ANNOUNCEMENT & REGISTRATION FORM
Midwest Facilitators' Network
(http://www.midwest-facilitators.net)
32nd Midwest Facilitators' Conference
Monday, October 20, 2003

Location: **Loyola University Chicago – Water Tower Campus**

Center for Information Management and Technology (CIMT)

25 East Pearson (Corner of Wabash & Pearson)
Chicago, Illinois 60611
Rubloff Auditorium, Rubloff Reception Room, Rm 601

Time	Session
8:00am	*Arrival, Registration, Continental Breakfast, Networking*
8:15am	*Conference Kickoff*
Auditorium 8:30am to 10:00am	***"A Single Question Approach for Problem Solving" - by Gary Rush (MG Rush Systems)*** A major responsibility of a facilitator is to develop and conduct the most effective process possible for each workshop. Many times, this is accomplished by following "cookbook" agendas. These are workshop agendas that have been used before and are tested. Other times, the facilitator works with an expert in a given method (I call this person a "methodologist") to develop a workshop agenda based on the method. However, not all situations fit into a cookbook agenda nor have a methodologist to help. In those cases, the facilitator must develop the process another way. The following is a way that I use to develop new methods that lead to workshop agendas.
10:00am	*Break, Networking, etc.*
Reception TANDEM 2A 10:30am to 12:00 Noon	***"Object Oriented Modeling - As a Facilitator, Why Should You Care?"- by Ann Marie Calistro (Educate! Facilitate! Innovate!) & Jack Hilty (SentientPoint, Inc.)*** What is the re-occurring "buzz" about Object Oriented Modeling and, as a facilitator, why should you care? Hear what Object Oriented is and isn't, it's promise, and what a facilitator should know to be most effective during Object Oriented collaborative sessions. Experience a few techniques to help shift your modeling perspective in order to help build sound business models.
Auditorium TANDEM 2B 10:30am to 12:00 noon	***"Rapid and Effective Project Scope Management" - by Chester Sparks & Paul Burek (JADCore)*** Project Managers need to rapidly identify the scope requirements on their projects. Accurate and comprehensive Scope Planning and Scope Identification is also a must. Then, how will project scope be successfully managed without "scope creep?" Facilitated workshops are the key to helping Project Managers and Project Stakeholders define, document, reach consensus and manage the Project Scope Management deliverables. This workshop will provide experienced facilitators with the tools needed to facilitate a successful Project Scope Management Workshop.
12:00 noon	*Lunch, Networking, Etc.*
Reception TANDEM 3A 1:00pm to 2:30pm	***"Facilitating Business Collaboration in Distributed (and Virtual) Environments"*** ***- by Paul Collins (Jordan-Webb) & Ray Bejarano (WebIQ, LLC)*** This workshop will give participants hands on experience of working through a business process in a distributed environment using a web-based collaborative application (WebIQ). It will help participants distinguish between web-based collaboration (many-to-many) and web-based communication (one-to-many) and will be facilitated simultaneously over the world-wide-web from two locations, across two time zones: from the Collaboration 2003 Conference in Annapolis, MD from the MFN Conference in Chicago. A break is included in this session.
Auditorium TANDEM 3B 1:00pm to 2:30pm	***"Rapid and Effective Project Scope Management" - by Chester Sparks & Paul Burek (JADCore)*** This is a continuation of the 10:30am TANDEM 2B session above. A break is included in this session.
Auditorium TANDEM 4A 2:30pm to 5:00pm	***"Learn the Do's and Don'ts of Hiring and Working with External Consultants"*** ***- by Diane Kubal and Michael Baker (Fulcrum Network)*** Learn the Do's and Don'ts of hiring and working with external consultants from your peers and colleagues. This session will include facilitated discussions and activities on a number of critical factors to be considered when contracting with external resources. Topics to be covered include how to find consultants, the selection process, what to consider when hiring consultants, defining roles, contracting, billing, consulting rates, style/fit, bringing consultants into your system, scope creep, success factors and avoiding common mistakes. Those who hire external resources and consultants can benefit from this session. A break is included in this session.
Classrm 601 TANDEM 4B 2:30pm to 5:00pm	***"A Window to LEGO SERIOUS PLAY" - by Jody Lentz and Dave Goodrich (Executive Discovery, LLC)*** This workshop is an introduction to LEGO SERIOUS PLAY, an innovative tool designed to maximize the human potential in organizations. This powerful, facilitated process is based on the belief that everyone can contribute to the company's discussions, decisions and outcomes. Experience LEGO SERIOUS PLAY and find out how to integrate this "lean-forward" technology into your facilitation toolbox to provide participants with an engaging tool for thinking, communicating and problem-solving. Nearly 100 companies worldwide have used LEGO SERIOUS PLAY for strategic planning, team-building, change management and leadership development. A break is included in this session.
5:00pm	*Wrap Up, Door Prizes, Adjourn*

Registration Information

SPONSOR **For This Conference**	The Facilities for the 32nd Midwest Facilitators' Conference are provided by **Loyola University's Center for Information Management and Technology (CIMT),** 25 East Pearson (Corner of Wabash & Pearson), Chicago, Illinois 60611, **http://www.cimt.luc.edu**
SPONSOR **Nightingale-Conant**	Since 1993, Nightingale-Conant (Niles, Illinois) has been a sponsor to MFN, providing the vast majority of door prizes. Nightingale-Conant is the largest producer and distributor of instructional and motivational audio and video tapes for Personal and Business Development, Wealth Building, Sales, Mind Technology, Health & Wellness and Spiritual Growth. N-Cprovides Coaching Services and has a full-service Speakers' Bureau. Visit their website at: http://www.nightingale.com
SPONSOR **University Associates**	Since 1993, University Associates, has been a sponsor and supporter of MFN activities, providing products and a number of high-value door prizes, such as tuition-free seats in their workshops. Visit their website at: http://www.universityassociates.com
Conference Fee	**Conference Fee:** • **$99.00 per participant on or before October 14th (Early Registration Discount)** • **$119.00 per participant after October 14th** • **$119.00 per participant at the door (no guarantee without pre-registration)** • **Fee includes Conference, Materials, Continental Breakfast & Lunch.** • **Fee Does NOT include lodging (see suggestions below).** **Cancellations after October 14th or no shows may be assessed a cancellation fee**
How to Register	**Register early to save $ and to secure a place in this conference.** **Phone:** (773) 463-2288 - During the recording press the "2" key. Please announce "MFN Conference Registration", your company name, and the name, phone # and payment information for each registrant. **Fax:** (773) 463-1830 - Fax completed registration form with payment information for each registrant. **E-Mail:** register@midwest-facilitators.net – E-mail completed registration form with payment information and subject: announce "MFN Conference Registration". **Snail-mail:** Mail completed registration form with payment information to MFN c/o Jordan-Webb, 2656 W Montrose Ave, - Suite 110, Chicago, IL 60618-1559. **On-Site:** Registration and payment on-site is subject to availability. No guarantee without pre-registration.

Lodging Participants are responsible for arranging their own lodging. There are several options available:		
	Cass Hotel (least expensive) 640 N Wabash (312) 787-4030 (800) 227-7850	**The Talbott Hotel** (2nd least expensive) 20 E. Delaware Place (312) 944-4970 (ask for Loyola rate)
	Holiday Inn City Centre 300 E. Ohio Street (312) 787-6100 (800) 465-4329	**Chicago Downtown Marriott** 540 N Michigan Ave (312) 836-0100 (800) 228-9290
	The Drake Hotel Chicago 140 E. Walton Place (312) 787-2200	**Omni Chicago Hotel** 676 N Michigan Ave (312) 944-6664
	Knickerbocker Chicago 163 E. Walton (312) 751-8100	**Tremont Hotel** 100 E Chestnut St (312) 751-1900
	Doubletree Guest Suites (Hilton) 198 E. Delaware Place (800) 222-8733 (312) 664-1100	**Allerton Crown Plaza Hotel** 701 N. Michigan Ave. (312) 440-1500

Meals	Continental breakfast and lunch is included in the Conference fee. Participants with **special dietary** needs contact: david.dewitt@dsc-logistics.com
Dress Code	Business casual

Travel Information

Travel Suggestions	Loyola University's Water Tower Campus is located just north of Downtown Chicago, Illinois. There are plenty of public transportation options available. Car pool! Use your network! Call if you need help. We will help people who can offer a ride or who are in need of a ride to make contact with each other.
(1) **From Chicago** **Via I-90/94/57/294** **(Kennedy or Dan** **Ryan Expressways)**	**From the North – a)** Take I-90/94 (Kennedy Expressway) southbound to Ohio St Exit; **b)** continue eastbound on Ohio to Wabash Av, **c)** turn left (north) on Wabash to Pearson, **d)** Water Tower Campus Building is on the Southwest corner of Wabash and Pearson; **e)** see parking (below). **From the South – f)** Take I-90/94 (Dan Ryan Expressway) northbound to downtown Chicago; **g)** continue northbound to Ohio Street Exit; **h)** proceed as in **(1-b)** above.
(2) **From Chicago** **Via US 41** **(Lake Shore Drive)**	**From the North – a)** Take Lake Shore Drive (US 41) southbound to Michigan Ave (Oak St) Exit; **b)** continue southbound on Michigan Ave to Chicago Ave; **c)** turn right (west) on Chicago Ave to Wabash; **d)** continue northbound to Pearson, **e)** proceed as **(1-d)** above. **From the South – f)** Take Lake Shore Drive, (US 41) northbound to Chicago Avenue exit (**exit on left** after crossing Chicago River); **g)** continue westbound to Wabash; **h)** proceed as in **(2-d)** above.
(3) **From Chicagoland** **(north/northwest),** **O'Hare Airport,** **Wisconsin, points** **north via I-90/94/294**	**a)** Take I-90 Kennedy Expressway or I-94 Edens Expressway southbound to I-90/94 Junction; **b)** proceed as **(1-a)** above.
(4) **From Midway** **Airport, Chicagoland** **(south/southwest),** **points south via I-55**	**a)** Take Cicero Ave (Illinois Route 50) northbound to I-55 (Stevenson Expressway); **b)** take I-55 northbound to junction with US 41 (Lake Shore Drive); **c)** take US 41 northbound and then proceed as in **(2-f)** above.
(5) **From Iowa and** **points west via I-290** **and I-88**	**a)** Take I-88 (East-West Tollway) eastbound to junction with I-290 (Eisenhower Expressway); **b)** take I-290 eastbound to junction with I-90/94 in downtown Chicago; **c)** proceed as in **(1-g)** above.
(6) **From Iowa and** **points west via I-80**	**a)** Take I-80 eastbound to I-55; **b)** take I-55 then proceed as in **(4-b)** above.
(7) **Parking**	***Standard Parking,*** *(111 East Chestnut):* (312) 664-1189, **enter on Pearson** next to Bistro 110, early bird $11 (in by 10-out by 7), $16.00 (4-10 hrs), discount w/Loyola validation stamp ***900 North Michigan Parking (at Delaware):*** (312) 915-3940, **enter on Rush St** just behind Johnny Rockets, early bird $10.50 (in by 9-out by 7), $18.50 (5-10 hrs), discount w/Loyola validation stamp ***Mid City Public Parking*** (25 E Walton): **enter on Rush St**; early bird $11.99 (in by 10-out by 7), $15.50 (3-12 hrs)
(8) **Commuting by Rail** **or Bus**	Take any Chicago Transit Authority (CTA) Rapid Transit (L-Subway) line to a Loop Transfer station and take the Red Line (Howard-Dan Ryan) northbound to the Chicago Avenue & State Street Station. Walk north on State 1 block to Pearson, walk east 1 block to Wabash. Take METRA Trains to La Salle Street, Union (also AMTRAK), Oglvie Transportation Center or METRA Electric/South Shore Stations. Short taxi ride to Loyola's Water Tower Campus. More details in announcement on MFN Website: http://www.midwest-faciltators.net Many CTA Bus routes on Michigan Ave, Chicago Ave & State Street… **Public Transit Information:** RTA (312)-836-7000 - http://www.rtachicago.com METRA (312)-322-6777 - http://www.metrarail.com PACE (847)-364-7223 - http://www.pacebus.com CTA (888)-968-7282 - http://www.transitchicago.com AMTRAK (800)-472-7245 - http://www.amtrak.com
(9) **By Air**	Take commercial flights into Chicago's O'Hare or Midway Airports. Rent a car and proceed as in **(3)** or **(4)** above, or take CTA Blue or Orange Line Trains downtown and proceed as **(8)** above.

MFN - UPCOMING EVENTS / NOTICES

To suggest a future program or presenter, or to become involved in MFN, contact us using the information below.
Please send your current e-mail address, phone & fax number and address changes so that we can keep you informed about MFN events in a variety of ways. E-mail: pcollins@jordan-webb.net; Fax: (773) 463-1830; Voice: (773) 463-2288.

Visit MFN's Website @ http://www./midwest-facilitators.net Click On the link to "Facilitator Opportunities"

October 20, 2003 **MFN Fall Conference** **1:00-2:30 (CST) Joint Session with Collaboration 2003**	**Hosted by Loyola University - Water Tower Campus, Downtown Chicago, Details on Website, Http://www./midwest-facilitators.net, info@midwest-facilitators.net, (773)-463-2288**
October 20-21, 2003 Collaboration 2003 2:00-3:30 (EST) Joint Session with MFN Fall Conference	Conference on Collaborative Technology Processes and Tools, meetings, training. surveys, telecommuting, , (703)-931-0930, (888)-257-4462, ,jrholt@collaboration2003.com, http://www.collaboration2003.com
October 21-22, 2003 MG Rush Systems Advanced Facilitator Training	Advanced Facilitator Workshop in Schaumburg, IL (NW Chicago Suburb) - (MG Rush Systems), mgrush@mgrush.com or http://www.mgrush.com, (847)-304-1464.
November 5-6, 2003 Business Requirements to Use Cases Workshop	Business Requirements to Use Cases, With Facilitation Techniques, how to develop detailed business driven Use Cases, at Loyola University - Water Tower Campus, Downtown Chicago, (312)-925-6841, jhilty@sentientpoint.com, http://www.SentientPoint.com
Friday, January 23, 2004 **MFN Winter Conference**	**Hosted by Mc Donald's Corporation in Oakbrook, IL NW Chicago Suburb – Details to Be Announced. Http://www./midwest-facilitators.net, info@midwest-facilitators.net, (773)-463-2288**
May TBA, 2004 **MFN Spring Conference**	**Hosted by TBA – Details TBA Http://www./midwest-facilitators.net, info@midwest-facilitators.net, (773)-463-2288**
April 30-May 5, 2004 IA2P Annual Conference	International Association of Public Participation (IA2P) Annual Conference, in Madison, WI, Information: http://www.iap2.org, iap2hq@iap2.org, (800)-644-4273
Jun 17-20, 2004 IAF Annual Conference	International Association of Facilitators (IAF) Annual Conference, in Scottsdale, AZ, Information: http://www.iaf-world.org, iafoffice@igc.apc.org or pbushee@mr.net, (612)-891-3541
October TBA, 2004 **MFN Fall Conference**	**Hosted by TBA – Details TBA Http://www./midwest-facilitators.net, info@midwest-facilitators.net, (773)-463-2288**

---   Cut Here & Mail or Fax to Registrar   ---
MFN c/o Jordan-Webb, 2656 West Montrose Ave-Suite 110, Chicago, IL 60618 or Fax: (773) 463-1830 or pcollins@jordan-webb.net

Registration Form - 32nd Facilitators Conference - Midwest Facilitators' Network - 10/20/2003

_____
Company

_____
Name

_____
Address & Mail Code

_____
City/State/Zip

_____
Business Phone   Home Phone

_____
E-mail Address and Website Address

Early **Confference Fee: $99/registrant:** $ _____
                                                 (On/Before 10/14/2003)

Late **Conference Fee: $119/registrant:** $ _____
At the Door **Fee: $119/registrant:** (After 10/14/2003)

Mark Session Choices: 2: A - B   3: A - /B   4: A - B

_____-_____-_____-_____
VISA / MASTERCARD NUMBER

_____ _____/_____ _____
SIGNATURE   EXP. DATE   VCODE

_____
Your Company PO Number for Invoicing\

"A Single Question Approach for Problem Solving"
Gary Rush (MG Rush Systems, Barrington, IL)

A major responsibility of a facilitator is to develop and conduct the most effective process possible for each workshop. Many times, this is accomplished by following "cookbook" agendas. These are workshop agendas that have been used before and are tested. Other times, the facilitator works with an expert in a given method (I call this person a "methodologist") to develop a workshop agenda based on the method. Both of these means of developing a workshop agenda work very well and cover the majority of situations. Cookbook agendas and working with a methodologist are the most effective ways to develop agendas.   However, not all situations fit into a cookbook agenda or have a methodologist to help. In those cases, the facilitator must develop the process another way. The following is a way that I use to develop new methods that lead to workshop agendas. This method is based on a problem-solving agenda called the "Single Question" approach. It begins with a single question. This single question is the overriding reason for the workshop. Participants will work in small teams to practice developing questions, sub-questions, sequencing and organizing of the questions into agenda steps.

Gary Rush is president and founder of MG Rush Systems, Inc., a consulting firm specializing in the finest facilitation services. MG Rush Systems was formed in 1985 to offer consulting, training, and facilitator services. Prior to starting MG Rush Systems, Gary worked in the insurance and the oil and gas industries. After extensive research into interactive design ("JAD") techniques and over 3000 hours of experience leading sessions, Mr. Rush created a proprietary facilitation process called *FAST*. Since developing *FAST* in 1985, Mr. Rush has trained over 2500 people in 200+ companies in 18 countries. Each year, Gary teaches between 20 and 30 6-day facilitation classes, numerous 3-day facilitation classes, and data modeling classes. He also facilitates critical workshops for companies on a regular basis. Mr. Rush has helped implement *FAST* at numerous companies, including some of the largest in the world. He is widely published and is a recognized leader in the movement towards using facilitated workshops.

For more information visit: http://www.mgrush.com

"Object Oriented Modeling - As a Facilitator, Why Should You Care?"
Jack Hilty (SentientPoint, Inc., Chicago, IL) &
Ann Marie Calistro (Educate! Facilitate! Innovate!, Western Springs, IL)

What is the re-occurring "buzz" about Object Oriented Modeling and, as a facilitator, why should you care? Hear what Object Oriented is and isn't, it's promise, and what a facilitator should know to be most effective during Object Oriented collaborative sessions. Experience a few techniques to help shift your modeling perspective in order to help build sound business models.

Learner Objectives:

As a result of attending this presentation, participants will be able to:
- Understand key concepts of Object Oriented Modeling, including responsibility, system-centric approach, and multi-perspective analysis
- Identify deliverables that can be created collaboratively
- Reference several facilitation techniques to be used in an Object Oriented collaborative session.
- Continue to develop their knowledge on Object Oriented Modeling using a list of resources.

(Facilitating Object Oriented Modeling Continued)

Jack Hilty is the founder and principal of SentientPoint, Inc. He has over 20 years of experience leading IT organizations in the development of enterprise business models, design standards, data management guidelines and methodologies in Relational and Object Oriented/UML environments. Jack has developed and teaches courses in Relational Data Modeling, Business Process Modeling, Object Oriented Business/UML Modeling and Business Requirements to Use Cases with Facilitation Techniques.

Ann Marie Calistro has been the Managing Principal of *Educate! Facilitate! Innovate!* for six years and specializes in customized training applications and creative meeting facilitation services. Ann Marie facilitates meetings while using a visual language to capture meeting progress. As a certified meeting facilitator, Ann Marie has designed and facilitated meetings with a diverse range of objectives: information gathering/design, mission/vision definitions, strategic planning and creative problem solving. Her style in the meeting forum and the classroom is energizing, very visual and fun.

For more information visit: http://www.sentientpoint.com

"Rapid and Effective Project Scope Management"
Chester Sparks & Paul Burek (JADCore, LLC, Irving, TX)

Faster! Cheaper! Consensus! Quality! Communication! How can Project Managers meet all of these expectations? Project Managers need to rapidly identify the scope requirements on their projects. Accurate and comprehensive Scope Planning and Scope Identification is also a must. Then, how will project scope be successfully managed without "scope creep?" Facilitated workshops are the key to helping Project Managers and Project Stakeholders define, document, reach consensus and manage the Project Scope Management deliverables. This workshop will provide experienced facilitators with the tools needed to facilitate a successful Project Scope Management Workshop. This interactive session will provide participants with an overview of how to facilitate a group of project stakeholders though a series of activities to define the Scope of their project. The Scope Management deliverables presented in this workshop will be based upon the recommendations of the Project Management Institute (PMI). PMI is recognized worldwide as the standards setting body for Project Management standards, and any facilitator who will be involved in facilitating Scope Management workshops should be familiar with this group and their standards.

Target Audience.
- Experienced facilitators involved in any project where defining and managing the project scope is critical to the ongoing success of the project.
- Newly trained facilitators who need to experience different facilitation methods to determine what specialization areas they may want to pursue.

Learning Objectives. In this session, you'll learn:
- What are the Scope Management deliverables recommended by the Project Management Institute's Project Management Body of Knowledge (PMBOK).
- The meaning, content and format of each Scope Management deliverable.
- How to facilitate activities in a workshop setting to build each Scope Management deliverable.
- How to effectively capture Scope Management content using both graphic and text deliverable templates.

(Managing Rapid and Effective Project Scope Continued)

Paul Burek is a certified JAD facilitator, and co-owner of JADCore, LLC.   He is an excellent project manager and trainer with a wide range of project and development experiences. He has a well respected track record and has demonstrated leadership in several turnaround situations, taking over struggling projects and achieving successful product implementations. His career spans more than twenty five years in software development, project management, education delivery and business consulting. Mr. Burek has also managed professional software development staffs of up to 40 people and is well respected for his ability to build winning relationships between internal clients and Information Services groups. Currently his focus is facilitating business requirement and project management workshops, and conducting facilitation training courses.

Chester F. Sparks is a certified Project Management Professional (PMP) and Principal with JADCore, LLC. He has over twenty years experience in Information Systems directing and participating in the full life cycle of system development. He has successfully utilized facilitation throughout his career to "bridge the communication gap" between information system professionals and end users. He is a highly skilled and experienced facilitator, program manager, project manager, systems analyst and trainer. Mr. Sparks has also managed professional software development and business system analyst staffs of up to 40 people, and is well respected for his ability to scope and manage multi-project program efforts. Currently his focus is facilitating business requirement and project management workshops, and conducting facilitation training courses.

For more information visit: http://jadcorellc.com

> ## *"Facilitating Business Collaboration in Distributed (and Virtual) Environments"*
> ## *Paul Collins (Jordan-Webb, Chicago, IL) &*
> ## *Ray Bejarano (WebIQ, LLC, Silver Spring, MD)*

A multitude of forces has challenged all types of organizations to revamp the way that they conduct business with their constituents: employees, contractors, clients, vendors, etc. The notion of centralizing activities in a single office location has evolved as more companies allow (or require) employees to work from home or satellite offices. "Traditional" companies such as IBM and Xerox have been moving in this direction for nearly ten years. This trend parallels the evolution of many organizations from structured, top-down hierarchies to flatter networked structures. At the same time, other entities are merging to form new enterprises or emerging from reorganizations. In short, many organizations are struggling with change. Prior to 9/11, reducing decision cycle time and controlling decision costs were not the highest priorities. Today, travel is drastically cut, expenses are tightly controlled and organizations are fighting for survival with limited resources as they delay decisions, cancel programs & projects, etc. The advent of web-based conferencing applications has prompted many organizations to use the internet as a channel for conducting business meetings. Before 9/11, many organizations viewed such platforms as "nice to have" and an article published just after 9/11 even predicted the death of "on-line" meetings. Today, contrary to predictions, on-line meetings are a growth market and applications that support such meetings are maturing. These applications can indeed help organizations and people communicate and collaborate at any time and place.   Web-based meetings will never totally supplant face-to-face meetings. Today we find ourselves in a transitional period where there is institutional resistance to doing things on-line that have heretofore been done in face-to-face mode. Many of the causes for such resistance are likely to be rooted in the perception of the amount of risk involved and confusion in the marketplace of what web-based collaboration is and what it isn't.

This workshop will be conducted simultaneously over the world-wide-web from two locations, across two time zones - from the Collaboration 2003 Conference in Annapolis, MD from the Midwest Facilitators' Conference in Chicago.   The workshop will use the WebIQ environment that will enable participants in the two conferences to work collaboratively over the internet with and an audio connection between the two sessions.

This workshop's objectives are to help participants:
- identify a list of business drivers for using web-based collaboration
- develop a portfolio of likely applications for web-based meetings
- examine possible risks of moving these applications on-line
- work through a business process in a web-based distributed environment
- understand the difference between web-based collaboration and web-based communication

Paul Collins has been an independent consultant since 1981 and since 1989, he has focused on facilitating collaborative work groups and helping in helping client organizations develop and sustain competencies using group decision support applications on the internet. Paul's facilitation style would be described as empowering and leading without directing, helping participants quickly overcome technophobia, and making work sessions highly productive and fun. Some of Paul's client experience includes the National Aeronautic and Space Administration (NASA), GATX Corporation, Mc Donald's Corporation, Motorola, BP Amoco Corporation, Motiva Enterprises, U.S. Cellular Corporation and the State of Wisconsin. Paul is active in a number of professional organizations, including the Midwest Facilitators' Network (MFN), where he is a co-founder, director and webmaster. Paul is also a member of the Midwest Society of Professional Consultants (Program Committee Chair), the National Black MBA Association (Lifetime Member), the International Association of Facilitators and the American Management Association. Paul is a member of the Board of Advisors for Loyola University's Center for Information Management and Technology (CIMT). He has also been a lecturer in the Management Certificate Program of the University of Wisconsin Executive Education Program.

For more information visit: http://www.jordan-webb.net

Ray Bejarano is the head of operations for WebIQ, LLC. Ray oversees the coordination of all company services. He directs the setup, programming, and operation of WebIQ for local, remote, national, and global group meetings, workshops, and conferences. Mr. Bejarano has over 8 years of experience facilitating meetings using meeting enabling technology (Group Decision Support Systems) and 13 years as a Senior Facilitator.

For more information visit: http://www.webiq.net

"Learn the Do's and Don'ts of Hiring and Working with External Consultants"
Diane Kubal and Michael Baker (Fulcrum Network, Naperville, IL)

Learn the Do's and Don'ts of hiring and working with external consultants from your peers and colleagues. This session will include facilitated discussions and activities on a number of critical factors to be considered when contracting with external resources. Topics to be covered include how to find consultants, the selection process, what to consider when hiring consultants, defining roles, contracting, billing, consulting rates, style/fit, bringing consultants into your system, scope creep, success factors and avoiding common mistakes. Those who hire external resources and consultants can benefit from this session. Fulcrum Network connects HR professionals to talent, solutions and technology. They helps clients find independent consultants and boutique firms for training, HR, OD and management consulting projects.   Fulcrum offers monthly web conferences, educational events, articles on industry issues and the "Careers in Transition" PDN West.

Diane Kubal is principal of Fulcrum Network, **Michael Baker** is VP, Client Relations. Both have over 20 years business experience in management, internal and external consulting roles. Their knowledge of the industry and market is extensive, as Fulcrum continuously scouts the market for top talent and innovative products and services.

For more information visit: http://www.fulcrumnetwork.com

> ### *"A Window to LEGO SERIOUS PLAY"*
> ### *Jody Lentz and Dave Goodrich (Executive Discovery, LLC, Nashville, TN)*

This workshop is an introduction to LEGO SERIOUS PLAY, an innovative tool designed to maximize the human potential in organizations. This powerful, facilitated process is based on the belief that everyone can contribute to the company's discussions, decisions and outcomes. Experience LEGO SERIOUS PLAY and find out how to integrate this "lean-forward" technology into your facilitation toolbox to provide participants with an engaging tool for thinking, communicating and problem-solving. Nearly 100 companies worldwide have used LEGO SERIOUS PLAY for strategic planning, team-building, change management and leadership development.

Jody Lentz (Director of Outreach, Executive Discovery), is an evangelist and facilitator for Executive Discovery, which develops and markets LEGO SERIOUS PLAY, an innovative tool for thinking, communicating and problem solving (more information at www.seriousplay.com). Since 2000, Jody has conducted LEGO SERIOUS PLAY workshops for over 1000 adults on three continents, from an hour of imagination & innovation to a day of executive team building to two days of strategic planning. He is also a writer, editor, designer, teacher and musician, and has even been paid for some of those jobs.

David Goodridge (Manager of Business Development, Executive Discovery), wants to bring LEGO SERIOUS PLAY to your company and make it THE tool for your organization, whether it be for leadership development, change management or strategic planning. David is a LEGO SERIOUS PLAY facilitator and has facilitated numerous workshops, from introductory workshops to longer workshops that have dealt with mergers and acquisitions and team development. David received his MBA (with a concentration in Human and Organizational Performance) from Vanderbilt University's Owen Graduate School of Management in 2002. In his spare time he likes to cook and watch baseball.

For more information visit: http://www.seriousplay.com