

Our ASTD Vice President — Region IV

Harry R. Filiatrault, Ass't Director of Personnel of the Quebec Hydro-Electric Commission, Montreal, was elected Vice-President of Region IV at the American Society of Training Directors' business meeting held at French Lick. Harry had previously served on the Board, as District Representative and as a member of the "Nominating" and "Sites" Committees of ASTD.

Harry was born in North Bay, Ontario "over forty years ago" and attended the local collegiate and technical schools. Following a period of automobile service work, he went into selling where subsequently, he began his "training" career when he became a sales "crew manager" and had to train his salesmen. On leaving the "road" in 1941, he quite naturally took up training and eventually became Superintendent of the Canadian Vocational Training Plan. In this capacity he worked with over two hundred industrial and business organizations in Eastern Canada, setting up training and safety programs.

During this time he assisted in the foundation of the Defense Industries Ltd. Foremen's Club, the Montreal Foremen's Club and the Canadian Industrial Trainers' Association. He is a Past President of the latter organization and the organizer of the first annual Training Conference of which the seventh will take place in 1953.

In an effort to make supervisor training available to foremen in general, Harry was instrumental in starting extension courses in supervision at Sir George Williams College and at McGill University. Harry himself conducts a



HARRY R. FILIATRAULT

"basic" and an "advanced" course in supervision at McGill.

Though Harry's "ASTD territory" includes all of Canada except British Columbia, there are only two active chapters at present—the Ontario Training Directors Association and the Canadian Industrial Trainers' Association.

The membership of the Canadian Industrial Trainers' Association has averaged 170 for over five years and attendance at meetings averages 60. Support from industry has been excellent as evidenced by average attendance of 300 at annual conferences. Also, C.I.T.A. members attend ASTD conferences.

Due mostly to distance, relationships with the Ontario Society of Training Directors are few. However, in Region IV, many O.S.T.D. members attend C.I.T.A. conferences in Montreal and

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meetings of the Michigan Training Council in Detroit.

Main points of interest to the Canadian Industrial Trainers' Association at this time are as follows:

- Constitution revision
- Active research committee
- Keen interest in professional standards
- Bigger and better meetings
- Annual Conference, April 23-24th

CANADIAN TRAINING CONFERENCE April 23 - 24

The ASTD affiliated Canadian Industrial Trainers' Association is holding its Seventh Annual Conference on April 23 and 24 at the Sheraton-Mount Royal Hotel in Montreal. With the theme, "training speeds Canadian expansion," the conference will present a variety of training talks, demonstrations and exhibits. "Instructing the Worker in his Job," "Group Training by the Conference Method," "Recent Experiments in Human Relations and Group Dynamics," "Selecting Employees for Training," "Development of Supervisors through Role-Playing" and "The Use of Case Studies in Executive Training" are among the training topics to be explored. *R. Fraser*, of the Imperial Tobacco Co. of Canada Ltd., is the General Chairman of the Conference and *D. Adamson*, of the Shawinigan Water & Power Company, is Chairman of the Program Committee. The Conference concludes on "Training—Past, Present and Future," a talk by *Carl Niderost*, Secretary of the Canadian Pacific Railway Company.

DEVELOPMENTAL READING

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600 words per minute. The top reading rate of the ten best students was an average of 539 words per minute. The average top rate for all students was 440 words per minute. This compares very favorably with the average beginning top rate of 225 words per minute.

Twenty-seven percent of the enrollees developed "supersonic reading rates." This is a rate of comprehension high enough to quiet the vocal chords, bring them to rest, and remove one of the chief obstacles to faster comprehension of the printed page. The vast majority of people tend to "say silently" the words read. This causes the vocal chords to be in constant motion in an attempt to produce orally the words being read. It puts the brakes on the mind of the reader. Since there is a limit to the rate at which the vocal chords can move, they are overcome and their obstructive action ceases when the reading rate reaches approximately 450 words per minute. After this rate is acquired, reading becomes easier and comprehension becomes greater.

Training Evaluation

The enrollees maintained a high level of interest throughout. Of the thirty-three initially enrolled only four dropped out, three of them for reasons beyond their control. The percentage of attendance was very high, with all absences being made up.

A large majority of the students believe that the increase in reading ability has definitely carried over into the job.