

Training & Professional Development Strategic Themes

- Competency Modeling - Develop competency models to use as a common unifying framework for core HR activities (e.g., training, development, recruiting, selection, and performance management);
- Customer Focus – Understand the goals and missions of the leaders and organizations at EMU to foster a collaborative environment for solving problems and planning organizational interventions;
- e-Learning Integration– Employ creative and innovative web-based learning methods, to provide flexible solutions to ensure the success of administrative staff;
- Employee Development – Provide each member of the EMU administrative community with opportunities that will allow them to contribute to the full extent of his or her capabilities;
- Employee Engagement - Implement strategies to increase employee commitment, work effort, and desire to stay at EMU;
- Employee Recognition - Develop a culture that rewards and recognizes exceptional performance and effectively engages and motivates EMU's workforce;
- Leadership Development - Equip EMU leadership with the skills necessary to effectively coach, manage and lead individuals and their teams in achieving organizational goals, including the succession and progression planning process;
- Performance Driven Culture - Cultivate a performance-driven culture that rewards results;
- Strategic Human Resources - Enhance HR Staff knowledge & skills in strategic areas by identifying skills, measuring gaps, and sharing learning tools and plans.