

# Statewide Training

LEADERSHIP ACADEMY

CAPSTONE, JANUARY 2019

Camille, David, Julia, Kylie & Tiffany



Welcome

Presented By:

Julia LePage



Missouri Department of  
**MENTAL HEALTH**

Tiffany Lomosi



Missouri Department of  
**Corrections**

# What is the Problem?

MO Government lacks a statewide operational model for training





# What do current employees think?

<https://www.youtube.com/watch?v=4YrP11mIYa8>

# Complicating Factors: Inefficient and Expensive



State Employees  
**55,890**

Source: US Census Bureau 2014



12+  
Different  
Policies



Replacement  
Cost =  
21% of  
Employee's  
Salary

Source: Association for Talent  
Development of the Industry 2016



Oversight  
Coordination

# Management Training Rule 1 CSR 20-6.010

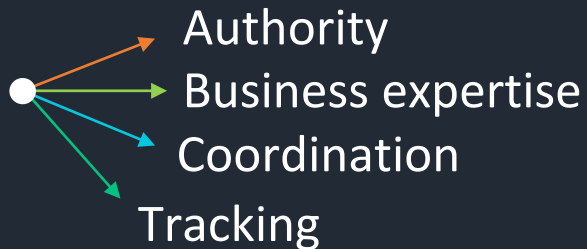
Content is random

- 24 competencies
- 40hrs initially; 16 annually

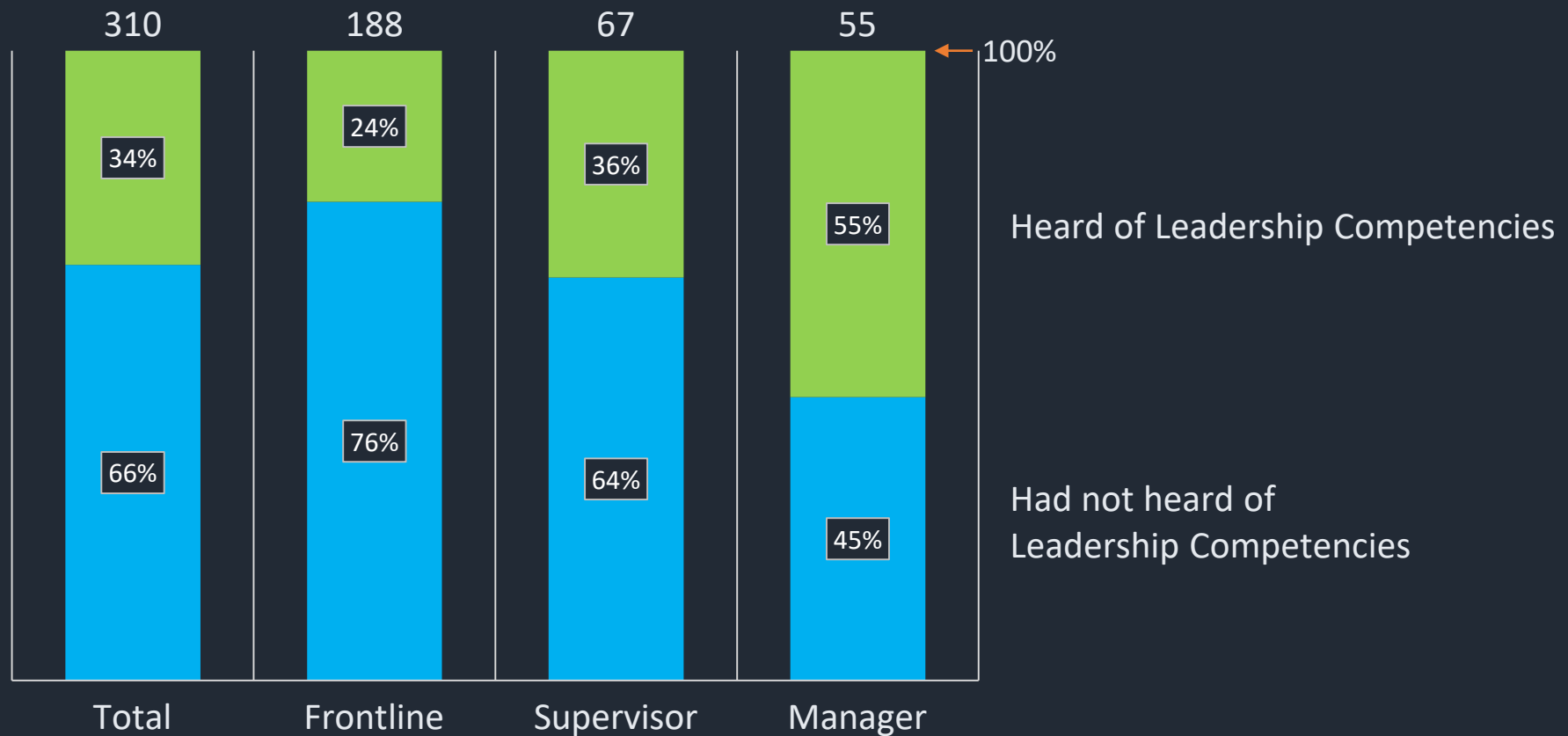
Staff are unaware

STAC-State Training Advisory Council

**NO**



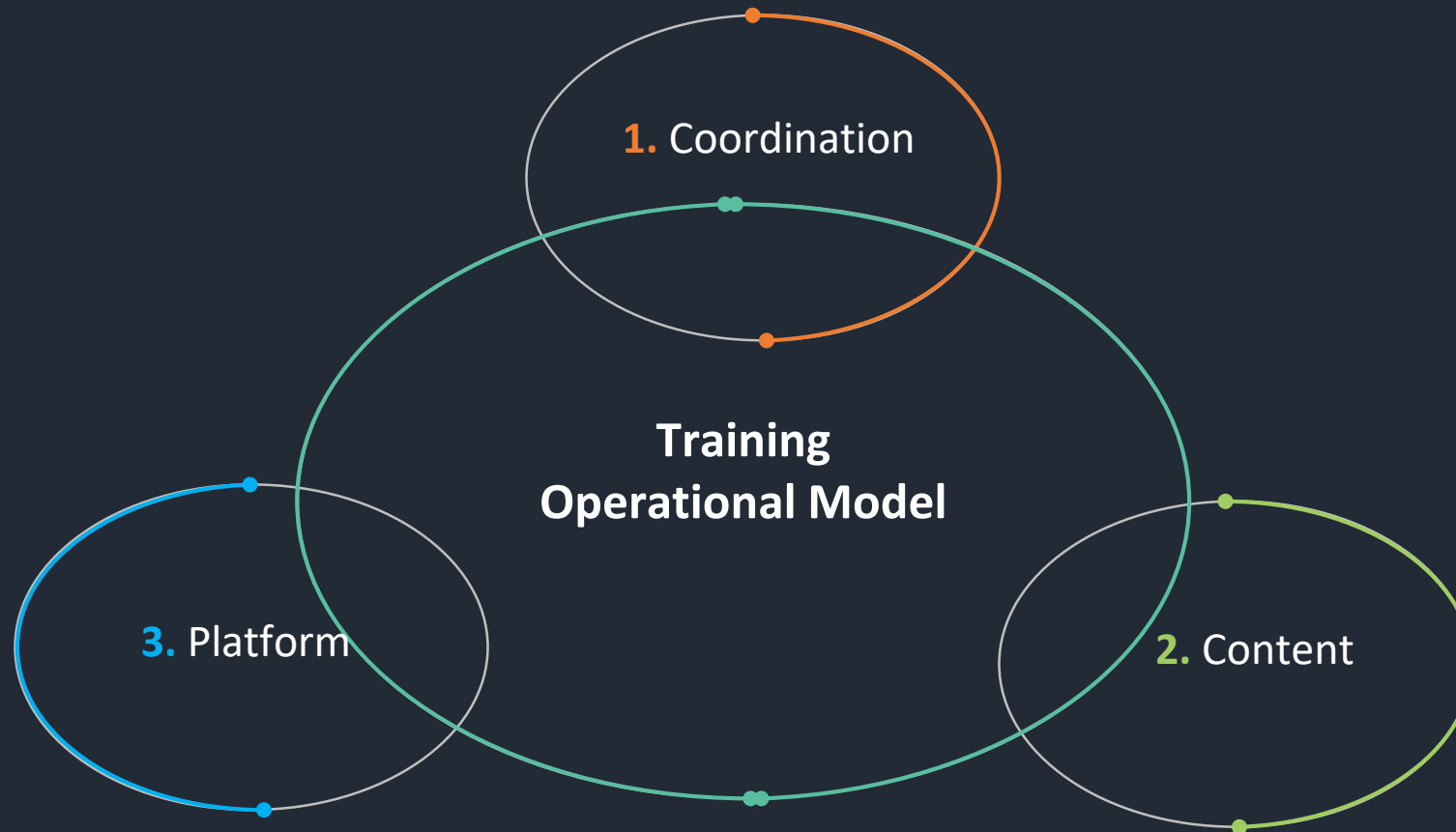
# Colleagues are not aware of basic elements of the State's current approach to professional development



Source: OA coordinated survey (December 2017), N=310

# Presentation Objective

Identify 3 essential components of proposed statewide operational model for training







# M LEADS

LEARN. EDUCATE. ACHIEVE.  
DEVELOP. STRENGTHEN.



# Component 1 - Coordination

Presented By:

**Kylie Dickneite**



Missouri Department of

**Public Safety**

# Statewide Training Coordinator



- Framework for Implementation
- Key Skills
- Central Point of Contact
- Statewide Training Policy
- Management Training Rule Oversight



# Training Oversight Committee

- Identify Training Managers
- Cross-departmental
- Content, delivery, policy
- Benefits
- Structure



# Department Role



- Identify Training Manager
- Role clarity
- Training Oversight Committee
- Bring the message home

# Component 2 - Content

Presented By:

**Camille Anderson-Weddle**



**DIFP**

Department of Insurance,  
Financial Institutions  
& Professional Registration

# Standard Content

WHAT COURSES  
SHOULD BE SHARED?





# Learning for ALL



ENGAGE







# Supervisor specific



- REFLECT
- Setting Goals
- Managing Performance Problems

## BASIC SUPERVISION

- Time Management
- Ethics
- Conflict Resolution

## LEADERSHIP LESSONS

- Leading Team Innovation
- Project Management
- Leading Effective Meetings

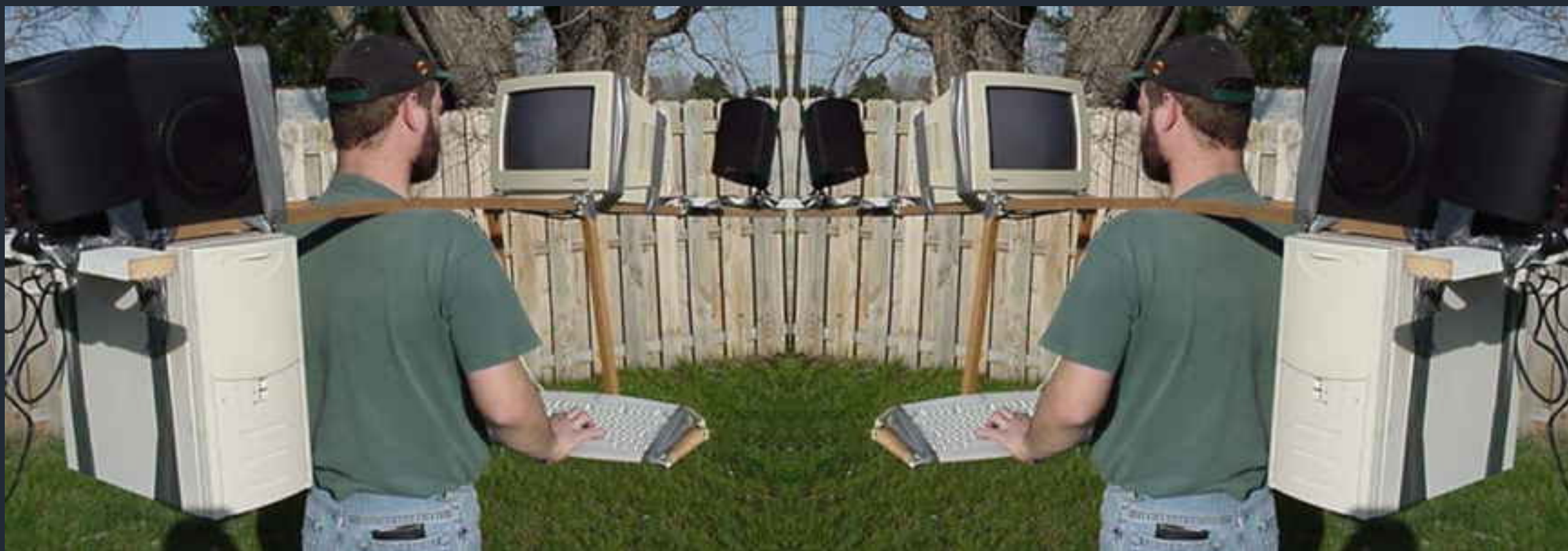


# FLEXIBILITY

Departments will have the ability to specialize content based upon their needs



# DOUBLE THE PORTABILITY



**Tracking**

**Mobile**

# Training Content Accessibility



## Component 3 - Platform

Presented By:

David Coe





# How do we deliver training?





# How do the best organizations deliver training?

Student-Centered



Strategic



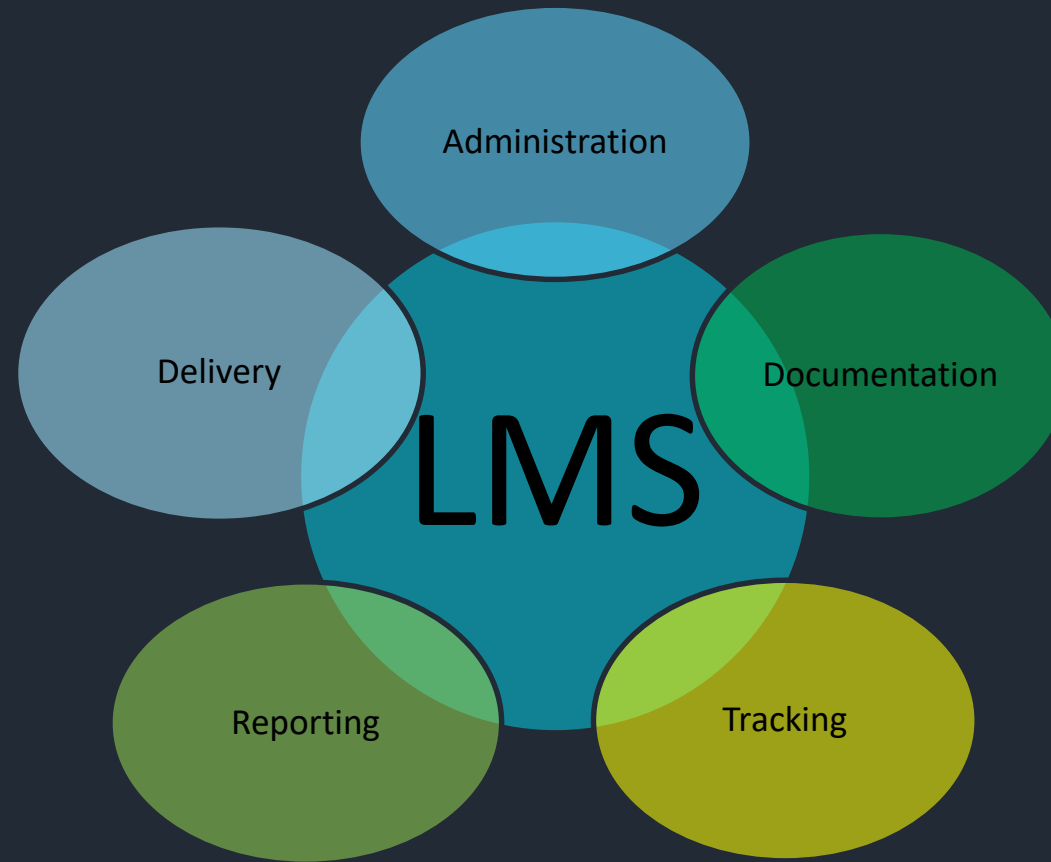
Standardized





# The Solution:

## A Single Statewide Learning Management System (LMS)

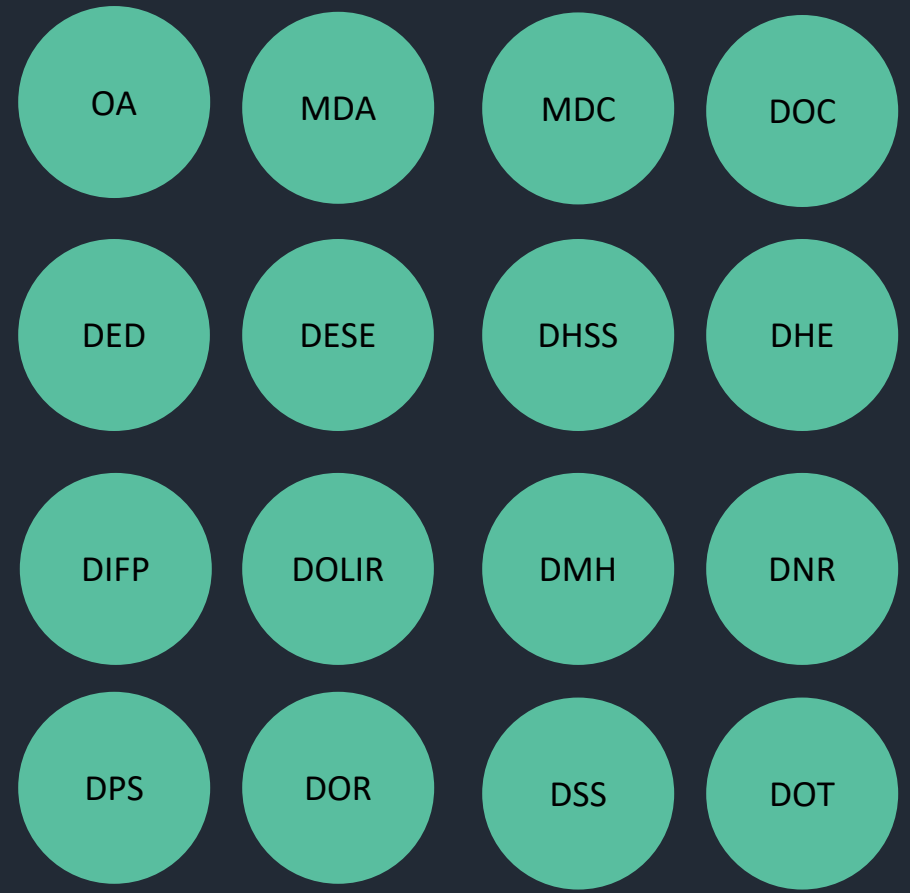






# The Solution: A Single Statewide LMS

## Current State: Many Platforms



## Future State: One Platform



## Next Steps:

### Re-write the rule to achieve

- Coordinating personnel
- Role define
- Authority established
  
- Functioning interagency oversight committee
  - Determine standard content
  - Determine standard platform
  
- Tracking components established



# 3 Essential Components

These key components are necessary for a successful statewide training model





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DEVELOP. STRENGTHEN.



# QUESTIONS?

**Thank you!**

**M  LEADS**

Camille, David, Julia, Kylie & Tiffany  
Leadership Academy – Pathfinders 2018