Strategic Staff Development

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Agenda

- The value of taking the effort to PLAN
- The process of a Staff Development Plan
- Begin your own Staff Development Plan
People

- Your Brain Is Your Most Precious Natural Resource
- Some might say that your staff is your most valuable asset
What are some key thoughts that come to mind when you think of “Training”?

- Budget
- Time away from daily job duties
- How do I determine who gets what training?
- What if someone leaves?
- How do I make sure training doesn’t stop due to busy schedules?
- I don’t have time to determine which courses are relevant and when to take them
Reactive versus Proactive

JIT will always be necessary; however, planning can reduce that!
ROI Discussion

• Quick Facts

• Two ways to evaluate ROI
  - Benefit over Costs
  - Intrinsic value of Training
In the Past...

- Focus of conversations...
  - Role
  - Technology
  - Delivery

- GIS – Opening Our World
Other considerations

• Esri Curriculum

• Different types of engagements with Training Services

• The role of the Training Sales Consultant
Outcomes of a Staff Development Plan

- Staff attends the right training at the right time
- We have budgeted for training
- Projects are not delayed due to staff skills
- Maximize training by coordinating with other depts.
- Training benefit realized almost immediately with on the job tasks
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- The process of a Staff Development Plan
- Begin your own Staff Development Plan
Mission and Objectives

Applications of a GIS

Categorize Roles

Educational Resources

Identify Delivery Method

Budget Planning

Execute Plan

Review Plan

Staff Development Process
Mission and Objectives

- Review Plan
- Applications of a GIS
- Categorize Roles
- Educational Resources
- Identify Delivery Method
- Budget Planning
- Execute Plan

Mission and Objectives
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Applications of a GIS
Categorize Roles
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Identify Delivery Method
Budget Planning
Execute Plan
Review Plan
Categorize Roles
Foundational Steps

- Review Plan
- Execute Plan
- Mission and Objectives
- Applications of a GIS
- Categorize Roles
- Budget Planning
- Educational Resources
- Identify Delivery Method
Education Resources

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Review Plan
Scalability of Plan

The Staff Development Plan can:

• Scale to smaller sub-organizations or departments within your larger organization
• Lead to a more focused, personalized plan tailored to meet local needs.
In conclusion...

Staff Development Plan:

• Is a tool to leverage staff’s potential and promote GIS to achieve your mission

• Represents the partnership and commitment between your organization and Esri Training

• Is successful with executive sponsorship for investment of effort from your organization
Next Steps

1. Schedule a meeting with your Training Consultant
2. Identify your executive sponsor and key stakeholders
3. Participate in the break-out session exercise to begin thinking about your organizational goals and objectives
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