

New training tools

To Your Health

Take two of these and call me in the morning.

Employee wellness

Scenes that make you think businesspeople care about health:

- Chipper yuppies strolling to work in conservative suits and Reeboks;
- The Old Boy Network meeting for two sets of tennis instead of three rounds of martinis;
- Tofu in corporate cafeterias.

Evidence that most still don't give a damn about health:

- Graffiti seen in the men's room of a downtown Washington, D.C., eatery known for its business lunch trade—

Don't drink

Don't smoke

Eat right

Die anyway

Human resource practitioners have a tough time convincing employees that company-sponsored wellness programs aren't just an easy means of cutting down on inconvenient turnover. EAPs, smoking-cessation clinics, and stress-reduction workshops often come across as well-meaning but irrelevant sops.

Great Performance, Inc., seeks to help human resource departments change that cynical view. Great Performance recognized that most folks won't go out of their way to attend seminars and courses, so they developed Personal Action Guides, a series of seven booklets that help employees teach themselves about good physical and mental health. The guides—covering alcohol and drugs, fitness, healthy relationships, nutrition, smoking, stress management, and weight management—emphasize reader participation and interaction to motivate employees to take better care of themselves.

A three-step Awareness-Acceptance-Action process forms the core of each guide. Basic information on the topic promotes awareness. Self-evaluation quizzes and lifestyle checklists let readers gauge and accept their own levels of health. Finally, the guides encourage action by prescribing remedies to unhealthy behavior. Contracts in the back of each booklet help establish realistic goals and firm up good intentions.



The well-written Personal Action Guides present current medical thinking and tips in a friendly way that encourages participation. Colorful illustrations, charts, and graphics show specific behavior modification techniques.

Starting at an inexpensive \$3.50 a piece, with lower prices for multiple orders, Personal Action Guides seem a good investment in employee well-being. For more information and a catalog, write or call **Great Performance, Inc.**, 700 N. Green St., Suite 302, Chicago, IL 60622; 800/433-3803.

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Health-care resources

Geared mainly to training directors in the health-care industry but also appropriate for other HRD departments with safety or employee-assistance responsibilities, the *Health Care Training Resources Catalog* lists 1,400 offerings from 120 vendors. Featured are seminars, workshops, films, videos, videodiscs, correspondence courses, self-study texts, and workbooks on everything from AIDS to zygotes. But in between you'll also find lots of general training on topics such as com-

munication, first aid in the workplace, management, office skills, and stress control. Quite a few entries concern train-the-trainer programs.

The main directory is organized alphabetically by vendor, with a description of the product, format information, cost, and, in some cases, credit transferability. Extensive cross-referencing by title and subject make this an easy-to-use resource.

The *Health Care Training Resources Catalog* sells for \$59. It's available from **Training Resources Catalogs, c/o P.B.S.**, P.O. Box 643, Cambridge, MA 02139; 800/544-1016, 617/524-7678 in Massachusetts and Canada.
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Off-Site CBT

You've read about it for years, it sounds like the perfect training solution for your company's problems...and you know you can't afford it. It's computer-based training, that ever-so-nifty way of providing state-of-the-art interactive instruction. CBT is great stuff, but getting into it—even on a trial basis—results in big up-front expenses for courseware development, hardware,

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For more information and quotes on prices, please contact the Order Department, ASTD-(703) 683-8107.

Training & Development Journal

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New Training Tools

and office space. For many this valuable learning tool remains only a pipe dream.

But a new enterprise may make CBT more viable, at least for organizations located near Atlanta, Boston, Chicago, Los Angeles, New York, and Philadelphia. CTL Corporation announces the opening of six CBT and interactive video learning centers. Each features up to 40 modular offices equipped with IBM PC-AT computers, Sony videodisc players, and color monitors. IBM InfoWindow touch-screens assist computer-illiterates, and a local area network links each workstation to a central file server to permit easy software copying and loading. A central monitoring station lets your trainers keep track of individual learners' progress.

Users can bring their own compatible courseware or select materials from CTL's library of interactive video programs on computer systems, PC applications, data networking, and management-skills development. Library software comes from respected vendors like Interactive Training Systems, Inc., and Wilson Learning.

CTL charges \$250 per trainee per day if you use packages from their library, \$195 if you provide the software. Half-day sessions cost less and quantity discounts are available. Conference room fees are extra.

The six strategically located centers feature convenient highway access and nearby air and rail service. To find out more get in touch with Craig Atwater, **CTL Corporation**, 3624 Market St., Suite 514, Philadelphia, PA 19104; 215/386-2700.

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But Does It Slice and Dice?

The Leatherman Leadership Questionnaire, from International Training Consultants, Inc., promises a lot. Developer Dick Leatherman says his computer-scored instrument measures employee knowledge of 27 leadership tasks, from assigning work to team building. He claims the LLQ can help organizations make selection decisions, provide career counseling, conduct

needs assessments, and screen and evaluate assessment-center participants.

Designed to be given to groups of employees at the purchasing organization's office, the LLQ requires participants to choose correct responses to management questions and color in little circles—with a No. 2 lead pencil, of course—indicating their answers. Test administrators then send the response sheets off to International Training Consultants for scoring. Results come back in a week; they detail individuals' total scores, individual subscores for each of the 27 skill areas, the group's average total score, and group subscores. The company also includes norms from previous testing for comparison purposes.

The LLQ is a self-contained package that includes a guide listing administrative criteria, overhead transparencies that describe for participants the test's purposes and procedures, questionnaire books, computer-readable answer sheets, and the scoring service. The administrator's guide is a model of clarity, providing practical advice on how to introduce the LLQ, run the test, and apply the results.

International Training Consultants initially charges \$40 for each participant, with a minimum 10-set order. This price includes the questionnaire, answer sheets, scoring, and the administrator's guide with carrying case and transparencies. Subsequent orders cost \$20 for each participant and additional guides go for \$75. The company offers a free five-day preview that includes all materials, except the scoring service, and a copy of the research on which the LLQ is based.

For more information or to order a preview contact **International Training Consultants, Inc.**, P.O. Box 35613, Richmond, VA 23235; 804/320-2415.

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"New Training Tools" is compiled and written by John Wilcox. Send items of interest to: Tools, Training & Development Journal, 1630 Duke St., Box 1443, Alexandria, VA 22313.