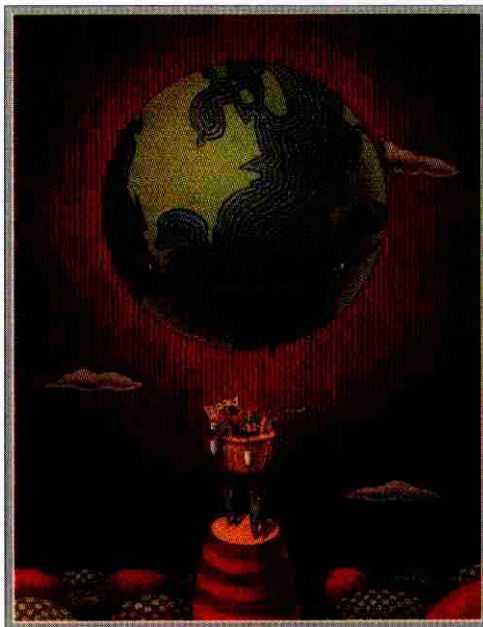# ■ New Learning Tools

by Sacha Cohen

MOTIVATIONAL POSTERS

"Choice," "Opportunity," and "Perseverance," are titles of motivational posters from Priority Management's "Human Nature" series. According to the brochure, Frank Vena's black-and-white photography "captures the harmony of the partnership between people and nature."

Each print is followed by a quotation from a famous person, such as Robert Frost or Oliver Wendall Holmes.

The 24-by-30-inch prints are available with or without a black frame.

For more information about the "Human Nature" poster series, contact Priority Management's U.S. office, 800/221-9031. *Circle 260 on reader service card.*

HR INTRANET SOLUTION

Information Management offers Intranet.HR, an interactive delivery system for corporate intranets. The self-service product lets employees access up-to-date HR information—such as, personalized benefits and payroll data, corporate policies, directories, and on-line reports.

Intranet.HR's eight modules cover these areas:
- payroll
- benefits
- personnel
- administration
- corporate communications
- employee relations, information, and education.

According to Information Management, Intranet.HR is a "convergence of infrastructure, tools, and subject-matter expertise that harnesses the power of internal corporate information."

Intranet.HR is accessible via a laptop or desktop computer, using Macintosh, Windows, or UNIX platforms.

For more information, contact Information Management, Decatur, Georgia, 404/377-4840. *Circle 261 on reader service card.*

TEAM-ASSESSMENT TEST

The Teamwork-KSA Test from McGraw-Hill/London House measures whether someone has the critical knowledge, skills, and abilities for successful team participation.

The test evaluates interpersonal and self-management skills that contribute to team performance. Subject areas are
- successful conflict resolution
- collaborative problem solving
- effective communication
- goal-setting and program-monitoring

planning and coordination.

Employers can administer and score the Teamwork-KSA test with paper and pencil or by computer. Prices start at $97.50 for a 10-test package.

For more information about the Teamwork-KSA Test, contact McGraw-Hill, Rosemont, Illinois, 800/221-8378. *Circle 262 on reader service card.*

HIGH-TECH FLIPCHART

According to industry research, 11 million meetings take place in the United States each business day, says Tegrity. To help distribute meeting information better, the company has created the Digital Flipchart meeting system.

The product includes application software, a video camera, a capture card, and an optional visualizer camera to project and capture paper documents.

Users can capture anything that appears on a whiteboard including notes taken during a meeting and projected images. The images are stored as a file that can be copied, edited, and distributed. Then, the meeting information can be distributed by print, e-mail, fax, or a posting on a Web site.

Digital Flipchart runs on Windows 95, but files created with the product can be viewed and edited on Windows 3.x computer systems.

For more information, contact Tegrity, San Jose, California, 408/369-5150; Web site http://www.tegrity.com. *Circle 263 on reader service card.*

CBT FOR WINDOWS

Phoenix for Windows is a client/server, computer-based training product that offers
- authoring capabilities
- productivity aids
- templates
- a course outliner.

The product delivers the accountability of mainframe CBT, the power and flexibility of client/server and database technologies, and the interactivity of multimedia, says Pathlore Software.

The CBT software can be used with desktop operating environments including Windows 95, Windows 3.x, Windows for Workgroups, and Windows NT.

For more information about Phoenix for Windows, contact Pathlore Software, Columbus, Ohio, 614/785-2652. *Circle 264 on reader service card.*

DIVERSITY PRODUCTS CATALOGUE

Video-based diversity training programs, assessment instruments to enhance training, and a diversity calendar are some of the products in PROgroup's product catalogue.

The "Honoring Differences" calendar identifies more than 150 holidays, celebrations, and events, and provides helpful information about how to honor them. The assessment tools, Change Agent Profile, the Managing Diversity Profile, and the Senior Management Diversity Profile are based on interviews with real people. The tools have been used to put diversity into practical applications.

For more information about the diversity catalogue, contact PROgroup Products, Eden Prairie, Minnesota, 800/651-4093; Web site http://www.progroupinc.com. *Circle 265 on reader service card.*

AUTOMATIC DOCUMENT FEEDER

Bring slide show convenience to your presentations with the automatic transparency feeder DF-20 from the Plus Corporation of America. The accessory attaches to the top of an overhead projector and lets users change transparencies via infrared remote control.

The product will feed transparencies in vertical, horizontal, and mixed formats. The system also features an anti-static strip that ensures trouble-free feeding of transparencies and a page adjustment function that lets presenters change transparencies one page at a time, or reveal them line by line. The DF-20 has a 30-sheet capacity.

Weighing only 6.2 pounds, the DF-20 is lightweight and compact. It costs $299.95. For information, con-

tact Plus Corporation of America, Allendale, New Jersey, 201/818-2700.
Circle 266 on reader service card.

COACHING CD-ROM

Managers that want to learn more about increasing employee performance may want to review Athena Interactive's CD-ROM, the *New Leader: Coaching for Excellence.*

The tool was designed to help managers create a coaching environment that encourages employees to develop their full potential, operate with more autonomy, and take appropriate risks.

The program transports managers to a virtual village where they are greeted by Homa Bahrami, who discusses the four cornerstones of leadership. Other leading-edge thinkers featured in the CD-ROM are David Ulrich, Beverly Kaye, Ram Charan, Pauline Lyttle, Victor Vroom, and Randall White.

The CD-ROM helps managers
▶ discover ways of creating a coaching environment that fosters high performance
▶ examine the use of positive feedback to get commitment from others
▶ explore ways of handling confrontation to improve poor performance
▶ learn and apply practical coaching skills and techniques.

For more information about the CD-ROM, contact Athena Interactive, San Francisco, California, 800/500-4294.
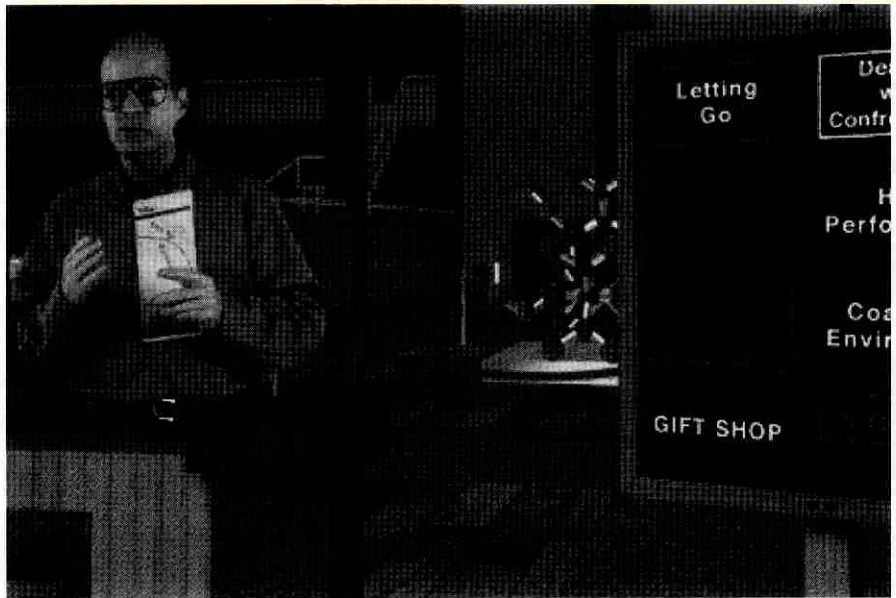*Circle 267 on reader service card.*

HR TASK COUNSELOR

HR Task Counselor from Jam.LOGIC was designed to meet the needs of HR practitioners in small- to midsized companies. The software is divided into four modules: *Application Counselor, Hiring Counselor, Employee Counselor,* and *Termination Counselor.*

Here are a few features from each module:
▶ a candidate Rolodex that lets you search and sort reports by key skills
▶ a company Rolodex with employee information, such as benefits and salary history
▶ built-in job descriptions that are ADA-compliant
▶ an employee handbook with 14

chapters that can be used as is or modified
▶ an attendance tracker that includes information on vacation time; sick, personal, and funeral leave; FMLA time; jury duty; and professional development.

HR Task Counselor also has more than 30 HR-related documents stored electronically and an online law library for easy reference.

The Windows-based software starts at $499. For more information, contact Jam.LOGIC, Englewood, Colorado, 800/750-8113.
Circle 268 on reader service card.

TRAINING MATERIALS DATABASE

The Human Resources Information Corporation offers its Training Media database. It contains more than 100,000 records that are appropriate for corporate and industrial training, staff development, and personnel management.

Each record in the database includes abstract and distributor information, as well as descriptive data. HR staff can use the database to select such media as 16 mm film, video, audiocassette, CD, CD-ROM, software, laserdisc, filmstrip, slide, transparency, kit, and model.

Information about employment policies and practices, ADA information, labor and management relations, benefits and compensation, affirma-

tive action, and training and development are included.

For more information about the database, contact HRIN, Bethesda, Maryland, 800/638-8094.
Circle 269 on reader service card.

STRATEGIC THINKING

In his book, *Strategic Thinking: A Guide to Identifying and Solving Problems,* Roger Kaufman says, "As things change, it becomes increasingly important to think strategically, keeping two factors in mind: problem solving and creating the future." Kaufman also says that handling problems and seeking new opportunities are keys to a successful future; his book examines both topics.

The guide is divided into two parts: *What and How.* In chapter 1, "Getting the Right Focus," Kaufman explores paradigms. He says that selecting useful paradigms will help you think and act strategically. But he also says that one must be ready and willing to shift paradigms. *Strategic Thinking* is also filled with problem-solving tools and exercises.

For more information, contact ASTD, Alexandria, Virginia, 703/683-8100.
Circle 270 on reader service card.

Send press kits and items of interest to **New Learning Tools,** *Training & Development, 1640 King Street, Box 1443, Alexandria, VA 22313-2043. E-mail tools@astd.org.*