



# The Big Dig

Attendees struck learning gold at the Training 2019 Conference & Expo, Learning Leaders Summit, and Innovations in Training events held in February in Orlando, FL.

BY LORRI FREIFELD



FIS' Shelley Stanley practices laparoscopic surgery in AdventHealth Nicholson Center's simulation lab during Innovations in Training (IIT).

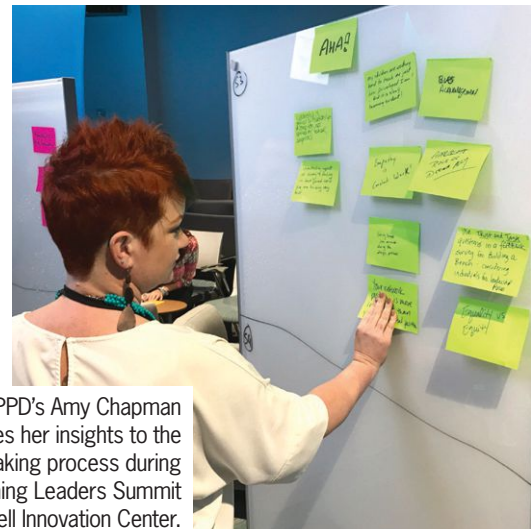
**L**earning is all about exploring. And that's exactly what attendees did the last week of February during the Training 2019 Conference & Expo at Disney's Coronado Springs Resort in Orlando, FL, and two co-located events, the Learning Leaders Summit (held at GuideWell Innovation Center) and Innovations in Training (which traveled to various locations in Orlando).

Attended by 2,000-plus Learning and Development (L&D) professionals, the conference helped unearth valuable learning nuggets and best practices in 12 certificate programs, 16 hands-on clinics, 120-plus breakout sessions, Verizon's 5G Experience Bus, and a scavenger hunt powered by GeoTeaming. And attendees discovered the latest and greatest products and services from nearly 90 exhibitors in the Expo Hall.

The keynoters touched our hearts and intrigued our brains (see p. 42 for keynote quotes), while the Training Technology Test Kitchen cooked up innovative solutions and the Second City Works coached participants on using improv to up their training game.

At the Learning Leaders Summit, participants tackled the \$64,000 question: How can we dare to develop people differently? (See p. 48 for key takeaways). During Innovations in Training, attendees realized that "small changes can make a compound difference" and rediscovered "how much wondering means and matters."

Now *that's* what we call training treasure.



PPD's Amy Chapman contributes her insights to the sensemaking process during the Learning Leaders Summit at GuideWell Innovation Center.

PHOTOGRAPHY BY PATRICE ARGANT



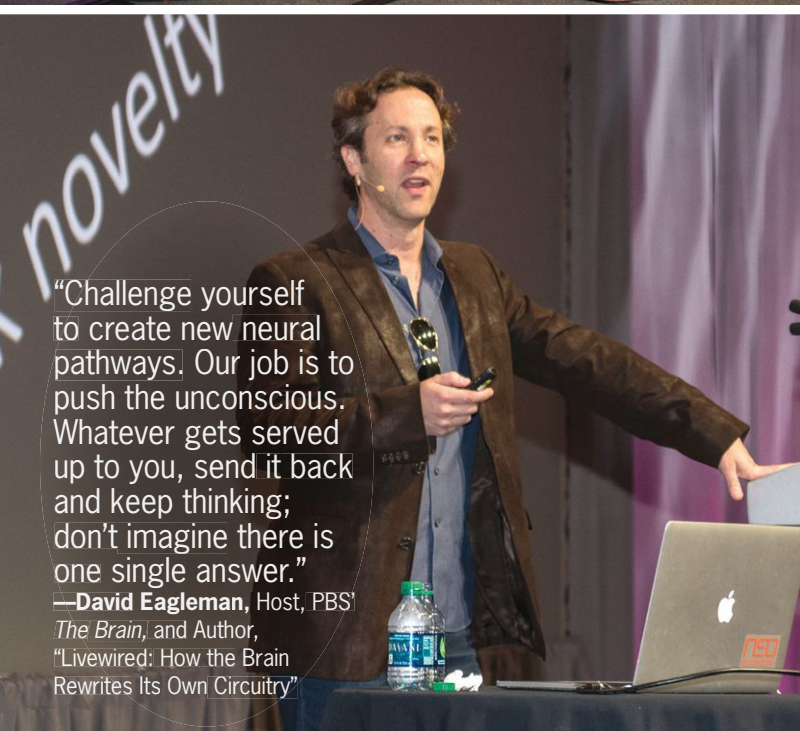


After kicking off the conference with his learning takeaways in keeping with the “random acts of learning kindness” theme, training guru **Ray Jimenez** receives the first-ever “Premier Partner in Innovation” award from *Training* magazine Editor-in-Chief **Lorri Freifeld**.



“The role of work won’t be to simply pay the rent, but to create meaning and belonging. Decide what you stand for and stick with it.”

—**Shiza Shahid**,  
Co-Founder, Malala Fund,  
and Founder, The Collective



“Challenge yourself to create new neural pathways. Our job is to push the unconscious. Whatever gets served up to you, send it back and keep thinking; don’t imagine there is one single answer.”

—**David Eagleman**, Host, PBS’ *The Brain*, and Author, “*Livewired: How the Brain Rewrites Its Own Circuitry*”



“Technology moves so fast, we usually can’t reuse things from other movies. We have to rebuild them. But having that blank slate can be paralyzing.”

—**Danielle Feinberg**,  
Director of Photography for Lighting, Pixar Animation Studios



“Whitespace is a strategic pause taken between activities. Such pauses are the moments that allow the oxygen to catch fire.”

—**Juliet Funt**, CEO, WhiteSpace at Work

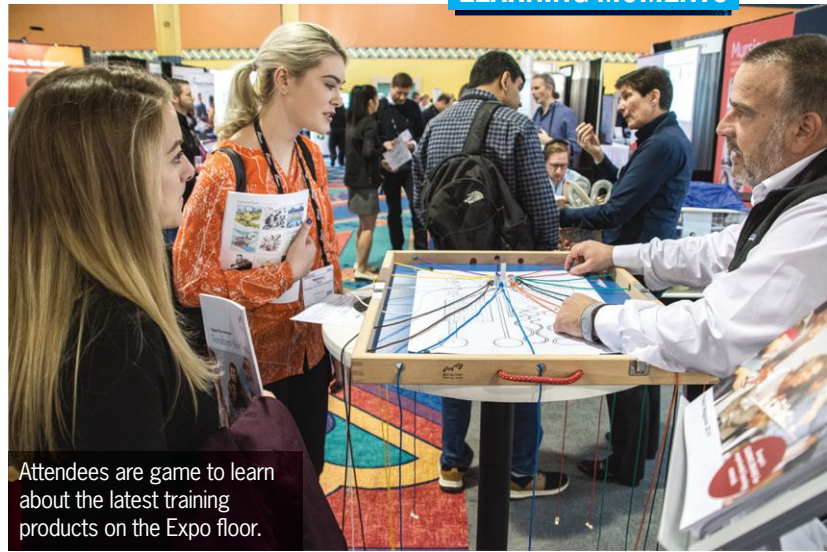


Pulitzer-prize-winning columnist, humorist, and author **Dave Barry** keeps a straight face as he makes the audience laugh out loud with his hilarious stories.





Training Technology Test Kitchen head chef Phylise Banner showcases virtual reality (VR) tech.



Attendees are game to learn about the latest training products on the Expo floor.



Attendees on board Verizon's 5G Experience Bus offering virtual reality experiences.



Attendees network and share best practices over lunch.



Everybody stand up—no boring lectures here!



The Expo heats up as attendees explore the floor.



Cheers! Members of the Training team and L&D professionals toast performance consulting expert Dana Gaines Robinson on her retirement.



Attendees gather round to learn from Second City Works how to apply improv techniques to training.



NASA's Sharon Goza tries out Red Fern's VR demo at Quantum Leap Winery during Innovations in Training.



UPS' Tristan Christensen leads the IIT group through the UPS Integratd Orlando training center.



Energise's Uldis Pavuls (from Latvia) engages with a pediatric prototype of a physical-virtual patient simulator at the Synthetic Reality Lab at the UCF's Institute for Simulation & Training.



**BP/OTI & ETL AWARD WINNERS**

Training recognized innovative and successful learning and development programs and practices utilized by the 2019 Training Top 125 winners. Best Practice and Outstanding Training Initiative winners received crystal awards during a ceremony on the Expo Stage and were congratulated by Training Top 10 Hall of Famers Catherine Rickelman from IBM and Glenn Hughes from KLA Corporation. The winners are:

**BEST PRACTICES**

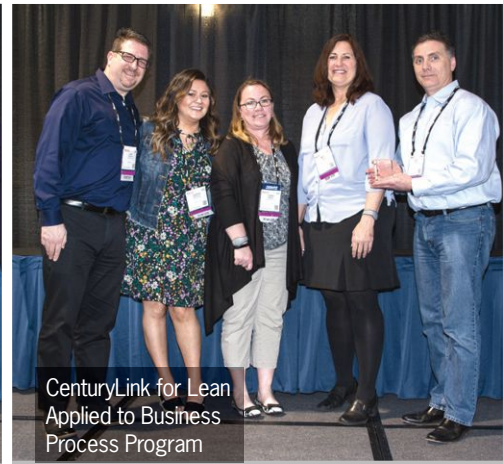
- BayCare Health System
- CenturyLink
- Haskell
- Paychex, Inc.
- Walden Security

**OUTSTANDING TRAINING INITIATIVES**

- Best Buy
- Birmingham Water Works Board
- CarMax, Inc.
- FORUM Credit Union
- Van Meter, Inc.



BayCare Health System for Patient Safety



CenturyLink for Lean Applied to Business Process Program



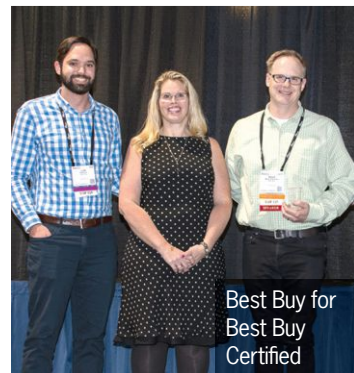
Haskell for Program for Management Development



Paychex for DevelopU



Walden Security for The Walden Way



Best Buy for Best Buy Certified



Birmingham Water Works Board for Succession Planning



CarMax, Inc., for Empowerment Training Program



FORUM Credit Union for Member Service Is in Our DNA



**2018 Emerging Training Leaders:** Twenty of the 25 2018 Emerging Training Leaders attended an awards ceremony held on the Expo Stage. The Emerging Training Leader awards program highlights training professionals who are relatively new to the field (minimum of two years and maximum of 10 years) and who have demonstrated exceptional leadership skills, business savvy, and training instincts. To read about the winners, check out the January/February 2019 issue of *Training* magazine at: [Trainingmag.com/2018ETL](http://Trainingmag.com/2018ETL)



### A Stellar Event

The stars were aligned for the 2019 Training Top 125 winners as their rankings were revealed during the Wish Upon a Star Gala held February 25 during the Training 2019 Conference & Expo at Disney's Coronado Springs Resort in Orlando, FL.

Attended by nearly 550 Training Top 125 representatives and Training Top 10 Hall of Famers, the black-tie gala was sponsored by Adobe (which provided a special gift for attendees), Brella (which spearheaded the event production), Pelucida (which created the crystal awards), Seiko (which served as the official timekeeper of the event and provided keepsake watches and a commemorative clock for the No. 1 winner), and the Training Top 10 Hall of Fame.

Dollar General Corporation, LLC's wish came true when the retailer learned it had nabbed the top spot on the 2019 Training Top 125. Another retailer, Best Buy, ranked third. Leading Real Estate Companies of the World (No. 2 and eligible for Training Top 10 Hall of Fame induction in 2020), Nationwide (No. 4), and BNSF Railway Co. (No. 5) rounded out the Top 5. Some 28 new companies broke into the Top 125 this year.

Earlier in the day, Training Top 125 Best Practice and Outstanding Training Initiative winners received crystal trophies during a ceremony on the Expo Stage (see opposite page).



Attendees use their smartphone flashlights to shine a celebratory spotlight on each other.



Crystal Training Top 125 awards dazzle at the Gala.



The ballroom is bathed in starlight right before the Gala.



A toast to the 2019 Training Top 125 winners by the Training Top 10 Hall of Famers and Gala sponsors.



Glenn Hughes from Training Top 10 Hall of Famer KLA Corporation leads the crowd in a foot-stomping, hand-clapping rendition of "We Will Train You!"



Top 125ers are in the groove on the dance floor.





Drinks and smiles at the cocktail hour.



These Top 125ers are in a celebratory mood!



Ranking No. 8 is great for Haskell!



High five for the Training Top 125!



Jumping for joy after the Top 125 rankings are revealed.



Gala goodies—program, award, chocolates, and a Top 125 issue.





BNSF Railway Co. takes No. 5.



Nationwide earns No. 4.



Best Buy breaks into the Top 5 at No. 3.



Leading Real Estate Companies of the World moves into No. 2.

Dollar General Corporation, LLC, surges into No. 1, earning a keepsake clock from Seiko.

