

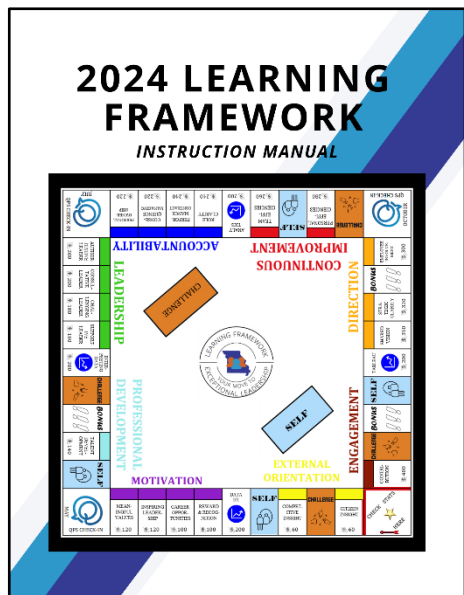


# Executive Summary

## State of Missouri: Learning Framework

### BACKGROUND

The Learning Framework capstone team was tasked with building upon the Learning Framework developed by OA Division of Personal in 2021. This Framework was created to help guide state team members through their LDR requirement and has since been marketed to all learners. However, upon our investigation we found that this framework is underutilized.



### PROBLEM STATEMENT

How can the State of Missouri optimize promotion, understanding, and utilization of the Learning Framework to better develop State of Missouri team members?

### RECOMMENDATIONS

Our capstone developed a gamified version of the Learning Framework modeled after the popular board game “Monopoly”. This gamified version contains content for all State of Missouri team members which ties directly to QPS results. This version of the framework provides team members with an opportunity to delve deeper into some learning topics, for supervisors to help bolster their teammates’ skillsets, and for the team members who pursue trainings to receive recognition.

### GOALS AND OBJECTIVES

- Create a Learning Framework that is utilized by more team members
- Create a Learning Framework that team members can utilize for developing leadership skills
- Create an updated version of the Learning Framework that leadership can use to help supervisors and team members build the key skills that QPS measures.

### MEASURES AND TARGETS

Priority Measures	Current Status	Target
<b>QPS scores</b> (% agree/strongly agree)	Motivation: <b>46%</b> Professional Development: <b>60%</b> Supportive Leadership: <b>62%</b> Inspirational Leadership: <b>48%</b>	Motivation: <b>56%</b> Professional Development: <b>70%</b> Supportive Leadership: <b>72%</b> Inspirational Leadership: <b>58%</b>
<b>Framework utilization</b> (Training hours, MO-Bucks)	Unknown	To be determined



# Executive Summary

## State of Missouri: Learning Framework



# 2024 Learning Framework Game Board



CLICK LOGO TO REVERSE BOARD

QPS CHECK-IN 	JULY 	PERSONAL OWNERSHIP \$ 220	CONSEQUENCE MANAGEMENT \$ 220	PERFORMANCE CONTRACT \$ 240	ROLE CLARITY \$ 240	ANALYTICS  \$ 200	TEAM EFFICIENCIES \$ 260	SELF 	PERSONAL EFFICIENCIES \$ 280	CHALLENGE 	QPS CHECK-IN OCTOBER 		
AUTHORITATIVE LEADER \$ 200	CONSULTATIVE LEADER \$ 200	CHALLENGING LEADER \$ 180	SUPPORTIVE LEADER \$ 180	INTERPRETING DATA  \$ 200	CHALLENGE 	BONUS 	TALENT DEVELOPMENT \$ 140	SELF 	TABLEAU  \$ 200	SHARED VISION \$ 350	STRATEGIC CLARITY \$ 320	BONUS 	EMPLOYEE INVOLVEMENT \$ 300
LEADERSHIP													
ACCOUNTABILITY													
DIRECTION													
CHALLENGE													
SELF													
ENGAGEMENT													
EXTERNAL ORIENTATION													
MOTIVATION													
PROFESSIONAL DEVELOPMENT													
QPS CHECK-IN MAY 	MEANINGFUL VALUES \$ 120	INSPIRING LEADERSHIP \$ 120	CAREER OPPORTUNITIES \$ 100	REWARD & RECOGNITION \$ 100	DATA 101  \$ 200	SELF 	COMPETITIVE INSIGHT \$ 60	CHALLENGE 	CITIZEN INSIGHT \$ 60	CHECK STATS HERE 			

