

# New Training Tools

## Multimedia Rainbow

Chisholm's Rainbow LCD is a multimedia, color projection panel that lets users write notes on the projected image.

The Rainbow LCD has a range of capabilities—from simple computer projections to full multimedia presentations with audio, video, and handwritten notes. The writing capability includes a digital tablet and wireless pen for highlighting key points and for writing text or drawing images to project on the LCD panel. With the push of a button, the pen converts to a mouse mode for applications that rely on mouse controls. Presenters can use the mouse mode to select and place icons from six "libraries."

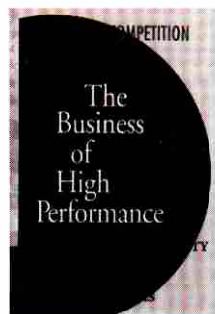
Other features include an infrared remote control for activating several mouse functions, on-screen menus for audiovisual settings, and an energy-saving automatic panel power-down function when the overhead projector light is turned off.

The Rainbow LCD comes in four different models. Prices range from \$5,495 to \$6,995.

For more information, contact Chisholm, Campbell, California.

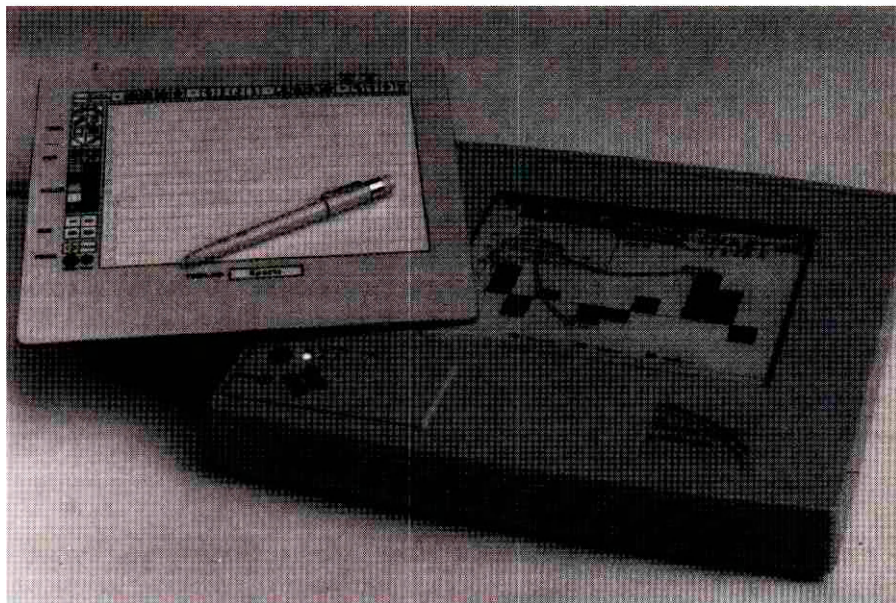
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## Benchmarks of High Performance



Everybody talks about high performance. But what exactly is it? Here's a video that succinctly defines the term.

"The Business of High Performance," produced by the National



Center on Education and the Economy, showcases companies that have reorganized work to use highly skilled employees effectively to increase productivity.

The video describes high-performance workplaces as flexible, efficient, customer-focused, and quality-driven. High-performance workplaces become less hierarchical as frontline workers take on more responsibilities. The tape emphasizes the need for training to teach employees how to perform complex tasks, make decisions, and use their own judgment on the job.

The 14-minute tape costs \$34.95. For more information, contact the National Center on Education and the Economy, Rochester, New York.

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## Change Consultants on Tape

Moving toward a high-performance workplace requires change. Here's a video that addresses that issue.

"The New Workplace: Changing

*This month's tools target multimedia presentations, high performance, change, diversity, and HR by phone. Plus, beam your mouse to a new frontier.*



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## New Training Tools

Relationships Between Employees and Employers"—produced by Quality Media Resources—features CEOs, managers, and line workers who are leading their organizations through change efforts. They discuss why the changes are occurring and how they affect all employees. They also share their visions of how organizations and people can benefit from even the most turbulent transformations.

"Making the Change" asks viewers to consider how the work they do is changing and how expectations are changing. "Leading the Change" asks managers to consider their changing roles and how managers might motivate their employees. The segments are tied together by an animated folktale.

The \$795 package includes a facilitator's guide and handouts.

For more information, contact Video Publishing House, Schaumburg, Illinois.

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## Global Guide

More trainers from the United States are conducting programs abroad. If you're an international trainer, you might find this item useful: *The 1995 World Business Advisory and Calendar*, published by Educational Extension Systems.

The 84-page booklet includes 1995 and 1996 calendars with international holidays; resources to learn international customs; etiquette and ethics abroad; and basic information for world travelers on passports, visas, health certificates, foreign currency, and so forth. The guide also gives tips on proper clothing, embassies, business entertainment, hotel safety, and other aspects of global travel.

For more information, contact Educational Extension Systems, Clarks Summit, Pennsylvania.

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## Diverse Diversity Tools

Cross Cultural Communications International offers diversity software and a newsletter on diversity topics.

Diversity Works! is software designed for all employees to com-

## Lite Tools

*Just for fun....* Here's something for techie Trekkies: "Star Trek" mouse pads. They come in five different movie versions and in two versions based on the first and second "Star Trek" TV series.

Designs include the Enterprise, Bird of Prey, Star Base, and Vulcan ship. Prices range from \$10.95 to \$16.95.

"Star Trek" mouse pads go where no pad has gone before.

For more information, contact ComputerFun, in San Diego, California.

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plete at their own work spaces on their own schedules.

The program—which is adaptable to specific organizations—is divided into six modules:

- ▶ Rationale for Valuing Diversity and Employment Equity
- ▶ Communicating Across Cultures
- ▶ Prejudice and Discrimination
- ▶ Gender Issues
- ▶ Aboriginal Culture and Values
- ▶ Persons With Disabilities.

Diversity Works! includes a demographic survey, pre- and post-module tests, exercises, case studies, reference materials, and tips on diversity awareness. The software operates on IBM-compatible computers using Microsoft Windows.

Cross Cultural Communications also publishes the *McDonald Quarterly*, a 16-page newsletter on diversity issues.

Recent editions of the quarterly newsletter address such topics as political correctness, reverse discrimination, sexism, and prejudice and discrimination in the workplace. The regular features include a calendar of intercultural events, book reviews, and "Cultural Clips"—items about diversity, culled from newspapers around the world.

A one-year subscription costs \$80.

For more information, contact Cross Cultural Communications International, Winnipeg, Manitoba, Canada.

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## HR-Marketed Financial Planning

Typically, people in the HR department are responsible for communicating to employees about their organizations' employer-contribution packages. But HR practitioners don't offer financial counseling. Now, they can give employees a tool to help them do their own financial planning.

Ernst & Young is offering Prosper software, which HR departments can market to all employees of participating organizations. Prosper helps a user analyze financial options and goals to prepare a comprehensive personal plan of financial objectives. The program also includes recommended actions based on the experience of Ernst & Young's financial-planning counselors.

Prosper's graphic interface lets users point to and click on colorful icons to access 26 modules—for example, loan comparisons, buy-or-lease options, and mortgage rates. Modules also show how to make the most of employee-benefit and 401(k) plans, how to develop investment strategies, how to determine the amount needed to fund a retirement-savings plan, how to save for such purchases as a new house, and how to determine an appropriate amount of insurance coverage.

Prosper users can also download and integrate current financial data on stocks, bonds, and mutual funds from the on-line service at Reuters Money Network.

Prosper is available for Microsoft Windows. The package includes a user's manual, four installation diskettes, a quick-reference card, and a registration card. Registered users will receive information regularly on upgrades and new features. They also get 90 days' free access to an 800 number for technical support.

The total package costs \$99.95.

For more information, contact Ernst & Young, New York, New York.

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## 1/800-HRexpert

As organizations get leaner, they increasingly outsource more of their human resource functions, according to industry reports. One way for

companies with small HR staffs to solve HR problems is to phone Pro-to-Call, created by Human Resource Management Systems.

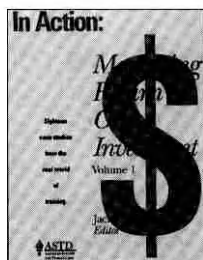
The subscription hot line offers expert advice on HR policies, changing issues, and such problems as firing employees.

Subscribers receive 90 minutes per quarter of consulting on the phone and a guidebook of modifiable HR forms, documents, and letters.

For more information, contact Human Resource Management Systems, Glenview, Illinois.

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## ROI Tool



Volume 1 of *In Action: Measuring Return on Investment*—newly published by the American Society for Training and Development—includes 18 actual

case studies of trainers proving that their programs are cost-effective. Each case makes a case for investing in training and getting management's support. The studies show best practices and some not-so-best practices to learn from.

Companies in the case studies range from small to large firms, and include Magnavox Electronic Systems, Arthur Andersen, Information Services, and the Coca-Cola Bottling Company of San Antonio. The studies address such topics as ROI opportunities in program revision, unstructured versus structured on-the-job training, the ROI of work-process analysis, and performance-management training.

For more information, contact ASTD, Alexandria, Virginia.

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**"New Training Tools"** is compiled and written by **Haidee Allerton**. Send items of interest to "Tools," Training & Development, 1640 King Street, Box 1443, Alexandria, VA 22313-2043.

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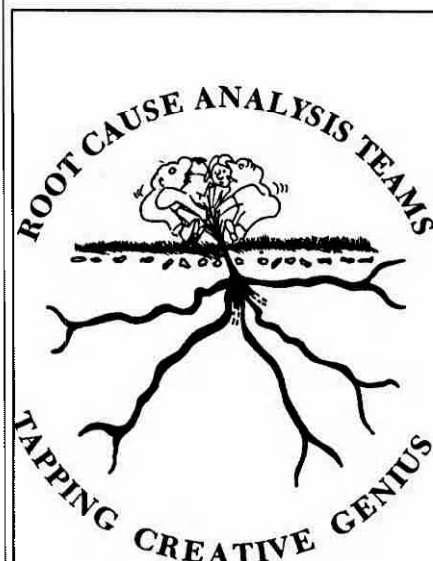
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