



MOMENTS

TO TEACH • TO LEARN • TO CONNECT

THE TEAM



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Taylor Brune

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Leah Norment

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Evan Rodriguez

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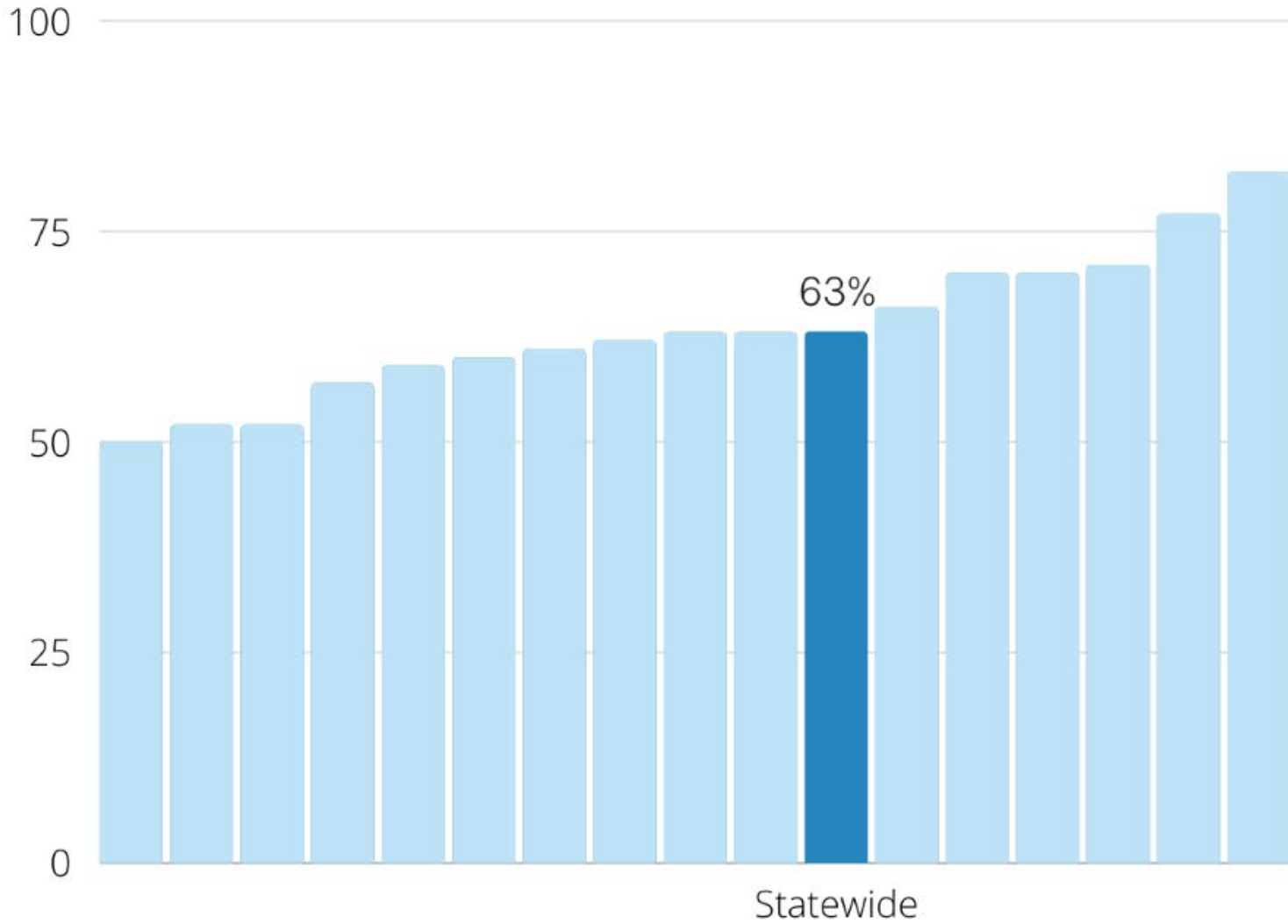
THE TASK

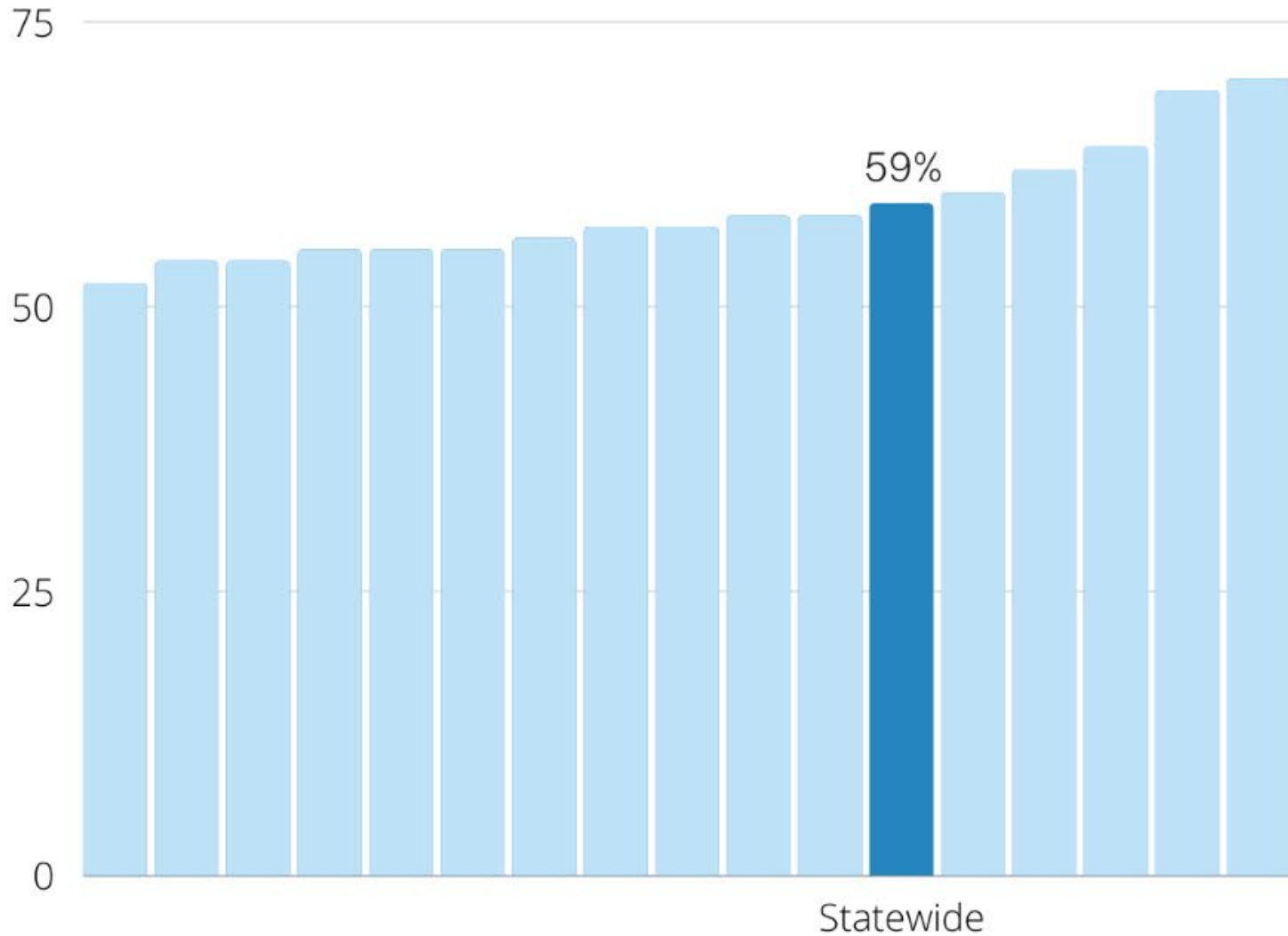
How can the State of Missouri implement a statewide mentorship program based upon proven best practices by the end of Fiscal Year 2023?



THE REALITY

Total percentage of employees who say they receive the **training and development** they need to be effective at their jobs.



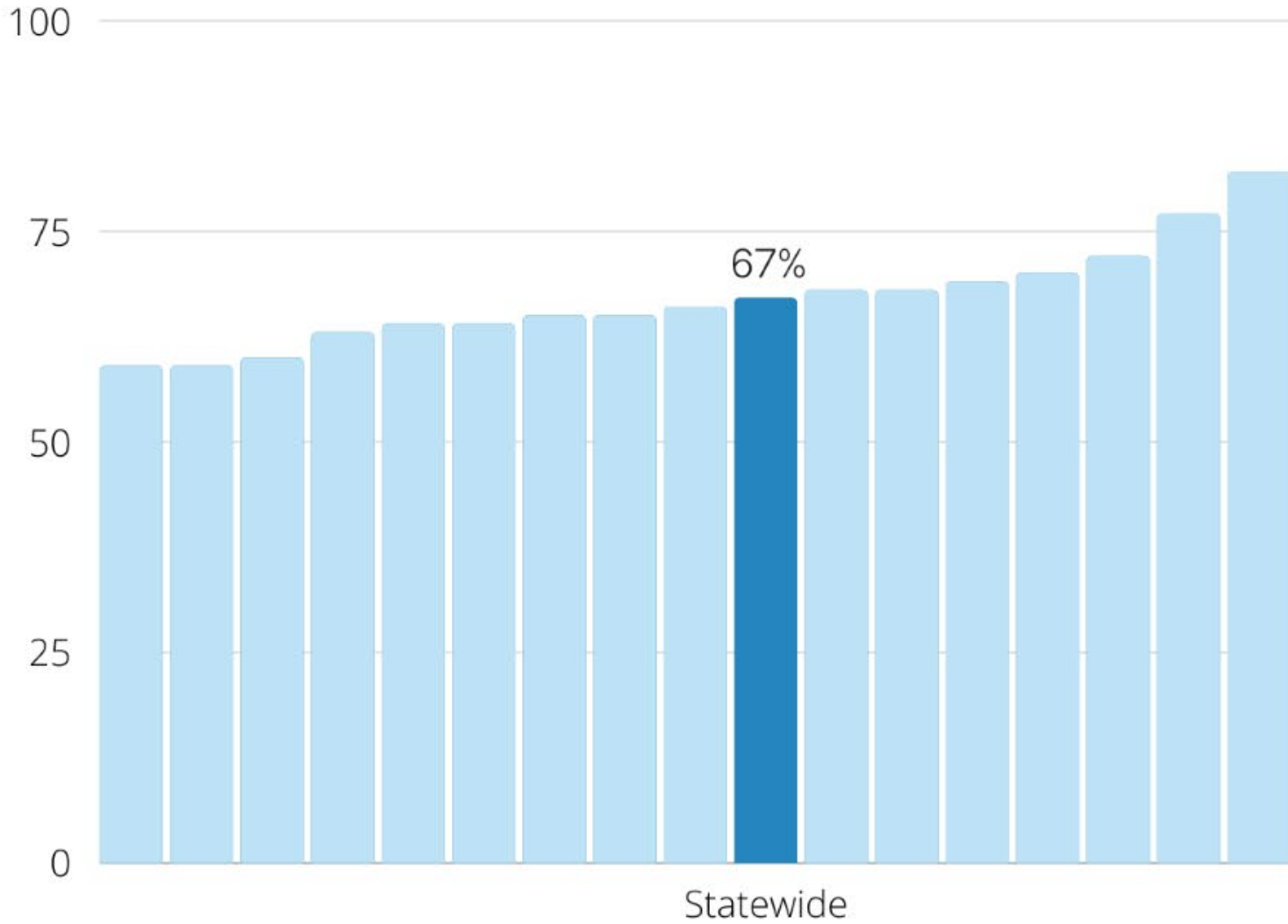


THE REALITY

Total percentage of employees who say the **quality of their professional development** has improved over the last year.

THE REALITY

Total percentage of employees who say they've had a **helpful professional development conversation** with my supervisor in the last six months.



THE VISION

- MOments provides training and development by targeting soft and technical skills.
- MOments increases access to relationships that can enhance professional development.
- MOments formalizes the mentoring conversations that exist across the state workforce.



THE STRATEGY

How can the State of Missouri implement a statewide mentorship program based upon proven best practices by the end of Fiscal Year 2023?



THE CHALLENGES

Existing mentoring gaps or concerns



INCONSISTENCY



INACCESSIBILITY



INCENTIVIZATION

WHY MOMENTS?

MENTORSHIP BENEFITS

- career development
- emotional health and relationships
- increase productivity and organizational connection

PRIORITIES

- low-maintenance, low-barrier website
 - increase accessibility and participation (across departments)
- mentorship connections
 - improvements in efficacy, employee development and retention

THE MARKETPLACE

Take a tour of our solution



THE RESOURCES

What the website has to offer



HANDBOOK

Website navigation and mentoring tips

TRAININGS

Curated LinkedIn Learning paths

TRAINING CREDITS

How-to guide for receiving credit

SURVEYS

MOments and mentorship feedback



TRAINING CREDITS:

ENTERING MENTORSHIP MEETINGS INTO THE TMTP/ESS PORTAL

- Professional development hours, including mentoring sessions through MOments, count toward the [Leadership Development Rule](#) requirements.
 - More information on professional development is located at the [Missouri Talent Development website](#).
- All professional development completed by staff can be logged and tracked within the Team Member Training Portal (TMTP), which is located within the [ESS Portal](#). Follow these steps once you've logged into your ESS Portal:
 - Click on "My Information" on the top toolbar.
 - Select "My Development" from the dropdown menu.
 - Click "View Training Log" to view the trainings you have completed.
 - Click "Add Training" to log in-person trainings.
 - Within the "Title" box, type in "Mentorship Meeting."



THE IMPLEMENTATION

Putting the program into action



SETUP

- Website mocked up and functional
- Materials and resources developed



INCENTIVES AND INTEREST

- LDR hours, training
- Engage 2.0
- Marketing plan available



MAINTENANCE

- Sustained through OA DOP team
- Maintained by OA ITSD
- Cost savings



MEASURING IMPACT

How will we measure 'success?'

- **Participation**
 - Number of mentor profiles
 - Number of mentees connected to mentors
- **Time investment**
- **Post-mentorship survey**
 - QPS data tied to mentoring



FUTURE CONSIDERATIONS

- Additional web enhancements as needed
 - Flexible monitoring capacity
 - Data visualization
 - Site automation
- Survey enhancements
- Expanding membership
 - Retirees
 - Specialties
- Expanding internal partnership opportunities



SPECIAL THANKS

OUR MENTORS:

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- Caroline Coulter, OA
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- Scott Weber, DOC
- John Thomas, DHSS

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- Jacob Worley, OA ITSD
- Mizzou Alumni Association
- Missouri Vocational Enterprises
- Julie Schlup, OA
- Aaron Dimmock, OA

... and our teams back at the office and at home!

SOURCES

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