

Training & Professional Development Strategic Plan

Objective 1: Develop a Competency Based Model To Guide Training and Development, Employee Selection, Performance Management, Career Development and Succession Planning

Key Outcomes:

- Systematic approach to managing HR activities from selections through career development and advancement
- Identification of critical behaviors for high performance
- Common model for high performance behaviors
- Basis for strategic approach to employee training and development
- Make performance conversations easier
- Reinforce EMU's vision and strategic direction

Objective 2: Develop a Comprehensive training Model with Curriculum Maps for Each University Division

Key Outcomes

- Systematic & structured approach to employee training & development
- Clearly communicated training guidelines and expectations
- Establish a learning culture within EMU's administrative employees
- Access to campus wide training and development activities online
- Competency based approach to training & development

Objective 3: Implement a Recognition and Reward Program That Will Contribute to Building a Culture which Values, Recognizes and Rewards Exceptional Performance

- Recognition of individual and team accomplishments
- Increased employee morale and engagement
- Support key organizational competencies
- Build performance driven culture
- Opportunity for HR to partner with customers on a progressive initiative

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Objective 4: Implement a University Wide Learning Management System (LMS) to Track Training, Leverage Existing Programs for Wider Use (i.e., EMU e-Training) and Map Individual Development Plans

Key Outcomes

- Automated tracking, recording and evaluation of training events
- Ability of employees to plan/track training events and create individual development plans
- Improved communication and coordinator of training related activities
- Opportunities and expectations for individuals to continuously learn throughout their careers.

Objective 5: Develop and Administer Annual Organizational Climate Survey to Guide Organizational and Employee Development Activities

Key Outcomes

- Data to guide employee and organizational development
- Date to identify change management initiatives
- Understanding of how employees perceive EMU and it's working environment
- Feedback (both positive and negative) to leadership on the internal health of EMU
- Increased morale, commitment and engagement

Objective 6: Develop a Comprehensive Training & Professional Development Website

Key Outcomes

- Common location for all employee development information (course listings, curriculum maps, training registration, job aides, reference materials, manager toolkit, recognition & reward program, etc.)
- Ease of access to learning and professional development information
- Increased quality and usage of HR website

Objective 7: Provide Organizational Development Consulting Services to Support University Leaders, Divisions and Individuals in Their Efforts to Address the University's Mission and Goals

Key Outcomes

- Provide linkages between employee development and unit goals
- Support divisions in developing and accomplishing their missions
- Strengthen EMU's capability to implement strategic planning and change initiatives
- Improve HR's ability to be a strategic partner
- Develop greater levels of teamwork