2009 SOS Submission: Central Ohio
CPLP Study Group

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Chapter Name: Central Ohio ASTD
Chapter ID: CH3071
Chapter Location: Columbus, Ohio
Chapter Membership Size: Medium (101-300)

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Description of Effort: The program was designed to increase the awareness and promote CPLP Certification within the Central Ohio WLP community.

Need Addressed: The program was designed to increase the awareness and promote CPLP Certification within the Central Ohio WLP community. The program falls under Career Planning and Talent Management in the ASTD Competency Model. Through facilitation and coaching by CPLP certified WLP professionals, each session focused on a different topic in the Competency Model to assist participants in preparing for the exam and work product submission.

Does this effort align with your chapter mission? Yes

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Target Audience: All WLP professionals in the Central Ohio area.

Costs/Resource Use: The Board purchased one set of the Learning System, Leaders Guide, and Flash Cards for use by the facilitators. Our meetings were held at a local library so there were no room costs. The group was free to members, $100 for nonmembers (all nonmembers registered as members $75 prior to signing up for the class).

How did you implement? The Vice President of Special Projects recruited a group of 5 local subject matter experts, including 3 past Chapter Presidents that were either CPLP Certified or part of the CPLP program implementation. These individuals each facilitated the discussion of at least one of the 9, 1 1/2 hour sessions that followed the Learning System books. Dawn Elrod, a board member, designed a WIKI for the group where facilitators and students could share information outside the group meetings. The program announcement was made on the Chapter Website where a “CPLP” tab has been added to the navigation bar, at chapter meetings, and through a series of e-blasts to WLP professionals in Central Ohio.

What were the Outcomes? Nonmembers interested in joining the group paid for a $75 membership instead of the $100 program fee. 14 people started the group. Attendance averaged about 6 people per session, and 4 attended all 9 sessions. At the present time (one week after the completion of the Study Group) one person has passed the exam.

Lessons Learned: Participants had a wide variety of experience levels from novice to experienced WLP professional which presented a challenge when delivering material. We chose to promote this opportunity as a facilitated discussion as opposed to a classroom training. This worked well given the tremendous volume of materials to cover but was not always the most popular format for the novices that were hoping for an information download. Due to the economy many in the group were not able to purchase the materials. Some may postpone taking the exam.

Specific ASTD chapter resources that helped guide you in the process of completing this best practice: Russ Brock, Past President. ASTD Competency Model. CPLP Learning System, Leaders Guide, and Flash Cards.