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Contact: Niki Herr  
410.290.0008 x709  
[herr@avilar.com](mailto:herr@avilar.com)

### **Competency Management Leader Christine Hipple Joins Avilar as Director of Workforce Development Solutions**

**Columbia, MD** – July 25, 2006 – Avilar, Inc, a leader in eLearning and competency management, adds HR veteran and Columbia resident Christine (Chris) Hipple to its highly experienced list of consultants. Chris boasts over twenty years experience and a long list of project accomplishments in strategic HR leadership and training. As Director of Workforce Development Solutions, Chris will consult with the users of Avilar’s competency management product, WebMentor Skills, as well as lead the participants in Avilar’s Skills Consortium.

“Chris not only brings outstanding experience, she has a contagious enthusiasm for competency management,” says John Skowlund, Avilar’s CEO. “Chris’s combination of experience and passion provides Avilar clients with an invaluable addition to their competency management implementation and continued use.”

Chris left her position as Director of Leadership and Professional Development at Magellan Health Services where recently finished the development of a mentor program. The program paired seasoned staff with those interested in advancing their career. The pilot programs boasted double the expected participation and preliminary evaluations showed protégés were progressing on development goals while mentors stated a better understanding of other parts of the organization. At University Physicians at the University of Maryland School of Medicine, Chris launched a centralized learning program, a skill certification process, developed a competency-based pay-for-performance program, and initiated a “float pool” of internal temporary workers that dramatically cut costs and turnover rates. Working with the office of the Sergeant at Arms and a number of US Senate offices, she was instrumental in developing and piloting a competency-based talent selection process.

“I’ve always been convinced that appropriate use of technology-supported learning can significantly and efficiently improve performance at the individual, work group and organizational levels,” says Chris on her transition to Avilar. “I’m excited about the opportunities to help a wide variety of organizations make a greater impact with their learning resources and am proud to join a company that offers such well-designed products and customer-focused services.”

Chris was introduced to Avilar through both parties' participation in the American Society of Training and Development, ASTD. Chris served as President-elect and then President of the Maryland ASTD chapter. In her two years of office she helped increase membership by six percent and increase cash reserves above required levels by reviving the annual conferences, adding a number of informal networking opportunities and enhancing program offerings, the chapter website and publications. In 2005, Chris presented at the ASTD Leadership Conference on the chapter's success.

“Chris is unique in that she sees competency management from all angles,” says Hal Gerrish, Avilar's Director of Competency Management. “She has experience using competency management as a client and consultant and it shows in her perception of today's HR problems. Her practical knowledge of theory versus reality will result in high success rates for the competency management projects of Avilar clients.”

For more information on Avilar please visit [www.avilar.com](http://www.avilar.com)

#### About Avilar Technologies

Avilar Technologies, The Competency Company™, provides web-based competency management and learning solutions for the corporate, government and academic sectors. With its Smart, Strategic and Proactive solutions, Avilar offers a competency-based approach to workforce development. Formed in 1997, Avilar was a pioneer in the e-Learning marketplace. The flagship WebMentor® product line, originally introduced in 1998, includes a complete suite of affordable, easy-to-use, and full-featured competency development and management tools. Avilar is the recipient of the Excellence in E-Learning for Customer Satisfaction award from Brandon Hall and E-Learning Magazine, and was cited by Training Magazine as a top “Price-to-Value” provider.