions are not only powerful reflection prompts in any training experience — they also provide an excellent framing of the Training 2026 keynotes, covering the state of emerging training technology (what), the real-life examples of why training matters in high-risk environments such as at NASA (so what), and the importance of human qualities and capacities in an increasingly tech-dominated society (now what).



### The Future Is Not Yet Here

**David Metcalf** not only sees the future, he is *creating* the future. From his early days leading a multimedia lab at NASA Kennedy Space Center to his current work as director of the University of Central Florida's Mixed Emerging Technology Integration Lab (METIL), he has pioneered the future of learning with cutting-edge innovators around the world. Discover how David's network is revolutionizing learning and development, incorporating the very latest in immersive reality, simulations, mobile learning, artificial intelligence, blockchain, and cybersecurity. And learn what makes Orlando the global epicenter of simulations and training — where David Metcalf sits at the heart of the future.



### Houston, We Don't Have a Problem

**Heather McDonald**, retired NASA Space Operations Chief Engineer, brings deep insights into training, leadership, and high-risk decision-making in space operations. As NASA's first female Chief Engineer of the International Space Station, she led critical missions for the ISS and space launches, training astronauts and engineers to navigate life-or-death situations. Heather emphasizes the vital role of training in building trust and ensuring safety, from simulated scenarios to real-life crises. She explores how well-crafted training prepares teams for "off-nominal situations" (such as an air leak in the ISS) and demonstrates the power of human relationships in achieving mission success. Heather offers lessons for high-stakes industries, where every decision matters.



### What Were We Arguing About?

At work, differences can spark innovation — or deepen divides. Irish poet and conflict mediator **Pádraig Ó Tuama** invites us to imagine another way — using the creative power of poetry to navigate disagreement, build empathy, and foster reconciliation. Drawing on decades of peacebuilding work, leadership at Ireland's oldest reconciliation community, and his acclaimed *Poetry Unbound* series, Pádraig weaves verse, story, and insight into a compelling call for curiosity in the face of conflict. With humor, grace, and practical wisdom, he shows how language can transform tension into connection, helping teams embrace diversity of thought as a source of strength rather than division.

## WHO SHOULD ATTEND TRAINING 2026

**Are you charged with increasing workplace performance in your organization?**

Training and Learning VPs,  
Directors, and Managers

Chief Learning Officers

Elearning Managers, Designers,  
and Developers

Instructors, Trainers, and  
Facilitators

Instructional Designers

Talent Development Directors  
and Managers

University Administrators  
and Professors

Content Development and  
Program Managers

Education and Curriculum  
Managers

**"A MUST-ATTEND!"**

CHELSEA SILVA, TALENT MANAGEMENT ANALYST,  
STATE FARM



# AT THIS CONFERENCE, THE MAGIC HAPPENS EVERYWHERE

You'll meet passionate thinkers, makers, and innovators who are eager to share ideas, swap stories, and spark inspiration in unexpected ways — often from people in industries far different from your own. The atmosphere is relaxed, inclusive, and buzzing with curiosity, creating countless chances for those game-changing moments that shift your perspective or ignite your next big project. By the time you leave, you'll be energized, brimming with new ideas, and ready to bring fresh creativity back to your work.

## ASK/GIVE + BRAINDATE + RECEPTION + DINE AROUNDS = MEANINGFUL CONNECTIONS

Before keynotes, breakouts, and the Expo begin on Monday, you have multiple opportunities to meet L&D peers to clarify what you are seeking and what you can share at Training 2026 and beyond — through both analog and digital connection making!

Starting Sunday, visit the **Braindate Lounge** to learn how you can host and participate in Braindates throughout the conference (there will be a digital app for that!).

Sunday at 4:30 pm, come to the **Training 2026 Conference Kickoff** to participate in a **Braindate** “super group” — and engage in meaningful conversations, hosted by some of your favorite (or new-found) learning colleagues!

Join master facilitator Danielle Watkins on Sunday at 3:00 pm for the **Your Fast Pass to Connections** event (there will be analog sticky notes!).

The kickoff Braindate experience will be followed by a **Welcome Reception** starting at 5:30 pm on Sunday.

Then, on Monday evening, network during the ever-popular **Dine Around** dinners, facilitated by industry veterans.

## YOUR FAST PASS TO CONNECTIONS

Sunday, February 22, 3:00 – 4:15 pm

Join master facilitator **Danielle Watkins** for this interactive event, designed to transform networking within our industry. We will apply a structured Ask/Give format to foster meaningful exchanges and build a supportive professional community, using a give-and-take networking model that you can apply in your own organization.



## FLIP THE STAGE WITH BRAINDATE

Sunday, February 22, 4:30 – 6:00 pm

Keep meeting new colleagues at the **Training 2026 Conference Kickoff!** From 4:30-5:30 pm, you will not only learn about **Braindate**, but you'll get to experience “super group” Braindates, facilitated by some of your favorite speakers and solution providers.

Then, enjoy snacks, beverages, and more conversation at the **Welcome Reception** starting at 5:30 pm.



## DINE AROUNDS AT DISNEY

Monday, February 23, 5:30 – 8:30 pm

Want to join a curated mixer ... with great socializing ... in a small group ... that attendees often say is one of their conference highlights? Attend a fun **Dine Around** event, facilitated by industry experts. This is your chance to share intimate and meaningful conversations with people who do what you do. We reserve the restaurants and invite the facilitators ... and you RSVP in early February for this pay-on-your-own event!

**“EXCEPTIONAL  
NETWORKING  
OPPORTUNITIES”**

BRIDGETTE GIBSON, L&D MANAGER,  
FARMERS INSURANCE GROUP FCU

## COOK UP INNOVATIVE AND IMMERSIVE LEARNING “BITES”

Ready to add AI tools, chatbots, AR, VR, and other immersive tech to your learning content? Want to experience it first? Need ideas for designing innovative learning experiences? Want to play with cool tech gadgets? Then the **Innovations in Training Test Kitchen** (more than 10 scheduled micro-sessions) and the **Emerging Tech Pantry** (walk up any time for short, informal demos) are the places to be.



Join Executive Chefs **Phylise Banner** and **Hector Valle** and several Master Chefs who will help you discover innovative tools, new media, and fresh approaches to integrating technology into your learning. Mash up the different demos, technologies, and designs from the Test Kitchen to create your own new “recipes” (quick how-to guides). Get learning design advice from our Master Chefs. Try out some tech. Pro tip: Look for people wearing chef hats and aprons.

## YEARN NO MORE: FIND ENGAGEMENT ALCHEMY IN YOUR LIVE ONLINE SESSIONS

Great virtual and hybrid classes are possible! Training 2026 introduces you to some of *the best* facilitators, trainers, and producers in this space — led by seasoned virtual facilitators and coaches **Karen Hyder** and **Mel Chambers**. Grab a seat and roll up your sleeves for an unforgettable learning adventure in the **Virtual Engagement Lab**.



Ready to experiment with time-tested components of a truly invigorating learning session? This unique lab environment provides hands-on opportunities to enhance your virtual production and engagement skills. Choose from more than 15 micro-sessions throughout the conference on topics such as:

- From Crickets to Collaboration
- Designing and Delivering a Blockbuster Web Event Experience
- Creating Engagement With Adobe Connect
- AI Artistry for Virtual Engagement
- Creative Collaboration in Virtual Breakouts
- Accessible by Design
- Facilitation Tips to Create a Seamless Virtual Class
- Behind the Curtain: Reducing Virtual Producer Pains

## A KNOWLEDGE-SHARING FEAST

**Sunday-Wednesday, February 22-25**

At Training 2026, Braindate transforms traditional networking into an interactive marketplace of ideas. Instead of exchanging business cards, you'll exchange insights — booking one-on-one or small-group conversations with fellow attendees who share your passions, challenges, and goals. In the **Braindate Lounge**, every participant becomes a content creator, every voice matters, and every connection can spark ideas, new solutions, and lasting relationships. Whether you want to brainstorm, problem-solve, or share your expertise, Braindate turns your Training Conference experience into something unforgettable.



 **braindate**

## HUNKA HUNKA BURNING QUESTIONS

Wish you could talk with learning and development experts to get their help solving a design challenge, gain some insider knowledge, get how-tos, or learn their tips and tricks? The **Ask Me Anything** stations are your chance to “ask them anything” — without hesitation — about these topics and more: AI for L&D, PowerPoint, audio and video, development tools (featuring Adobe Captivate and Articulate 360), accessibility and inclusion, and AR/VR/XR and mixed reality.

## MIC CHECK, ONE-TWO: YOUR LAUNCHPAD TO PODCASTING

Back by popular demand, **The Podcasting Lab** is the place to learn how and why podcasts can enhance your training programs and to get technical advice about producing podcasts for learning. You'll have the chance to step behind the controls to get the view from the microphone, too. Plus, watch live podcasts being produced and recorded at Training 2026 with several podcasting pioneers from the L&D world! Attend the micro-sessions in the Lab, hosted by podcaster and learning design expert **Jeff Weaver** and fellow podcasters.





# THE TOOLS, TECH & IDEAS TO TAKE YOUR LEARNING FROM GOOD TO UNSTOPPABLE

The landscape for learning solutions is transforming fast. While the *need* for fundamental skills, content, and technology remains constant, the *how* we design, develop, and deliver training is changing by the moment.

The Training 2026 exhibitors are at the forefront with solutions that can be practically applied to accelerate the impact of your work. You'll find a range of solutions from development tools, online delivery systems, and enterprise platforms to learning content, online education providers, and immersive technology.

The Expo offers even more networking opportunities during the Expo Reception, daily lunch, and refreshment breaks. The Expo is where you'll find special features — #OnlyAtTraining2026 — including the micro-sessions on virtual engagement, innovative learning tech, and podcasting, along with Ask Me Anything stations and an emerging tech demo area.



## EXPO HOURS

MONDAY, FEBRUARY 23  
11:00 AM – 5:00 PM

TUESDAY, FEBRUARY 24  
9:00 AM – 3:00 PM

## RECENT EXHIBITORS AND SPONSORS INCLUDE ...

360Learning	ELB	LearnUpon	Shawn Achor's Happiness Advantage
7taps	eLearningDOC	LinguaLinx Language Solutions	Story Arc Learning
Adobe	Engage by Cell	LX Studio	TalentSmartEQ
Amatrol	eparamus	MadCap Software	TechSmith Corporation
Anthology	Facilitate	MHS	The Dali Museum
APPLY Synergies	FindMojo	MindSmith	The Language Group
Articulate	FLOWSPARKS	Mobile Coach	The Nova Collective
Babbel for Business	FLX Systems	Multi Health Systems	Training Orchestra
BetterCulture	getAbstract	National University	Training Wheels
BLR	Harrison Assessments	Pearson VUE	Traliant
Bluepoint Leadership Development	Harvard Division of Continuing Education	Personify Leadership	TSG Results
Bluewater Learning	HSI	Progress Coaching	Uptale
Brainier/ClearCo	HumanSide	Reflection Software	VitalSource Technologies
Bridge	IIL	Rustici Software	We Are Learning
Bundle	Integrity Advocate	Sententia	Wilson Learning
Cairn Guidance	Intelley	Shapiro Negotiations Institute	Yukon Learning
Center for Financial Training	Interpro Translation Solutions		
Class	Knowaa		
D2L	Leaderality		



**Add YOUR company as an exhibitor or sponsor!**

**Contact: Sharon@TrainingMag.com**

# CRAFT A LEARNING EXPERIENCE UNIQUELY YOURS

Training 2026 is *packed* with content to help you become exceptional at what you do! Choose eight different breakout sessions and one Hands-on Clinic. And check out the Featured Breakout Series below on gamification of learning, training for sustainability, and cross-industry case studies.

## GAMIFICATION OF LEARNING

Need to turbocharge your course design? Time to apply the principles of gamification and game-based learning? If so, join our partners from **Sententia Gamification** as they host this series that will help you level up your learning design skills, strategies, and tools for increasing learner engagement and motivation. See real-world examples using low-tech to high-tech solutions from trainers just like you!



Sessions: 101, 201, 301, 401, 501, 601, 701, C01

## MISSION: SUSTAINABILITY – ENGAGING EMPLOYEES FOR REAL IMPACT

As the United Nations drives the charge for sustainable development globally, many corporations are recognizing the urgency of sustainable development and making commitments to change their practices, processes, and products to become more sustainable. Solving this challenge requires a change in behavior and thinking, which can partly be addressed through training employees to expand their sustainability skills and knowledge. Discover how organizations are deploying training-based approaches to help employees better understand and engage with their organization's sustainability challenges.



Sessions: 102, 202, 302, 402, 502

## CASE STUDIES CLOSE UP

Hear candid real-world scenarios — what worked and what didn't — and gain practical solutions and recommendations for L&D challenges just like yours. Even if you operate in a resource-constrained organization with limited budgets and staffing, you'll get inspiration from case studies for how to achieve impact by adopting innovative strategies from small and large entities across industries. Check out these "not-your-grandfather's" case study sessions moderated by **Brian Walter**, president of Sticky Training and past president of the National Speakers Association.



Sessions: 103, 203, 403, 503

**"THOUGHTFULLY  
CURATED"**

INAIA CORREIA AMBROSINI, INSTRUCTIONAL DESIGNER,  
UNIVERSITY HEALTH

MONDAY, FEB. 23

8:15 – 9:15 AM

## BREAKOUT SESSIONS

- 101  **Gamifying the Habit of Learning: From Classroom To Measurable Workforce Impact**  
*Robert Feeney, Chief Vision Officer, Knowledge as a Service*
- 102  **Mission: Sustainability – Engaging Employees for Real Impact**
- 103  **Case Studies Close Up: Awesome Onboarding**  
*Madiona Aguilar, Director of Training and Development, Care Resource; Andrew Blomstrom, Director of Learning Technology and Operation Initiatives, BlueSprig; Sherrie Lynn, Employee Experience Program Manager, Global Pediatric Medicine, St. Jude Children's Research Hospital; Brian Walter, President, Sticky Training*
- 104 **Design Presentations Without Bullet Points**  
*Nolan Haims, Microsoft PowerPoint MVP and Author, The Better Deck Deck*
- 105 **Six Research-Backed Techniques To Boost Learning Transfer**  
*Katrina Kennedy, Principal Consultant, Katrina Kennedy Training*
- 106 **Performance Consulting for Managers in a Hybrid Workplace**  
*Sean Rea, Director of Performance and Learning Solutions, and Michael Nolan, President, Friesen, Kaye and Associates*
- 107 **Engage and Educate: What L&D Can Learn From Successful Short-Form Video Creators**  
*Matt Pierce, Learning and Video Ambassador, TechSmith*
- 108 **Transform Training ROI: AI Analytics That Predict Performance and Drive Results**  
*Claude Werder, Senior Vice President, Brandon Hall Group*
- 109 **Next-Generation, Always-On AI-Powered Wearables: Revolutionizing Performance Support and Upskilling**  
*Scott Patterson, Learning Innovation and Technology Leader, vimanaFLUX*
- 110 **Training Gone Wild: Lessons Learned Launching Disney's Animal Kingdom**  
*Lenn Millbower, The Mouse Man, Mouse Man Consulting*
- 111 **Managing Your AI Agent: Why Learning Content Still Needs Human Leadership**  
*Vincent Han, CEO, Mobile Coach*

Conference speakers, topics and/or times are subject to change; see website for the latest agenda.

- 112 **Deskless by Design: How To Build Learning Into Every Shift**  
JD Dillon, Principal, Axonify
- 113 **Make It Stick! Activities To Make Your In-Person Trainings More Impactful**  
Jed Buck and Roz Buck, Principals, Roz and Jed Training & Consulting

**MONDAY, FEB. 23**

**12:45 – 1:45 PM**

## SPONSORED SESSIONS



**MONDAY, FEB. 23**

**2:30 – 3:30 PM**

## BREAKOUT SESSIONS

- 201  **Gamification vs. Game-Based Learning: Which Works Best for Driving Change?**  
Alex Suchman, CEO, Barometer XP
- 202  **Mission: Sustainability – Engaging Employees for Real Impact**
- 203  **Case Studies Close Up: Curriculum Maps To Close Gaps, When Engineers Teach, and Plug-and-Play Engagement**  
Kathleen Federici, Vice President of Professional Development, International Parking & Mobility Institute; Lachelle Fisher, Manufacturing Learning & Development Manager, Saint Gobain; Jennifer Sassaman, Senior Learning and Development Specialist, Vermont Mutual Insurance Group; Brian Walter, President, Sticky Training
- 204 **Once Upon a Training: Using Fictional Podcasts To Bring Learning to Life**  
Betty Dannewitz, Learning Solutions Architect, ifyouaskbetty
- 205 **Using AI and Automation Tools To Create Graphics and Presentations Faster**  
Mike Parkinson, Owner, Billion Dollar Graphics
- 206 **The Science of Designing Ridiculously Engaging Learning Experiences**  
Sardék Love, CEO, Sardék Love International

- 207 **Beyond Right or Wrong: How To Craft Better Feedback for Scenarios**  
Christy Tucker, Learning Experience Design Consultant, Syniad Learning
- 208 **Training Needs Analysis: To Train or Not To Train**  
Marsha Weisleder, Master Trainer, Langevin Learning Services
- 209 **Give Your Course a Glow-Up: A Storyline 360 Makeover**  
Elizabeth Kuhlmann, Training Team Lead, Yukon Learning
- 210 **Remaining Relevant in L&D: Your New Role In an AI-First, Content-Saturated World**  
David Leaser, Vice President, MyInnerGenius
- 211 **There's an App for That**  
Becky Pike Pluth, CEO, The Bob Pike Group
- 212 **Training for AI Fluency – The New Durable Skill**  
Constance Staley, Professor of Communication, University of Colorado
- 213 **Driving Measurable Results: Aligning Strategy, Expectations, and Performance**  
Jack Gottlieb, CEO, Total Solutions Group

**TUESDAY, FEB. 24**

**10:30 – 11:30 AM**

## BREAKOUT SESSIONS

- 301  **Turning Your Process Map Into an Immersive Simulation Game**  
Tiaja Sabrie, Sea Logistics Trainer, Kuehne + Nagel
- 302  **Mission: Sustainability – Engaging Employees for Real Impact**
- 303 **Unlearning in the AI Era: Navigating the New Frontier of Organizational Learning**  
Karie Willyerd, GP Strategies; Marga Biller, Senior Project Director, Learning Innovation Lab, Harvard University
- 304 **The Rise of LearnOps: Data-Driven Strategies for L&D Operational Excellence**  
Debbie Richards, President, Creative Interactive Ideas
- 305 **When Change Hits Performance Shifts: Key Insights for Leading Today's Workforce**  
Chris McLean, Master Trainer, Center for Leadership Studies
- 306 **PowerPoint Morph for Easy and Effective Visual Storytelling**  
Richard Goring, Director, BrightCarbon
- 307 **Don't Forget the Magic Sauce: 5 Crucial Ingredients for Unforgettable Trainings**  
Katie Greenman, CEO, HumanSide; Kelsey Kates, Global Head of Live Learning Experiences and Faculty Enablement, Google






- 308 **Include Everyone in Virtual Training: Ensuring Accessible Online Classes**  
Cindy Huggett, CEO, Cindy Huggett Consulting
- 309 **Step Into the Scene: TheaterThink for Rehearsable Change**  
Josh Penzell, CEO, Imagination Applied
- 310 **Crafting a Coaching Culture in Your Workplace**  
Joe Urbanski, Org Culture Strategist, Total Solutions Group
- 311 **Unlocking Custom Learning Experiences Using AI: No Coding Required**  
Jeff Batt, Founder, Learning Dojo
- 312 **Show the Value of What You Do: Measuring Impact and ROI**  
Patti Phillips, CEO, ROI Institute
- 313 **Design Strategies for Disengaged and Burned-Out Learners**  
Kelli Chickos, Vice President of People Operations, AR Franchising



TUESDAY, FEB. 24

1:00 – 2:00 PM

## BREAKOUT SESSIONS

- 401  **A Gamified Design Sprint for Rapidly Prototyping a Gamified Learning Experience**  
Valary Oleinik, Chief Disruptor, DandeLearn
- 402  **Mission: Sustainability — Engaging Employees for Real Impact**
- 403  **Case Studies Close Up: Leadership Lessons in L&D**  
Holly Bunn, System Executive Director of Organizational Culture, UNC Health; Christine Clark, Senior Director of Training and Program Development, Health Connect America; Marisa Black, Senior Manager of Learning Experience Design, ChenMed; Brian Walter, President, Sticky Training
- 404 **The Power of Story: Building Empathy, Resilience, and Connection in the Workplace**  
Lee Keylock, Senior Director of Programs, Narrative 4

- 405 **Innovate Your Elearning: Using the Mighty Chrome Plugin With Articulate Rise**  
Danielle Watkins, Instructional Designer, Zenith Performance Solutions
- 406 **Show, Don't Tell: Get Maximum Instructional Value From Your Visuals**  
Diane Elkins, Co-Founder, Artisan Learning
- 407 **Demonstrating the Impact of Skill Development On Organizational Success**  
Laura Paramoure, CEO, eParamus
- 408 **Killer Microlearning: 5 Design Strategies for Success**  
Carla Torgerson, Solution Architect, SweetRush
- 409 **From L&D to Performance Engineering Using AI**  
Joseph Leslie, Global AI L&D Lead, Golin
- 410 **Peer-to-Peer Mentoring: The Heart of Employee Engagement and Development**  
Julie Sughrue, Jennifer Oleson, and Caitlyn Hakes, Student Advisement Training and Development Team Leads, Southern New Hampshire University
- 411 **Laughs AND Learning! Six Tips to Make Classroom Training Fun**  
Pete Blank, Training and OD Manager, Personnel Board of Jefferson County
- 412 **Diagnose First, Train Second: A Practical Framework for Fixing Performance Gaps**  
Michael Saunderson, Director of Training and Evaluation, Ethnopraxis
- 413 **AI That Proves Its Worth: Transforming Learning That Delivers**  
Margie Meacham, Founder, Learningtogo

TUESDAY, FEB. 24

2:15 – 3:15 PM

## SPONSORED SESSIONS

**“ALWAYS A PROFESSIONALLY POSITIVE EXPERIENCE”**  
MARK COLOMB, SENIOR INSTRUCTIONAL DESIGNER, ALTEC INDUSTRIES

## CELEBRATE YOUR PEERS

Celebrate the **2025 Emerging Training Leaders** at Training 2026. Then, nominate your early-career peers starting March 2 at [etl.trainingmag.com](https://etl.trainingmag.com).






## "GREAT WAY TO KICK OFF THE YEAR!"

DAVID LEASER, VICE PRESIDENT,  
MYINNERGENIUS

TUESDAY, FEB. 24

3:30 – 4:30 PM

### BREAKOUT SESSIONS

- 501  **Fail Smart: Designing So They Can Lose To Learn**  
*Jonathan Peters, Chief Motivation Officer, Sententia Gamification*
- 502  **Mission: Sustainability — Engaging Employees for Real Impact**
- 503  **Case Studies Close Up: Digital Front Door, Training at Scale, Building Product Knowledge**  
*Josh Roberson, Director of Learning and Careers, Verizon; Miguel Ruiz Capella, Senior Performance Consultant, Banco Santander; Derek Rohde, Learning Leader, HD Supply; Brian Walter, President, Sticky Training*
- 504 **From Chaos to Course: Transforming SME Recordings Into Engaging Elearning**  
*Pooja Jaisingh, Associate Vice President of Digital Learning, Icertis*
- 505 **Designing for Equity: Embedding DEIA Principles Into L&D Practices**  
*Michelle Duhart, Senior Director, and Jennifer Shapiro, Training and Technical Assistance Director, Manhattan Strategy Group*
- 506 **ER Doc's Rx for Leadership: How Metabolic Health Shapes Decision-Making, Focus, and Team Dynamics**  
*Amy Gutman, Physician/CEO, ToughLoveMD*
- 507 **Designing Measurable Learning Impact With the SLED Model**  
*Page Chen, CEO, Two Tree Solutions*
- 508 **Untrain the Brain: Breaking Bad Thinking Habits In L&D**  
*Ann Herrmann-Nehdi, Chief Thought Leader, Herrmann International*
- 509 **Choosing the Best Learning Standard for Your Training Content and Technology Goals**  
*Tammy Rutherford, Managing Director, Rustici Software*

### 510 **Five Ways To Stay Connected With Your Distributed Workforce Using Mobile Technology**

*Max Schelkopf, Senior Mobile Solutions Consultant, Engage by Cell*

### 511 **Simplify Your Learning Measurement With the New ISO Standard**

*David Vance, President, Manage Learning*

### 512 **What Is Your Learning Engagement Health Check?**

*Becky Willis, CLO, Tractus Learning*

### 513 **Beyond the Screen: Real Connection in Virtual Classrooms**

*Kassy LaBorie, Principal Consultant, Kassy LaBorie Consulting*

WEDNESDAY, FEB. 25

8:30 – 9:30 AM

### BREAKOUT SESSIONS


- 601  **Creating Gamified AR Learning Journeys Using Escape Room Mechanics**  
*Destery Hildenbrand, Learning Technology Consultant, D1K Consulting*
- 602 **Transforming L&D With AI-Powered Digital Twins**  
*Phylise Banner, Director of Elearning, Champlain College; David James Clarke IV, President, Praxis AI*
- 603 **The Gift of a Pebble in Your Shoe: The 3 Most Powerful Techniques for Creating Memorable Training**  
*Jeff Weaver, Learning Design Expert*
- 604 **Human-Machine Performance Analyst: Your New Role for AI-Powered Learning**  
*Josh Cavalier, Author, Applying AI in Learning & Development*
- 605 **Micro-Skilling That Moves the Needle: Design for Real-World Performance**  
*Tom Van Raaphorst, Head of Learning & Development, Amtrak*
- 606 **Training Global Teams Using Email, AI, and Behavioral Psychology**  
*Raúl Sánchez, Director of Intersectionality Lab, NYU School of Professional Studies; Dan Bullock, Professor of Intercultural Communication, NYU*
- 607 **Fight the Fatigue! Level Up How You Produce Virtual Trainings**  
*Bernadette Burke, Executive Learning Strategist, Brella Productions*
- 608 **Experience Immersive, Real-World XR Training From High-Stakes Environments**  
*Anders Gronstedt, President, Gronstedt Group*
- 609 **Using Brain Science To Make Learning More Innovative, Effective, and Fun**  
*Susan Landay, President, Trainers Warehouse*

- 610 **From Eye Rolls to Buy-In: Designing Training That Skeptics Respect**  
Ali Matuszak, Learning & Development Manager, and Drew Patrick, Training Specialist, MTech Mechanical
- 611 **From Numbers to Narrative: Storytelling With Data**  
Karin Rex, Owner, Geeky Girl
- 612 **Accessible, Equitable, Inclusive: Rethinking L&D Engagement for Impact**  
Jean-Marie Navetta, Vice President of Learning Programs, and Nicole Inclan, Learning & Development Manager, Out & Equal Workplace Advocates
- 613 **Choose Your Own Adventure: Creating Interactive Scenario-Based Learning**  
Melissa Sykes, Consultant, and Kellie McDermott, Training Practice Administrator, HealthTech Solutions

WEDNESDAY, FEB. 25

9:45 – 10:45 AM

## BREAKOUT SESSIONS

- 701  **Level Up: Using Commercial Video Games To Build Workplace Communication Skills**  
Justin Matheson, Game Based Learning, Rift Education
- 702 **Seeing Differently: An Introduction To Visual Thinking Strategies at Work**  
Kim Macuare, Co-Director, The Dali Museum
- 703 **Human Caffeine: The Energy Behind the Presentation**  
Chuck Sigmund, Senior Consultant, Technology for Social Impact, Microsoft
- 704 **Inclusive Engagement in Virtual and Hybrid Learning Experiences**  
Karen Hyder, Trainer, Kaleidoscope Training and Consulting; Melissa Chambers, Online Strategist and Instructional Designer
- 705 **Leading Vendor Training Projects With Confidence and Clarity**  
Elethia Gay, Lead Trainer/L&D, Stanley Black and Decker
- 706 **A Survival Guide To Everboarding: Helping New Hires Grow Beyond Their Onboarding Window**  
Amber Watts, CEO, Magnet Medical; Phillip Browning, Director of Learning & Development, Rosendin
- 707 **Using Critical Thinking To Spark Deeper Learning**  
Kimberly Stergas, Training Specialist, New York State Department of Labor
- 708 **Supporting the Learning Needs of “Deskless Workers”**  
Paul Smith, Head of Co-Worker Development, Baker Construction Enterprises
- 709 **The Enterprise Influencer Blueprint: Making Any Behavior Change Go Viral**  
Laura Sandera, Manager of Talent Development, Acrisure

- 710 **How AI and Human-Based Coaching Will Reinforce Training**  
Tim Hagen, President, Progress Coaching
- 711 **Identifying Unspoken Learner Assumptions To Ensure Your Training Lands, Sticks, and Sparks Action**  
Alain Hunkins, CEO, Hunkins Leadership Group
- 712 **Blueprinting Brilliance: Crafting Storyboards With AI**  
Yolanda Larner, Director of Operations, AssistRx
- 713 **All of Work’s a Stage: Using Actors To Train**  
Alane Ford, Manager of Family Support Services, LifeNet Health

WEDNESDAY, FEB. 25

11:00 AM – 12:00 PM

## BREAKOUT SESSIONS

- 801 **Integrating Marketing Strategies To Maximize Learner Engagement and Adoption**  
Rita Sookrit, Learning and Development Leader
- 802 **From Passive to Purposeful: Engaging Technical Learners**  
Diana Brandon, Chief Information Technology Officer, and Janet Lee, Producer, eLearning DOC
- 803 **Integrating Wellness Into Learning and Development**  
Megan Bell, Director of Enterprise Performance Excellence, FastMed
- 804 **Design Training That Creates Actual Work Products**  
Rose Benedicks, Vice President of Operations, ttCInnovations

## SHARE YOUR MOST-VALUABLE TRAINING

Dear L&amp;D Colleagues,

Did you know that *Training* magazine's **Training MVP Awards** program is the only global awards program that ranks companies unsurpassed in harnessing human capital? It reflects the winners' journey to attain peak performance in overall employee training and development and organizational success.

The process of filling out the Training MVP Awards application itself serves a valuable purpose as it is designed to create a strategic road map for organizations to help them align the work of their learning and development team with the work of the business. As a result, the winners are, indeed, the Most Valuable Players (MVPs) in the training/L&D industry.

We hope your organization will consider applying, too! Learn more at [MVPawards.trainingmag.com](https://MVPawards.trainingmag.com).

Lorri Freifeld  
Editor/Publisher, *Training* magazine







- 805 **Driving Successful Compliance Training With Blended Learning**  
Melissa Briggs, Elearning Manager, HASC
- 806 **Story Design: A Foundationally Human Approach To Instruction**  
Rance Greene, Story Designer, Needastory.com
- 807 **Leading for Agility: Building Strong Change Muscles**  
Gaurav Gupta, Managing Director, Kotter
- 808 **The Expert Trap: How Knowing Too Much Can Sabotage Your Training and Presentations**  
Justin Hunsaker, Lead Consultant, John Polk & Associates
- 809 **Leveraging the Fundamentals and AI for Designing Better Learning Experiences**  
Liana Griffin, Learning Design Architect, Genentech
- 810 **Stop Smothering, Start Sparking: 3 Engagement Techniques To Captivate Any Audience**  
Rusty Shields, Chief Performance Consultant, Develify Consulting
- 811 **The Tough Stuff: Strategies for Better Communication and Less Conflict**  
Steven Shook, Principal Consultant, ShakeItUp Consulting
- 812 **Elevating Psychological Safety To Cultivate a Healthy Organizational Culture**  
Deadra Welcome, Principal Consultant, Concerning Learning
- 813 **The Art of Inspiring Leaders: Revealing the "Best" in Others**  
Sonny Randall, CEO, Leaderality

## "SOMETHING FOR EVERYONE"

MOLLY MIRANDA, TECHNICAL TRAINING SUPERVISOR,  
GILBARCO VEEDER-ROOT

WEDNESDAY, FEB. 25

12:15 – 3:15 PM

### HANDS-ON CLINICS

- C01  **Playtest the Ultimate Training Showdown: Crafting a Live Learning Challenge**  
Artrell Williams, Learning Solutions Architect, Mukeya Learning Partners; Jazmin Webster, Workforce Development Program Manager, CivicaRx
- C02 **The Story of Change: How Strategic Storytelling Sparks Transformation**  
Patti Sanchez, Principal, PattiSan Communication
- C03 **Designing Unforgettable, Simulation-Based Experiential Learning**  
Merric Rentzel, Talent Development Program Manager, and Jessica Taylor, Program Manager, Southern Glazer's Wine & Spirits
- C04 **Unlocking the Power of Adobe Captivate: A Smarter Way To Build Learning**  
Phil Cowcill, Senior Elearning Specialist, PJ Rules
- C05 **Applied AI for Learning & Development**  
Matthew Donovan, Chief Learning and Innovation Officer, GP Strategies
- C06 **Essential Graphic Design Skills for Storyline 360**  
John Moore, Training Team Lead, Yukon Learning
- C07 **Using Evaluation To Drive Organizational Change, Alignment, and Impact**  
Vanessa Milara Alzate, CEO, Kirkpatrick Partners
- C08 **Amazing Apps To Transform Brainstorming, Streamline Workflow, and Enhance Learning Design**  
Nick Floro, Learning Architect, Sealworks Interactive Studios
- C09 **What Do You Really Need? Powerful Strategies To Transform Your L&D Intake**  
Christopher King, Principal Consultant, CRK Learning
- C10 **Accessibility That Works: Designing Inclusive Elearning Without Sacrificing Engagement**  
Chrisanna Paxton McMillin, President, D3 Training Solutions
- C11 **Next-Level Leadership and Coaching: Amplifying Impact With Emerging Tech**  
Tiffany Prince, CEO, Prince Performance
- C12 **From Baseline to Benchmark: Tracking Operational Efficiency in L&D**  
Robyn Defelice, Consultant, RADLearning
- C13 **Team Building Activities That Don't Suck**  
Michelle Cummings, Founder, Training Wheels

# learning leaders summit

**SUNDAY, FEBRUARY 22**

**9:00 AM – 5:00 PM (OFF-SITE)**

**HOSTED BY CENTRAL FLORIDA TECH GROVE**

## IGNITE IDEAS

### Where Real-World Learning Is Revealed

There's something powerful about stepping into real-world learning environments — it shifts perspective, fosters creative thinking, and builds applicability. Be part of this immersive pre-conference experience held off-site at **Central Florida Tech Grove** in Orlando. Step behind the scenes and hear directly from learning leaders — your peers — through candid case studies on AI, well-being, culture change, emerging technologies, and more. This is your chance to reconnect, recalibrate, and rekindle your passion for learning. Leave with fresh ideas, ready to apply and share with your team.

### WHY ATTEND?

- Gain exclusive insight into how top organizations build, innovate, and scale L&D.
- Participate in meaningful dialogue alongside fellow learning leaders and experts.
- Engage with future-focused content that bridges real-world challenges with innovative solutions.



**"I felt energized after attending the Summit! It was humbling to be around industry leaders who champion learning and to build connections with people who have such a will to serve."**

ROBERT MEIGHAN, FVP, LEARNING & DEVELOPMENT  
TRAINING LEAD, VALLEY NATIONAL BANK

## THE FUTURE OF LEARNING IS NOW LANDING — BUCKLE UP!

Speakers and attendees come from a variety of industries, including big tech, professional services, university research labs, healthcare, and transit, among others. Confirmed speakers (with more to come) include:

### Emerging Tech L&D Leaders Need to Know About — Now!

*David Metcalf, Director of Mixed Emerging Technology Integration Lab, UCF's Institute for Simulation and Training*

### How Accenture Trains Its 500,000 Staffers for the Boom in AI Consulting Work

*Yulia Barnakova, AI Innovation Lead, and Ben Dyer, Learning Innovation and Design, Accenture*

### Building Resiliency: How UN Global Compact Helps Organizations Embed Sustainability Into the Bottom Line

*Christine Cavallo, Senior Manager of Engagement, UN Global Compact Network USA*

### Behind the Smile, Beyond the Box: Amazon Air's Immersive Onboarding Journey

*Connor Lozier, Program Manager, Amazon*

### From Skills Mapping to Measurable Mastery at Merck

*Jennifer Iannetta, Director of Learning & Development, and Keith Lillico, Associate Director of Global Learning Development, Merck*

### The Trainer's Role in Driving Organizational Culture and Change at Medical Solutions

*Lizabeth Hall, VP of Talent Management, Medical Solutions*

*Additional fee: \$695, includes transportation and lunch.  
Find more details at [TrainingConference.com](https://TrainingConference.com).*



## BUILD YOUR SKILLS AND RESUME

Gain new knowledge and skills with a Training Magazine Certificate Program, led by proven industry experts. You'll receive a digital Certificate of Completion and an eBadge to use in your email signature and on social media. Additional fee for certificate programs (\$1,695 for 3-Day, \$1,195 for 2-Day, and \$595 for 1-Day; lunch is included each day).

### P01 to P04

#### 3-DAY CERTIFICATE PROGRAMS

Friday, Feb. 20 to Sunday, Feb. 22

9:00 am – 4:00 pm

### P01 MASTER INSTRUCTIONAL DESIGNER CERTIFICATE

Sean Rea, Director of Performance and Learning Solutions, Friesen, Kaye and Associates



Discover the keys to creating interactive and engaging training that ensures learner success and true productivity back on the job – whether in the classroom, online, or a combination of both. You'll learn to:

- Apply proven techniques for analyzing learner and organizational needs, and plan the design and development of training materials to meet those needs.
- Incorporate adult learning principles, a systematic learning process, and a variety of processing methods to maximize retention and increase learner productivity post-training back on the job.
- Link the science of the brain to effective instructional design methodologies to maximize training program success.
- Align objectives and tests, and outline strategies to close any performance gaps.
- Create a validation plan that ensures the training design meets the organizational needs.
- Plan a variety of presentation, application, and feedback methods.
- Create questions that enable learning, encourage retention, and test for understanding.

**BONUS:** You will receive:

- 198-page Instructional Design Fundamentals Participant Manual.
- Case-study documents, job aids, and sample Self-Directed Learning Booklet.
- 188-page Support Manual full of instructional design guidelines, best practices, and templates.

16.5

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Training magazine has been pre-approved by the ATD Certification Institute to offer educational programs that can be used towards initial eligibility and recertification of CPTD and APTD credentials.

### P02 MASTER FACILITATOR CERTIFICATE

Sardék Love, CEO,  
Sardék Love International



A survey of more than 1,500 training professionals revealed the #1 problem trainers experience on the job is a massive lack of participant engagement. When participants are not engaged, it sets off an insidious cycle of disastrous outcomes. This program will equip you with the framework, tools, and ongoing skill development to become a dynamic and engaging facilitator. In this transformational experience, you will learn to:

- Apply the Engagement Loop Framework to rapidly design any course to make it more participant-focused and engaging.
- Apply 3 Laws of Facilitation to deliver insanely engaging learning experiences for participants.
- Use the Curious Ask Method to practice facilitating several training activities that convert content-heavy, time-constrained courses into performance-improving experiential learning.
- Implement 13 attention-grabbing openers that instantly create high levels of engagement for any topic or content.

**PROJECT:** Throughout this program, you'll have the opportunity to immediately apply what you learn to your course(s) as you practice your facilitation skills.

**BONUS:** You will receive access to 30+ training activities you can immediately use in your training and access to the library of a weekly Ask a Master Facilitator video blog series.

16.5

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**"PRICELESS!"**

ZENA BJORGEN, TRAINING AND FACILITATION  
ADMINISTRATOR, SAMARITAN'S PURSE



## “LEAVING WITH RENEWED ENTHUSIASM”

BRIDGETTE GIBSON, L&D MANAGER,  
FARMERS INSURANCE GROUP FCU

### P03 GAMIFICATION FOR LEARNING EXPERIENCE DESIGN CERTIFICATE

Monica Cornetti, President, and  
Jonathan Peters, Chief Motivation Officer,  
Sententia

This immersive experience will help you elevate your design approach from information delivery to transformational engagement. Rooted in proven gamification and game-based learning strategies, this program goes further by focusing on learning experience design (LXD) that generates measurable impact in real-world learning environments. You'll leave with a completed, customized design for one of your own programs, armed with practical tools, a codified framework, and a mindset shift from content provider to learning architect. Learn how to:



- Apply the principles of learning experience design (LXD) to transform traditional training into immersive learning journeys.
- Leverage player motivation and behavior psychology to enhance engagement and knowledge retention.
- Identify the appropriate use of analog vs. digital strategies for different training environments.
- Use a 5-quest model to guide gamification design decisions.
- Rapidly iterate learning prototypes using a structured playtest and feedback cycle.
- Complete a gamified or game-based design using your own content for immediate implementation.

**BONUS:** You will receive a:

- Personalized, completed design project.
- Design Journal.
- Pirate Tales Gamification of Learning Treasure Map.
- Deliberate Fun Game Design Card Deck.

**16.5** | **ATD APPROVED POINTS**

### P04 MASTERING ARTICULATE 360 CERTIFICATE

Ron Price, Chief Learning Officer,  
John Moore, Training Team Lead, and  
Elizabeth Kuhlmann, Training Team Lead,  
Yukon Learning



Curious about how to level up your Rise 360 or Storyline 360 content? Whether you're new to Articulate 360, or you're looking to improve your skills, this hands-on, comprehensive program provides what you'll need to develop elearning courses with Articulate Rise 360 and Storyline 360.

Day 1 covers the fundamentals of course creation in Rise 360, including customizing themes, building lessons, and incorporating interactive blocks like quizzes and knowledge checks. You'll also learn how to export courses for use with learning management systems (LMS) or Review 360, and explore creative ways to take your Rise courses to the next level by customizing your blocks.

On days 2 and 3, you'll learn to create fully interactive, highly customizable courses using Storyline 360, including:

- Applying the basic building blocks of Storyline 360.
- Enhancing your course with audio and video.
- Creating visual interest with animation and motion.
- Adjusting slide properties.
- Building interactive slides using layers and triggers.
- Using variables for custom interactivity and navigation.
- Experimenting with gamification elements.

**BYOD:** WiFi-enabled laptop with Articulate 360 (including the Storyline 360 desktop application).

**16.5** | **ATD APPROVED POINTS**



## P05 to P07 2-DAY CERTIFICATE PROGRAMS

Saturday, Feb. 21 to Sunday, Feb. 22  
9:00 am – 4:00 pm

### P05 TRAINING MANAGER CERTIFICATE

Heidi Matthews, Training Manager,  
Terracon



Take two days to explore the areas you manage if you choose a leadership path in learning and development. Learn to:

- Manage the Strategy: Business alignment and governance, leveraging company culture, and finding your place in the strategy.
- Manage the Work: Project and pipeline management models and templates, skill alignment, curation, promotion, and results.
- Manage the Relationships: Stakeholders, subject matter experts, your supervisor, coworkers, and team.
- Manage the Tools: Working with vendors, choosing the tools that align with your strategy, content management, and security needs.
- Manage the Development: Make developing your team a part of your priorities, plan your own development, and build a network of support.

Collaborating and working with scenarios, you'll learn how to:

- Connect culture, vision, values, and company goals to your roles and output.
- Build relationships that maximize your team's abilities and efforts while increasing your influence.
- Prioritize the pipeline of projects and get backing for "no."
- Hire and develop a team that performs at a high level.

**BONUS:** You'll receive templates, resource lists, and key questions to ask yourself and your organization. Additionally, you will crowdsource other resources and receive them via a shared networking document.

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**"IMMEDIATELY  
APPLICABLE"**

LAURYMAR FIGUEROA, TECHNICAL TRAINING PROGRAM,  
SPECIALIST, B. BRAUN MEDICAL

## P06 APPLYING AI IN LEARNING & DEVELOPMENT CERTIFICATE

Josh Cavalier, Author, *Applying AI in Learning & Development*



This hands-on program is designed to turbocharge your ability to apply generative AI within learning design and development, with a focus on practical workplace tools.

Beginners are welcome! No prior AI experience required. By blending foundational concepts with key insights from Josh's extensive applied AI work, you'll learn how to create, prompt, and deploy AI-driven learning solutions across real-world organizational contexts. You'll explore:

- The AI Revolution in Workplace Learning: Understand AI's implications and how to leverage tools like ChatGPT, Microsoft Copilot, and Google Gemini for smarter content and strategy decisions.
- Prompt Design Fundamentals: Craft freeform and structured prompts aligned with learning objectives, expanding to advanced prompt strategies for performance-focused workflows.
- AI-Driven Learning Development: Learn how to design scenario-based modules, assessments, learner interactions, and performance support chatbots — using generative AI tools.
- From Strategy to Implementation: Build an "AI Workflow Map" to integrate AI across design, development, delivery, and performance evaluation.
- Ethics, Bias, and AI Literacy: Understand ethical considerations, tool limitations, and risk mitigation to ensure responsible AI use.

**BYOD:** A WiFi-enabled laptop that allows access to AI tools. We will work with various AI platforms, accommodating those with restricted access to certain tools. Note: When using AI tools, do not input any proprietary data that the tool may remember.

**BONUS:** You'll receive access to AI Workflow Blueprint and reusable prompt libraries, a copy of *Applying AI in Learning & Development: From Platforms to Performance*, and an ongoing peer community.

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## P07 MAKING TRAINING STICK CERTIFICATE

Jed and Roz Buck, Principals,  
Roz and Jed Training & Consulting

“Best Session Ever!” ... If you want to hear these words as participants leave your training sessions, then this program is for you. Discover how to integrate fun and impactful activities that involve your participants in experiential learning. In this high-energy program, you will help guide the content and participate in a wide variety of activities that you can take back to your organization and easily incorporate into your in-person AND online training sessions. You will experience and learn:

- The six key factors that create memorable training moments.
- A variety of activities that can be used to open and close your training sessions effectively.
- A wide range of activities that convey your key training messages.
- A collection of energizers and reviewers to incorporate into all your training sessions.
- The importance of the debrief or reflection that creates the teachable moments with your audience.

**BONUS:** Following the program, you will receive descriptions and instructions for all activities shared throughout the two days, including debrief and reflection ideas that you can easily use or customize to meet your training needs and make your training messages stick!



**P08 to P10**

## 1-DAY CERTIFICATE PROGRAMS

Sunday, Feb. 22 • 9:00 am – 4:00 pm

## P08 STORY-BASED LEADERSHIP DEVELOPMENT CERTIFICATE

Lee Keylock, Senior Director of Programs,  
Narrative 4



Unlock the power of storytelling to elevate leadership, deepen trust, and drive inclusive culture. Leave with a new lens on leadership — and the tools to transform how your people connect. Building on Training 2025's acclaimed keynote with Narrative 4's leaders, this program will equip you with a proven, research-backed methodology to strengthen emotional intelligence, create connected environments, and lead with empathy and authenticity — skills that are increasingly essential in an AI-driven workplace.

You'll engage in a powerful experience that transforms how teams connect and collaborate, and learn innovative, human-centered approaches to:

- Drive culture change.
- Improve retention and engagement.
- Build inclusive, high-trust teams.
- Strengthen leadership capacity.

You will:

- Participate in a full Narrative 4 Story Exchange and reflect on your “Story of Why.”
- Build deep listening and empathy-based leadership skills.
- Explore the science of and business case for storytelling and trust.
- Practice facilitating the method in your own context.
- Learn how to integrate the Narrative 4 model across teams, leadership trainings, and onboarding processes.
- Receive practical tools to enhance team communication, collaboration, curiosity and psychological safety.

**BYOD:** WiFi-enabled laptop or smartphone.

**BONUS:** You'll leave not only with deep personal insight, but also with official N4 Facilitator Certification to bring the N4 Story Exchange methodology into your own organization — along with access to Narrative 4's digital platform, facilitation tools, and leadership resources.

**5.5** | **ATD  
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POINTS**

**11** | **ATD  
APPROVED  
POINTS**



## P09 LEARNING MEASUREMENT AND REPORTING STRATEGY CERTIFICATE

David Vance, President, Manage Learning

In this program — led by the former CLO for Caterpillar, author of *Measurement Demystified*, and group leader for the ISO standard — learn how to create your own measurement and reporting strategy, including the selection and use of the most appropriate measures and reports based on the new ISO standard for L&D metrics. You will:



- Explore the Talent Development Reporting principles (TDRp) and ISO frameworks for measurement and reporting, including the four basic reasons to measure, the five types of users, the three types of measures, and the five types of reports.
- Identify the 10 most important measures for your programs and the 15 key measures for your department as a whole, including how each is defined, calculated and used, and reported. Discuss when each should be used.
- Select the right measures and reports for your organization
- Understand what it means to run learning like a business and the implications for measuring and reporting.
- Create a starting list of measures and reports for three programs and the department as a whole, which will be the core of your measurement and reporting strategy.

**BONUS:** You'll receive a copy of *Measurement Demystified: Creating Your L&D Measurement, Analytics, and Reporting Strategy* by David Vance and Peggy Parskey, and an Excel inventory sheet containing the 52 recommended metrics in the new ISO standard.

5.5 ATD APPROVED POINTS

## P10 DATA STORYTELLING AND VISUALIZATION CERTIFICATE

Nolan Haims, Author, *The Better Deck Deck*

Nolan, one of only 15 Microsoft PowerPoint MVPs in the US, will demonstrate the principles and best practices of effective data visualization, giving you the tools needed to create and present meaningful data stories. You will learn:



- Design principles needed for data visualization, such as color, emphasis, negative space, and hierarchy.
- Principles, strategies, and techniques to create charts that can be understood by an audience in one second or less — including the McKinsey Rule, direct labeling, annotation, small multiples, chart junk removal, and more.
- Data solutions to move beyond pie charts and how to create unique and effective visualizations using Microsoft Office — including bullet graphs, slope graphs, proportional shapes, unit charts, and more.
- How to identify and avoid common mistakes such as Y-axis manipulation and incorrect Excel-to-PowerPoint workflows.
- To use little-known features, such as placeholders and chart templates, to speed up your design process and maintain consistency.

Plus, participate in Group Makeovers where you will put your new knowledge into practice through group discussion and chart makeovers.

**BONUS:** Participant workbook (PDF) and a variety of exercise files.

**BYOD:** A WiFi-enabled laptop with Microsoft Office and a mouse.

5.5 ATD APPROVED POINTS



**“ONE OF MY FAVORITE EVENTS OF THE YEAR”**

LESLIE LAFORTY, TRAINING COORDINATOR,  
DISNEY VACATION CLUB

## TRAINING 2026 VENUE



1001 West Buena Vista Dr.  
Lake Buena Vista, FL 32830



## “PERFECT LOCATION”

BIANKA GONZALEZ-ARDON, SALES TRAINING  
MANAGER, MOHAWK GROUP

BOOK YOUR HOTEL ROOM  
VIA CONNECTIONS HOUSING

Online	Click HOTEL at <a href="https://TrainingConference.com">TrainingConference.com</a>
Phone	1.404.842.0000
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Email	<a href="mailto:TrainingConference@ConnectionsHousing.com">TrainingConference@ConnectionsHousing.com</a>

## HOTEL RESERVATIONS

Connections Housing is the only official housing bureau for Training 2026. Reserve your room at Disney's Coronado Springs Resort through Connections Housing to receive the **special rate of \$296 single or double occupancy** (rate does not include tax; additional guest charges may apply).

Reservations are accepted on a first-come, first-served basis **until 11:59 pm (ET) on Monday, January 12, 2026**. Book early as the room block may sell out prior to the deadline.

**USA Government per diem rooms** are available on a limited basis for federal and state government personnel. A valid government-issued ID (US federal or state) is required at check-in.

## BOOK YOUR ROOM EARLY!

## WHY STAY AT CORONADO SPRINGS?

Walk to the on-site conference center! Plus, enjoy the convenience of indoor and outdoor restaurants and bars. The resort includes a health club, a themed-feature pool, three quiet pools, and a nature walk.



## THEME PARK TICKETS

As a convention guest, take advantage of special tickets to the Magic Kingdom, EPCOT, Disney's Animal Kingdom, and Disney's Hollywood Studios (including Star Wars: Galaxy's Edge), and Disney's water parks. Learn more online.



Enjoy the convenience of Disney shuttles to take you to and from Disney's theme parks, water parks, and Disney Springs (restaurants, shops, and entertainment).





# training 2026 conference & expo

ORLANDO  
FEB 23-25

## 1. Attendee Information

Name	Job Title		
Organization			
Address			
City	State/Province	Zip/Postal Code	
Country ( )	<input type="checkbox"/> Check here if you require special services.		
Phone (required)			
Email (required)			

### How to Register

**Online** [TrainingConference.com](https://TrainingConference.com)

**Phone** 1.847.620.4483 ext. 1  
Monday – Friday; 9 am to 6 pm (ET)

**Email** [training\\_registration@goeshow.com](mailto:training_registration@goeshow.com)  
(Subject: Training Conference)

**Mail to** Lakewood Media Group  
c/o Netronix Corp eShow  
5 Executive Court, Suite 2  
South Barrington, IL 60010

### Early Bird Discounts

Register early to receive an automatic early bird discount on the 3-Day Training Conference & Expo. Save \$300 when you register by Jan. 9 – or \$150 when you register between Jan. 10 and Jan. 30!

### Group and Organizational Discounts

Special discounts are available on the 3-Day Conference & Expo for groups, government/military, academic, and nonprofits. One discount code may be used in addition to an automatic early bird discount. Learn more at: [TrainingConference.com/2026/discounts.cfm](https://TrainingConference.com/2026/discounts.cfm)

### Payment

Payment is accepted by credit card or corporate check. To generate an invoice and pay later, register online and select “balance due” for payment, or check “bill me” in #3. Make checks payable to **Lakewood Media Group**. Payment is required prior to receiving your conference badge in Orlando.

### Registration Cancellation Policy

Should you need to cancel your registration after making payment, you may transfer your registration to another person at any time before the conference. If you are not able to make a substitution, cancellations received by January 30, 2026, will be assessed a \$100 processing fee and the balance of your registration fee will be refunded within 30 days. For cancellations received after January 30, 2026, no refunds will be given. However, you may request a credit (valid for one year) to apply to a future Training Conference or TechLearn Conference registration.

### Special Service Need/Assistance

In order for us to accommodate your special service need in Orlando, please contact us by Friday, January 30, 2026, with your need (e.g. assisted access to sessions or a special meal request due to a medical need/allergy).

## 2. Registration Fees

- ☐ **3-Day Training Conference & Expo** (Feb 23 – 25)
- |  |         |
|--|---------|
| Super Early Bird Rate (register by Jan 9).....   | \$1,795 |
| Early Bird Rate (register Jan 10 to Jan 30)..... | \$1,945 |
| Regular Rate .....                               | \$2,095 |

### Pre-Conference Certificate Programs (optional; choose one)

- |   |         |
|---|---------|
| <input type="checkbox"/> P01 Master Instructional Designer (Feb 20 – 22).....               | \$1,695 |
| <input type="checkbox"/> P02 Master Facilitator (Feb 20 – 22) .....                         | \$1,695 |
| <input type="checkbox"/> P03 Gamification for Learning Experience Design (Feb 20 – 22)..... | \$1,695 |
| <input type="checkbox"/> P04 Mastering Articulate 360 (Feb 20 – 22) .....                   | \$1,695 |
| <input type="checkbox"/> P05 Training Manager (Feb 21 – 22).....                            | \$1,195 |
| <input type="checkbox"/> P06 Applying AI in Learning & Development (Feb 21 – 22) .....      | \$1,195 |
| <input type="checkbox"/> P07 Making Training Stick (Feb 21 – 22) .....                      | \$1,195 |
| <input type="checkbox"/> P08 Story-Based Leadership Development (Feb 22).....               | \$595   |
| <input type="checkbox"/> P09 Learning Measurement and Reporting Strategy (Feb 22) .....     | \$595   |
| <input type="checkbox"/> P10 Data Storytelling and Visualization (Feb 22) .....             | \$595   |

### Pre-Conference Event (optional)

- |  |       |
|--|-------|
| <input type="checkbox"/> LLS Learning Leaders Summit (Feb 22; off-site)..... | \$695 |
| <input type="checkbox"/> <b>Expo Only</b> (Feb 23 – 24).....                 | \$20  |

Note: Expo hall entrance is included with P01-P10 and LLS fees.

**Subtotal:** \$ \_\_\_\_\_

**Discount Code:** \_\_\_\_\_ (\$ \_\_\_\_\_)

**TOTAL** (in U.S. Dollars): \$ \_\_\_\_\_

## 3. Method of Payment/Credit Card Authorization

- |   |                                   |                                     |                               |   |
|---|-----------------------------------|-------------------------------------|-------------------------------|---|
| <input type="checkbox"/> AmEx   | <input type="checkbox"/> Discover | <input type="checkbox"/> MasterCard | <input type="checkbox"/> Visa | Checks payable to:<br><b>Lakewood Media Group</b> |
| <input type="checkbox"/> Check # _____ <input type="checkbox"/> Bill Me |                                   |                                     |                               |   |

Card Number	Security Code
Print Cardholder's Name	Exp. Date
Cardholder's Signature	Date

By signing this form, you agree to have your credit card charged for the fee(s) selected AND to the cancellation policy.

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