

**STAC Meeting
April 9, 2012
MO DMH**

Members in attendance:

Rosie Anderson-Harper	Mental Health
Barbara Beerman	MO State Employees Retirement System
Ashtyn Beek	Department of Revenue
Terry Black	Health and Senior Services
Allan Forbis	OA
Mary Hoskins	Health and Senior Services
Bryan Howard	DESE
June McElroy	Labor and Industrial Relations
Steven Medrow	Corrections
Laura Mertens	OA
Deanna Treu	Social Services
Maureen Willloh	DNR
Geri Wiseman	Conservation

Welcome/Introduction of Members:

Terry Black, president, opened the meeting by welcoming and introducing our newest members, Laura Mertens (OA) and Ashtyn Beek (Revenue).

Minutes were reviewed and passed unanimously.

Training Initiatives/Challenges

- **Rosie Anderson-Harper** reported they are in the process of transitioning to Moodle and hired some consultants regarding e-learning for safety, NEO, etc. Need to look at costs.
- **Bryan Howard** reported they are currently rolling out OA web Diversity training, among their usual topics. They are also using Adobe Connect.
- **Barbara Beerman** reported they are looking into audience response systems, hopefully remote control size. The Benefits U currently has the theme of “balance” and will be held on Thursday September 6th. Deferred Comp and MO Consolidated are having a live, benefits on-line training for “newbies” in May.
*Steven Medrow suggested checking with universities for info regarding audience response systems—they utilize this frequently.
- **Geri Wiseman** reported they are currently conducting performance appraisal training on a system they created in-house. She also continues to hold Extended Disc personality based training (similar to Meyers-Briggs) with an on-line component.

- **Laura Mertens** reported they are busy holding their usual training offerings such as SAMII, MS Office, etc., and having webinars through Adobe Connect. She is looking for a product to see students on screen during webinars. So far it seems cost prohibitive.
- **Allan Forbis** reported they are quite busy offering new classes, workshops, and webinars. Upcoming training offered: Dr. Zimmerman (back by popular demand), Leadership Innovations, and more video based training using student responses. They are preparing for the May 31st is State Employee Recognition Day. “In the Spotlight” is planning to put out a newspaper featuring “Nine Questions”—the first edition will feature a MODOT executive and Sara Parker Pauley, Director of DNR. They are also developing promotions for the “We Save” program.
- **Mary Hoskins** reported they are getting Terry Black acclimated, busy developing E-Learning and Diversity training (looking for actors for the video portion). They now have new employee information on-line and have had a great response to their employee recognition events such as ice cream day, jeans day, etc.
- **Ashtyn Beek** reported he has been with Department of Revenue for six months and is busy learning the ropes. He is focusing on looking at different ways to deliver on-line training.
- **Steven Medrow** reported they are ready to formalize a review system for training, hired a Training Tech II for on-line training development, developing more e-learning and three-session webinars with intersessions and activities, and developed an on-line Employee Handbook.
- **Deanna Treu** reported their focus right now is catching up their 1,400 employees on the MTR. She also is becoming certified in “Mental Health First Aid”—it is a very interesting training from Australia that MH is helping them acquire.
- **Mo Willoh** reported she started with DNR a little less than three weeks ago and is learning the ropes. They are going to have a busy year starting the next group of their Leadership Ladder program—with 45% of managers eligible for retirement in the next 5 years, this is an important part of the succession plan. In the next month or two, they will be conducting CISM (critical incident stress management) training, Are You Hard to Manage?, and Organizational Skills. They are also planning on becoming certified in Franklin Covey’s 5 Choices.
- **June McElroy** reported they are doing Meyers-Briggs communication training, NEO (ninety day program), video conferencing, webinars through Adobe Connect, and developing technical training and an HR monthly newsletter.

Sub Committee Reports

Communication and Membership—Sarah Irwin reported to Terry Black that their focus will be verifying the membership roster and reaching out to other agencies encouraging membership.

Policy—Deanna Treu and Allan Forbis reported they plan on a complete review of MTR to prepare recommendations to correlate with Perform. They also plan on reviewing training/ HR initiatives, and training records available through SAMII for ESS Portal.

Training Trends and Initiatives—Mo Willoh (for Suzi Middaugh) reported the committee has not met yet, but will meet in the next coming weeks. Suzi/Mo requested ideas for the direction of the committee—ideas were: Sharing technical expertise by creating a spreadsheet listing which people possess certain skills as a potential reference for STAC members, and looking at e-learning, mentoring, and succession planning trends.

Adjourn

Next meeting: July 9th, 1:30-3:30 p.m. at Department of Transportation (directions to follow)