

The Way We Were

For this *T+D* issue recognizing the 60th anniversary of ASTD leading the workplace learning and performance profession, we had the occasion to look back over some early copies of *T+D*'s predecessor, what was then called the *Journal of Industrial Training*. One article starts out with a sentence that goes something like, "...when training men decide to conduct..." Well, in fact, though that sounds antiquated now, it was accurate. ASTD began as an association of 12 training men—in particular, training directors. Another article was for the spouses of training men and offered advice on "fashion and poise."



That was then, this is now.

Women proliferate in the profession and make up almost 65 percent of ASTD's membership. They're thought leaders in not only what might be considered the humanistic or softer side of training—such as career development, communications, work-life balance—but also in technology (such as Gloria Gery); performance (Dana Gaines Robinson); talent management (Beverly Kaye and Sharon Jordan-Evans); change management (Patricia McLagan); and other strategic, big-picture areas of the field. And there are, of course, men also addressing holistic topics and work-life balance (see "Same Presenters, New Perspectives" on page 48). We don't need to remind you of Daniel Goleman and his groundbreaking book on emotional intelligence, as well as the many works about being fully engaged in the workplace by various people, such as Jim Loehr.

It's interesting to take a look at where we've been, where we are now, and where we might be going. We hope our special anniversary section helps you reflect and forecast. And don't forget to read the sixth annual Training's New Guard, with a Where Are They Now? look at past New Guardians and what they're up to.

Oh, it's so tempting to close with the obvious, "We've come a long way, baby," but I won't.

A handwritten signature in black ink that reads "Haidee Allerton". The signature is fluid and cursive.

Haidee E. Allerton

Editor

Named one of
**"Ten Essential
Magazines for
Consultants"** by ICA
(Independent
Consultants
Association) 2004



**Publication
Redesign**
ASBPE 2001

**Editorial
Excellence**
ASBPE 1998

Gold Circle Awards
ASAE (American
Society of Associa-
tion Executives) 1994

Best Design
OZZIE Bronze
Award of Excellence
1992

Magazine Column
"Working Life"
Clarion Award
Women in
Communications
1992