

unlock learn

# The Bob Pike Group



**Early Bird  
Special  
is Back!**  
See website for details

## Train-the-Trainer Programs

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Bob Pike, CSP CPAE, has been developing training and performance improvement programs since 1969. He has written more than 20 books including the best selling book for trainers *The Creative Training Techniques™ Handbook*, currently in its third edition, *Dealing with Difficult Participants*, *One-on-One Training* and many more. He has authored and produced more than a dozen videos including the Creative Training and Presentation Techniques video

series with the BBC. In 1987 he was founding editor of the Creative Training Techniques™ Newsletter, the most widely read monthly newsletter in training. More than 100,000 trainers worldwide have attended Bob's Creative Training Techniques™ and Boot Camp workshops. He has served on the National Board of Directors of ASTD, the National Speakers Association and International Alliance for Learning. He is one of a select group of people to have earned the Certified Speaking Professional designation and been inducted into the CPAE-Speakers Hall of Fame.

## About us

Our internationally acclaimed faculty members are acknowledged for having extensive academic grounding and real-world application of the principles they teach. Certified through Bob Pike's rigorous selection process, they are active consultants and published writers with more than 20 books to their credit.

While they teach from prepared lessons on how to apply research-based strategies, each has vast corporate and educational experience from which they draw. They consistently offer workshop participants unparalleled insights into adult learning and organizational excellence.

## Clients

AAA • ABBOTT • AMERICAN FAMILY INSURANCE • AMERIPRISE • BEST BUY • BLUE CROSS BLUE SHIELD • CLEAR CHANNEL • COLD STONE CREAMERY • CNN • CYPRESS FAIRBANKS SCHOOL DISTRICT • DAVID WEEKLEY HOMES • ECOLAB • EDWARDS LIFE SCIENCES • ETHICON • FARMERS INSURANCE • FOOT LOCKER • GENENTECH • GENERAL MILLS • GLAXOSMITHKLINE • HALLMARK • HONEYWELL • INTUIT • IRS • JOHNSON & JOHNSON • KAISER PERMANENTE • LA UNIFIED SCHOOL DISTRICT • LOCKHEED MARTIN • MARATHON • McDONALD'S • MCKESSON HBOC • METLIFE • MICHELIN • MICROSOFT • NATIONAL MULTIPLE SCLEROSIS SOCIETY • NIKE, INC. • NORDSTROM • NOVARTIS • OFFICE DEPOT • PFIZER INC. • PROCTER & GAMBLE • RADIOSHACK • SANOFI-AVENTIS • TARGET • ULINE • U.S. ARMY • U.S. CELLULAR • U.S. DEPARTMENT OF LABOR • U.S. MARINE CORPS • U.S. NAVY • UNIVERSITY OF MINNESOTA • VERIZON • VIRGINIA DEPARTMENT OF EDUCATION • WALMART • WELLS FARGO



*In 2007, Bob Pike was voted one of the 20 most influential training professionals by Training Industry and received ISA's prestigious Thought Leader Award.*

## Certificate Programs

*Now is the time to start getting the recognition you deserve!*

*At The Bob Pike Group, we support your professional growth. Bob designed this program from his experience mentoring and coaching new trainers, and it is the foundation Bob uses to handpick his own top-notch trainers.*

### Training Certificates

- Training Delivery
- Training Design
- Facilitation
- Virtual Training

### Benefits To You

- A professional designation in training delivery, design, facilitation or virtual training from "the trainer's trainer" Bob Pike
- Use of our exclusive Certificate Program logo
- Official announcement letter from Bob Pike for your personal use
- Recognition—graduates will be publicly recognized at Bob Pike's Annual Training and Performance Improvement Conference
- A certificate to proudly display your achievement
- Preferred pricing for future Bob Pike Group products and services



### EARN YOUR CERTIFICATE IN 1 WEEK!

Fast-track your professional development with our one-week Certificate courses.

In one short week, you will experience and apply the power of participant-centered training that will help ensure the training you are creating will meet your training objectives and set your learners up for success back on the job.



For more information, call our Certificate Program Director at (800) 383-9210 or Visit [www.BobPikeGroup.com/CertificateProgram](http://www.BobPikeGroup.com/CertificateProgram)

# Public Programs

The Bob Pike Group has provided train-the-trainer workshops and consulting services to individuals and corporations for more than 30 years. Clients have been applying Bob's Participant-Centered Instructional System to build their learning organizations, to strengthen retention and to enrich desired results.

This comprehensive Instructional System complete with design, delivery, and class management components is now being applied to performance-based outcomes to strengthen the business relationship between the training department and the company's business objectives.

In addition to Bob Pike, a team of consultants, personally selected by Bob Pike, with experience in a variety of industries and enterprises have been certified by Bob in his systems and processes. These consultants travel nationally and internationally.

## What is the Participant-Centered Methodology?

Since 1979, Bob's efforts, and those of his training consultants, have focused on creating a participant-centered training approach to replace the usual lecture-based training approach. Our participant-centered training uses group interaction over 80 percent of the time. Typically, most training sessions use a lecture-based teaching approach for 80–90 percent of the content and one or two group activities to change the pace.

The key focus in our participant-centered training approach is to assist participants in developing their own answers, applying tools and techniques, using reference materials, and tapping their own resources (as well as those of their colleagues) to reach solutions that work in the training session as well as on the job. By using the structure of small groups and interactive training sessions, participants are given experiences that make it possible for them to apply the content back on the job, when the trainer isn't readily available to solve every problem or answer every question.

## This is what's at the core of participant-centered training

- Dramatically increased training transfer to the job
- Greatly improved learner retention
- More information presented in less time
- An accelerated learning environment
- Enthusiastic participants
- An exceptionally well-trained, effective workforce
- Participant buy-in...even from the difficult participant



“Bob Pike has always been on the cutting edge of practical approaches for learning and training. What you'll find is the nuts and bolts, practical processes and techniques that can help ensure that you are delivering results to your organization, not simply events.”

**ELLIOTT MASIE**

FOUNDER OF THE MASIE CENTER OF LEARNING 2008

AUTHOR OF *THE COMPUTER TRAINER'S HANDBOOK*

# On-Site Programs

## On-Site Training

Training for the complete life cycle of the trainer – from subject matter expert to training leader. Customized courses, specific to the needs of your training team. Our Consultants go above and beyond to shorten the learning curve. They demonstrate our Participant-Centered System applied to your content. Our consultants select the right facilitation tools based on your teams learning styles, experience, and content.

Your team can count on:

- Better retention
- Faster transfer
- Immediate application

## Design Consulting

Comprehensive, blended learning solutions that deliver MEASURABLE long-lasting results. Our experienced consultants focus on creating learning strategies, content design and development, and instructor certification. Our efficient design process delivers blended solutions—the right content for the right people at the right time in the right medium!

Our research based participant-centered designs incorporate:

- Innovative, interactive learning methodologies
- Clear business outcomes & metrics
- Observable, objective behavioral competencies

Because of our unique approach clients:

- Reduce training time at least 25%
- Increase retention upwards of 80%
- Implement training projects on time within budget

Call for a PERSONAL ASSESSMENT with our On-Site Solutions Team – 800-383-9210. We will work with you to fully understand your objectives, time frames, and budget to identify the best Bob Pike solution for your team.

- Training workshops
- Design
- Interactive keynotes
- GSA pricing for government and military programs

“Our staff has applied the ideas they have learned from Bob and his consultants to make the training we offer our clients more effective. Hundreds of other organizations do the same thing.”

**KEN BLANCHARD, PH.D.**

CO-AUTHOR OF *THE ONE MINUTE MANAGER*

# Train-the-Trainer Boot Camp – 2 Day classroom or online **\$1,495**

3 Day classroom **\$1,795**

Achieve 90% retention, cut design time by 50% and increase transfer by 75%. Get the interaction dynamics of a small group even in sessions with several hundred attendees, with Bob Pike's Creative Training Techniques™. Use these techniques to get better results from your training and more enthusiasm from your participants. Visit [www.BobPikeGroup.com/BootCamp](http://www.BobPikeGroup.com/BootCamp) for more information. **Can't attend a live Boot Camp? Attend Boot Camp Online!**

**TEACHING ACROSS THE GENERATIONS**—Gone are the days of focusing on one style of teaching—but how do we bridge the gap? Compare generational differences in work styles and core values that impact learning as well as recognize a baker's dozen teaching techniques that work for all generations.

**BLENDED LEARNING**—We'll reveal the components of blended learning, familiarize you with the key terms and demonstrate how blended learning can be a powerful training strategy. Whether you are novice or an experienced trainer, these updates will enhance your experience.

## Content

- Recognize how to use C.O.R.E. (Closers, Openers, Revisitors and Energizers)
- Explain effective uses of C.O.R.E.
- Select specific C.O.R.E. to use first
- Experience how learner-centered engagement is superior to lecture-based instruction
- Recognize how to use media in a learner centered fashion
- Articulate how the different IL/PC models work
- Examine the eight steps to the design process
- Identify methods to prevent difficult behavior
- Identify ways to add variety to your training
- Explore teaching across multiple generations

## You will walk away with

- *The Creative Training Techniques Handbook, Third Edition*, by Bob Pike
- *The Creative Training Techniques Workbook*
- *The Creative Training Techniques Newsletter*
- Certificate of Boot Camp Attendance and Completion
- Training Action Plan
- Personal Learning Insight Profile
- Teaching Across the Generations Grid

## Boot Camp Plus - Day Three

Day three builds on the first two days of Boot Camp information by helping you engage your participants and apply interactive training design and delivery. This extra day allows you to apply your new knowledge by moving from participant to trainer as you take your own material and make it interactive.

## Already taken the two day Boot Camp?

Register for **day three only** and apply your knowledge from the two day Boot Camp to your own material.

**\$645** for day three\*

\*Available for Boot Camp Alumni only

“As we bring new team members into Training Specialist roles, it is critical that they acquire and develop the core skill of facilitation. We have trusted The Bob Pike Group to deliver the Boot Camp workshop for over ten years. The content continues to be relevant even as the delivery of training has evolved.”

MICHAEL CAPALDI

ASSOCIATE VP, SALES TRAINING & LEADERSHIP DEVELOPMENT  
SANOFI-AVENTIS

# Instructional Design for Participant-Centered Training – 3 Day classroom **\$1,795**

This workshop is for instructional designers, instructional design managers, training managers and classroom managers. We dig deeper into concepts introduced in the Boot Camp and allow participants to apply them to their content. Visit [www.BobPikeGroup.com/Design](http://www.BobPikeGroup.com/Design) for details.

Apply the eight-step design process to create a training course from nothing or to enhance an existing program. Broaden your needs assessment, evaluation, and transfer skills. Adapt, adopt and apply this proven design process during this workshop which empowers you to repeat and create instructor-led, participant-centered courses immediately.

## Content

- Analyze learner needs
- Examine steps to implementing a quick and comprehensive needs assessment
- Write measurable goals and objectives
- Plan your design approach & lesson development
- Isolate content into need-to-know, nice-to-know and reference material
- Insert C.O.R.E. (Closers, Openers, Revisitors, Energizers) into your lesson development
- Apply instructor-led, participant-centered training methods
- Avoid shortcuts in design that can sink a project
- Estimate timing for training process
- Prepare visuals that make messages memorable

## You will walk away with

- Steps to design a training project from start to finish
- A checklist of over 30 needs assessment questions
- Templates for needs assessment and lesson plan development
- Practical steps to break down a complex and overwhelming design project
- Job aids for planning, designing and evaluating
- Strategies to estimate design time and teaching time
- Job aid for integrating Subject Matter Experts or management in the design and training process
- 15 tips to optimize design time and budget
- Completed personal time mastery profile
- The Book *101 Games Trainers Play*

## EARLY BIRD SAVINGS

Save \$200 when you register at least 45 days in advance!

Save \$100 on 1-Day classes

Combine with our Buy 1 Get 1 30% off offer for unbelievable savings!

## Virtual Training:

### An Introduction to e-Learning and Webinars

2 day classroom **\$1,595**

Acquire the best practices for online facilitation and training in an online learning environment. Visit [www.BobPikeGroup.com/Virtual](http://www.BobPikeGroup.com/Virtual) for more information.

Discover the difference between e-learning that gets used and doesn't get used. This content-rich, highly interactive course lets you examine the essential e-Learning terminology, tools, technology and best practices. You will be able to distinguish good and bad e-learning and webinar approaches and how to ask the right questions before getting started.

#### Content

- Examine asynchronous learning modules
- Identify good and bad e-learning
- Experience rapid e-learning conversion
- Examine the synchronous classroom
- Draft a webinar project plan incorporating C.O.R.E.
- Discuss tips to encourage collaboration during a webinar

#### You will walk away with

- Certificate of Virtual Training Attendance and Completion
- The Virtual Training Workbook
- List of online e-learning examples
- Getting started job aids (survival kits)

## Training for Impact

1 Day classroom **\$745**

51 ways to use needs analysis, evaluation and transfer strategies to deliver training that gets results. Join us for tools, techniques and strategies that will impact your organization's bottom line! Visit [www.BobPikeGroup.com/Impact](http://www.BobPikeGroup.com/Impact) for more information.

Time is money. Training is often viewed by managers as an interruption—not an integral part of the job. But it doesn't have to be that way. *Training for Impact* gives you in-depth answers, along with tools and strategies to ensure that your training adds significant value - and makes a difference to your organization.

#### Content

- Learn performance needs analysis that ensures your training is practical, relevant and useful for managers, attendees and those financially supporting the training
- Learn why putting the focus on the business results of training is far more important than the smile sheets
- Strategies for making sure participants apply what they have learned

#### You will walk away with

- The four basic approaches to analysis
- What and how to measure in post session evaluations
- The nine turning points in the training process that determine whether or not training gets used
- Ten ways to get management support for training

## Webinars that Work

2 Day classroom or online **\$1,595**

Put the WOW back into your webinar! Discover or rediscover techniques to make the driest material come to life on the screen and over the phone. This is a crash course in designing creative webinars and increasing retention—and ultimately the transfer of the learning.

Visit [www.BobPikeGroup.com/Webinars](http://www.BobPikeGroup.com/Webinars) for more information.

**Can't attend a live workshop? Attend Webinars that Work Online!**

With so many learners checking out of webcasts and doing e-mail or finishing another task, it is important to involve the listeners and participants every four minutes. But how? This session dives into tips on how to do just that. We will explore techniques for delivering interactive webinars to as many as 1,000 people at a time.

#### Content

- Examine the synchronous classroom
- Acquire instructional design principles for webinars
- Draft a webinar project plan incorporating C.O.R.E
- Distinguish between motivation and de-motivating behavior online
- Evaluate how well you teach and engage before, during and after a webinar
- Examine characteristics of a participant-centered training
- Discuss tips to encourage collaboration during a webinar
- Recognize strategies for asking and answering questions effectively
- Explain techniques that engage learners and add variety to a webinar

#### You will walk away with

- Certificate of Webinars That Work Attendance and Completion
- The Webinars That Work Workbook
- A copy of the *Webinars with Wow Factor*® book
- 30-point job aid of things to do before, during and after a webinar
- Web addresses of sites with free interactive experiences that can be used in webinars

## Capture the Content

1 Day classroom **\$745**

17 ways to design and use high impact learning activities to boost participation, understanding, retention and application. Visit [www.BobPikeGroup.com/Content](http://www.BobPikeGroup.com/Content) for more information.

Join us for tools, techniques and strategies that will impact your organization's BOTTOM LINE! The most familiar instructional systems design (ISD) model is ADDIE—Assess, Design, Develop, Implement and Evaluate. The model provides the “What,” but often ISD courses are short on the “How”—especially in the Develop segment. This session is a practical application of the “Creative Training Techniques” principles that Bob Pike has been using in his work with clients since 1969.

#### Content

- Review the EDA model in a powerful way
- Experience a particular method for Capturing the Content
- Deconstruct the method so that you understand why the particular activity worked and exactly how it was designed
- Apply one method to an in class exercise using your own content

#### You will walk away with

- Seven steps to creating powerful projects, case studies and role plays
- How to make props and object lessons powerful tools for full engagement by learners
- How to use energizers to teach and revisit key content

# Coaching for Success – 2 Day classroom \$1,495

The impact of training will be up to 87% more effective when coaching is added. Learn the 5 roles and 3 skills needed to coach effectively. Visit [www.BobPikeGroup.com/Coaching](http://www.BobPikeGroup.com/Coaching) for more information.

Coaching is a core competency in today's high-performing workplace, yet most supervisors and managers have had little or no training in effective coaching. Poor performance often goes unchallenged in the workplace, with the hope it will somehow straighten out on its own. This two-day workshop will help your supervisors and managers learn the strategies and skills to coach with confidence.

## Content

- Build trust and practice asking questions to reach the core issues
- Learn from video and discussion exercises how to coach great work and good behavior
- How to deal with sensitive issues
- Facilitate a conflict situation between two co-workers
- Identify and resolve situations where the employee is heading down a dead end

## You will walk away with

- Confidence to confront uncomfortable situations
- Knowledge of how to appropriately praise and reward good performance
- Skills to coach stellar performers
- Recognition for when to terminate a poor performer
- The WWIINN coaching formula
- The key elements to focus on
- The ability to get the best results out of people

"The numbers don't lie! In the past two years I have been able to triple the participant numbers for my program using ILPC strategies! Thanks for all the terrific ideas!"

JESSICA LIVINGSTON

MARINE CORPS COMMUNITY SERVICES

# Participant-Centered Presentation Skills: Tools to Translate Your Expertise Into Practical Training – 3 Day classroom \$1,695

Improve your presentation skills! This workshop focuses on the basics of adult learning, body language and delivery style with many chances to practice. Use this knowledge to communicate more effectively, with better results. Visit [www.BobPikeGroup.com/Presentation](http://www.BobPikeGroup.com/Presentation) for more information.

Are you transitioning from subject matter expert to trainer? Feel like you've gotten thrown into the deep-end? Use this knowledge to control the butterflies, communicate more effectively and improve your training results. You will also have the opportunity to practice what you've learned and take away a DVD of you adapting, adopting and applying participant-centered strategies.

## Content

- Acquire a basic understanding of adult learning theory
- Use PowerPoint® effectively to propel your presentation
- Use checklists to assess performance and organize your material
- Distinguish between instructor-centered behaviors and participant-centered facilitative behaviors
- Practice body and voice behaviors that enhance your presentation
- Grab, ignite and keep the learner involved with 18 entertaining engagers

## You will walk away with

- 15 pitfalls new presenters/trainers could avoid if they only knew
- Multiple approaches to propel your presentation with effective PowerPoint®
- Facts about body language, voice projection and gestures many masters don't even practice
- Strategies to handle questions like a pro
- 10 tools that grab, ignite and keep the learner engaged
- Checklists to help you write objectives, assess performance and organize your material
- Methods to gauge learner comprehension



# Business Presentation Skills: Increasing the Impact of High Potential Managers – 2 Day classroom \$1,995

You're judged by how you present. Whether it's reporting progress, leading a meeting to solve a problem, providing information or training someone - and by how well you execute it. This participant-centered workshop focuses on the fundamentals of organizing and delivering high impact presentations, with emphasis on body language, voice, gestures and delivery style. Visit [www.BobPikeGroup.com/BusPresSkills](http://www.BobPikeGroup.com/BusPresSkills) for more information.

## Workshop is for:

- Supervisors and Managers who want to improve their presentation results.
- High potential associates who are being groomed for a management role
- Associates that have to deliver presentations on a regular basis.

## Content

- Understand the impact of powerful presentations on your career opportunities
- Develop techniques to build confidence and conquer nervousness
- Explore the vital difference between being a presenter and being a speaker
- Learn to use PowerPoint® effectively to support your presentation
- Identify seven tips for creating effective handouts

## You will walk away with

- Digital Video File of Personal Presentations
- High Impact Presentations by Bob Pike
- Nine engagement techniques
- Seven tips for effective handouts
- Presentation performance checklists
- Six presentation approaches
- Facts about body language, voice projection and gestures
- Strategies to handle questions

Also included: One hour post program 1-on-1 conference call with the trainer after the event.

# Educators & Government

## Educators

(K-12 to adults)

The Bob Pike Group's educational programs provide a variety of highly practical learner-centered programs and tools to enhance the abilities of your entire staff who work with all ages K-12 to adults. Public programs are one or two days, and on-sites may be offered in a half-day to three-day format to meet your needs.

Visit [www.BobPikeGroup.com/Education](http://www.BobPikeGroup.com/Education) for more details.

## Government and Military

We are honored to partner with the Government and Military and offer GSA discounts on our public workshops, on-site sessions and our annual Training and Performance Improvement Conference.

A few of our most requested customized on-site programs (three hours to three days) include:

- Creative Training and Facilitation Techniques
- Presentation Skills for Subject Matter Experts
- First Aid Kit for Trainers and Presenters
- Train-the-Trainer Boot Camp



## One Hour Webinars

Online \$25



**Need a quick training refresher or new tips and tools?**

Join us for tips, tools and techniques that you can use immediately to take your training to the next level!

The Bob Pike Group is now offering monthly webinars to help you with specific training topics.

Monthly Topics Include:

- Movie Clips that Teach and Train
- Memory and Learning
- Social Media and Training
- Dealing with Difficult Participants
- Team Building
- Facilitating Meetings
- Current Research on Teaching and Learning
- The Power of the Listening EAR
- Rapid Design
- Games
- Storytelling
- Managing Teams

Visit [www.BobPikeGroup.com/\\$25](http://www.BobPikeGroup.com/$25) for class details and dates.

## Registration - 2 Easy ways to register

1. **Online** —Register using the form on our website at: [www.BobPikeGroup.com](http://www.BobPikeGroup.com)
2. **Phone**—Register by phone. 1-800-383-9210 or leave a detailed message on our 24-hour registration line. Our office hours are Monday-Friday 8:00 a.m. – 4:30 p.m. Central Time



**Accessibility:** If you have special needs please notify us 4 weeks prior to the workshop so we may coordinate assistance.

**Registration and Fees:** Enrollment fee includes admission, program materials, continental breakfast and refreshment breaks. Prices are subject to change without notification. Payment (US Dollars) may accompany this registration or is due upon receipt of the invoice. Enrollment is ultimately secured upon receipt of full payment.

**Cancellation Policy:** If you register and find you are unable to attend, we encourage you to send a colleague in your place. You may transfer to another workshop one time at no additional charge if you notify us up to 10 business days prior to the workshop. Additional transfers and transfers made less than 10 business days of the date are subject to a \$75 processing fee. A refund will be granted, subject to a \$200 processing fee, if written cancellation is received up to 10 business days prior to the workshop. Registrants who do not cancel in advance and who do not attend are responsible for the entire enrollment fee. The Bob Pike Group reserves the right to cancel any workshop and should it do so, its liability is limited to the return of the enrollment fee.

### WE ACCEPT

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**HOST PARTNERSHIPS**—Available for on-site public workshops – earn free registrations for your staff by simply providing a meeting room. Please call our Seminar Coordinator for more information (800) 383-9210.

# 2011-2012 Schedule

## TRAIN-THE-TRAINER BOOT CAMP

Denver	Feb. 16-17
Philadelphia	Feb. 16-17
San Diego	Feb. 20-21
Orlando	Feb. 27-28
Kansas City	Mar. 1-2
Boston	Mar. 8-9
Cincinnati	Mar. 12-13
Dallas	Mar. 15-16
Atlanta	Mar. 19-20
Chicago <b>BC Plus</b>	Mar. 27-29
Baltimore	Apr. 11-12
New Orleans	Apr. 12-13
Austin	Apr. 23-24
Columbus	Apr. 26-27
White Plains, NY	Apr. 30-May 1
St. Louis	May 3-4
Denver	May 3-4
Charleston	May 14-15
Seattle	May 17-18
*Online	May 17-18, 21-22
Minneapolis <b>BC Plus</b>	May 21-23
Sacramento	Jun. 4-5
Boston	Jun. 7-8
Houston	Jun. 14-15
Washington, DC	Jun. 21-22
Chicago	Jun. 28-29

## CAPTURE THE CONTENT

Minneapolis May 24

## TRAINING FOR IMPACT

Atlanta Apr. 26

## VIRTUAL TRAINING

Minneapolis May 2-3

## COACHING FOR SUCCESS

Minneapolis Jun. 4-5

## INSTRUCTIONAL DESIGN

Minneapolis Feb. 6-8  
Atlanta Apr. 23-25

## PARTICIPANT-CENTERED PRESENTATION SKILLS

Minneapolis Apr. 16-18

## BUSINESS PRESENTATION SKILLS

Minneapolis Apr. 2-3  
Minneapolis Jun. 11-13

## WEBINARS THAT WORK

Minneapolis March 22-23  
\*Online May 10-11, 14-15

## CERTIFICATE WEEKS

Virtual Certificate Feb. 27-March 2  
Facilitation Certificate Apr. 16-20  
Design Certificate Apr. 23-27  
Delivery Certificate May 21-24

## BOB PIKE'S 19<sup>TH</sup> ANNUAL TRAINING & PERFORMANCE IMPROVEMENT CONFERENCE

Pre-Conference September 9-11, 2012

Conference September 12-14, 2012

Register by May 1st and save \$200!

Check inside for our Programs!

- TRAIN-THE-TRAINER BOOT CAMP
- COACHING FOR SUCCESS
- WEBINARS THAT WORK
- INSTRUCTIONAL DESIGN
- PARTICIPANT-CENTERED PRESENTATION SKILLS
- New!** • BUSINESS PRESENTATION SKILLS
- CAPTURE THE CONTENT
- TRAINING FOR IMPACT
- New!** • VIRTUAL TRAINING
- EDUCATION
- GOVERNMENT



## Bob Pike's 19<sup>th</sup> Annual Training & Performance Improvement Conference

September 9-14, 2012 in Minneapolis, MN  
(Pre-Conference dates included)



Scan here to find a workshop near you  
or go to [www.bobpikegroup.com/calendar](http://www.bobpikegroup.com/calendar)

Register Early For Discounted Pricing on Public Programs & Conference  
visit [www.bobpikegroup.com](http://www.bobpikegroup.com) or call 800-383-9210 for details



1/2012

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PRESORT STANDARD