



SHARON ARMSTRONG
AND ASSOCIATES

HR Consulting and Referral Network

SAA Network Consultant of the Month

Before I review our recent projects, I wanted to remind everyone that it's time again for the ASTD International Conference and Exposition (ICE). The 2007 ICE will be held from June 3 through June 6, 2007 at the Georgia World Congress Center in Atlanta, Georgia. I'm again participating in the ICE Career Center this year, and will be presenting two workshops in partnership with my colleague, Alan DeBack.

- The first workshop is called "Behavioral Interviewing - A Key to Effectively Being Hired and Hiring," and will be presented at 3:30 p.m. on Sunday, June 3.
- The second workshop is called "Lights, Camera, Action: The Anatomy of an Interview," and will be presented at 9:30 a.m. on Monday, June 4.

I delivered a webcast on "Interviewing Skills: Your Time to Shine" for ASTD on April 11 and had close to 400 participants! In addition, we were recently asked to do workshops on Delegation, How to Manage Your Boss, Performance Appraisals, Problem Solving and Providing Effective Feedback.

We participated in two in-depth OD projects around team conflict, took on several new coaching clients, completed a research project on background checks, facilitated a strategic planning session and helped a client write some 'effective' ads.

So, are there any projects you'd like taken off your desk? If so, call us. Contact information is at the bottom.

In the meantime...

Please meet...ILONA BIRENBAUM

Ilona Birenbaum is a Human Resources consultant with over 15 years of experience and a diverse organizational development background. Her specialties include change management, leadership development, performance management, training, and the design and implementation of employee development programs. Ilona has significant international and multicultural experience through the work that she has done in Russia, Azerbaijan, Kazakhstan, Bulgaria, and Bolivia. She has worked in many different industries that include petrochemical, technology, consulting, and non-profit.

Ilona has held leadership roles for American Management Systems (AMS), Watson Wyatt Worldwide and Amoco Corporation.

In her experience, Ilona has developed and implemented multiple change initiatives

which included the design and implementation of performance management systems, 360° feedback programs, introduction of career development frameworks, developing and leading train-the-trainer efforts for major change initiatives, developing and managing leadership development programs, designing and facilitating many workshops and training sessions, and conducting teambuilding and strategic planning retreats.

Ilona has been published by the Association of Training and Development and is a certified facilitator of the Drexler Sibbett Team Performance Model, MBTI, Hay Group's Emotional Competency Inventory (ECI), Lominger's Voices™, Action Learning, Apter Motivational Style Profile (AMSP) and Apter Leadership Profile System (ALPS).

Examples of Ilona's clients include, America on Line, Discovery Communications, Capital One, Watson Wyatt Worldwide, Internal Revenue Service, National Institute of Health, American Institutes for Research, VISTA Technology Services, Native American Management Services, and many others.

Call us to learn more about Ilona or the other HR Consultants, OD Specialists, Trainers, Coaches and Keynoters. See you next month!

Sharon Armstrong
Author of "Stress-free Performance Appraisals"

email: sharon@sharonarmstrongandassociates.com
phone: 202-333-0644
web: <http://www.sharonarmstrongandassociates.com>