

Profile in Success: Spotlight on Tracie Hume

In her first attempt at the exam and work product, Tracie was recently awarded CPLP (Certified Professional in Learning and Performance) status by ASTD. Tracie participated in KC-ASTD's study group, reviewing key concepts and receiving coaching and support from other local professionals. "Earning my CPLP has enhanced my credentials, given me confidence and opened doors for me in the transition process."

Tracie describes herself as a lifelong learner. She has a bachelor's degree in Communications with a minor in Secondary Education and a Master's in Organizational Communication. Starting her career as a high school teacher, she transitioned into training and development—building upon her existing knowledge of developing curriculum, designing instruction, and coaching students.

Tracie's most recent work has been with PRA International as an Instructional Designer focusing on management and leadership development. She developed numerous programs using her extensive knowledge of the ADDIE model. There were many needs but she began by building a program to orient new managers and supervisors who had clinical and technical skills but needed leadership skills in their new roles. Tracie is in career transition after her position was eliminated at PRA.

Tracie believes there has been an information explosion in the training field, with the onset of new technology, different learner needs and brain-based research, especially in the last 5-7 years. Staying current with changes in the field and continuing to build her knowledge and skills is what led her to obtain her CPLP.

Because Tracie saw the benefits of enhancing her professional credentials with the CPLP certification, she was willing to pay for the program herself. She recommends that all training and development professionals take advantage of what the KC-ASTD chapter offers to support CPLP candidates. She highly recommends the study group to anyone interested in the CPLP process.

When asked about the benefits of belonging to ASTD, Tracie says, "I always walk away from the monthly programs with new ideas. It's also a great opportunity to network and learn from others about issues or challenges they have faced on the job. Currently, the buzz has been around creative and innovative ways to improve workplace learning and performance in these times of slashed budgets."

Tracie is on the ASTD Board and holds the position of VP of Community Activities. In this position, she supports activities that connect KC-ASTD to the larger community. She promotes learning events occurring in the outside community as well as supporting other chapters. Currently she is working on a one-day learning event scheduled in October on technology for training. This is an event you definitely want to attend. There will be speakers and vendors highlighting the use of technology and sharing creative ideas.

Tracie is also involved with a very important organization called "Pathway to Hope," an organization that helps families deal with mental illness. Tracie shares her knowledge of training and development and has been an active contributor for the last 7 years. She trains facilitators who manage weekly support groups which provide a safe haven for people dealing with this challenge.

Tracie has some great advice for those of us in this field. She reminds us to look ahead and plan for the next step in your career, learn new things, volunteer for a stretch assignment, and step out of your comfort zone in order to grow. There will be a payoff!