

**STAC Meeting  
October 15, 2012  
Conservation Credit Union**

**Members in attendance:**

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|-----------------------|--|
| Terry Black           | Department of Health and Senior Services |
| Sarah Irwin           | Office of Secretary of State of Missouri |
| Geri Wiseman          | Department of Conservation               |
| Ray Wood              | Department of Transportation             |
| June McElroy Bradshaw | Department of Labor                      |
| Deanna Treu           | Department of Natural Resources          |
| Beverly Struempf      | Department of Social Services            |
| Jennifer Hentges      | Missouri Lottery Commission              |
| Allan Forbis          | Office of Administration                 |
| Laura Mertens         | Office of Administration                 |
| Steven Medrow         | Department of Corrections                |
| Mo Willoh             | Department of Natural Resources          |

**Welcome/ Introduction of Members:**

Terry Black opened the meeting.  
Minutes from the previous meeting were reviewed and passed.

**Training Initiative Updates and Challenges:**

- **Laura Mertens** and **Allan Forbis** reported that the Office of Administration has a new technical training contract in place and have begun scheduling classes. Agencies should let them know of technical training needs. They will be creating new cyber-security training, which may be available to staff who are not in IT. Other training opportunities include; the Employment Law seminar on December 4; Alan Zimmerman's, "The Pay Off Principle" on November 29; and a January conference featuring a presentation on the history of politics in Missouri, facilitated by a professor from MSU. The Annual Report is not yet complete, but will be published likely in the next few months. OA also reported that their, "In the Spotlight" recognition is going strong.
- **Jennifer Hentges** reported that the Lottery is conducting a training needs assessment and is working to create a training plan for the year. They will be looking at on-line resources.
- **Beverly Struempf** reported that Social Services is on-track for meeting the Management Training Rule and will be looking to supplement their existing training with on-line resources once a new training manager has been hired.
- **Deanna Treu** reported that Natural Resources is working to complete civil rights and diversity training for all employees by December. They are also providing training in conflict resolution and the PERforM system for managers and supervisors. The seventh group selected for participation in their Leadership Ladder program will be announced this fall.
- **June McElroy Bradshaw** reported that DOLIR is looking to schedule classes in the upcoming year based upon an HR survey they will be conducting. Their third leadership class started in August and should be complete within one year.

- **Steve Medrow** reported that Corrections took a significant cut in their training budget and are looking at ways to provide more on-line training opportunities in response. Their first on-line class which replaces a course traditionally delivered in the classroom will occur in January. They are looking to utilize Adobe Connect. Steve inquired about “HTML 5” and Sarah Irwin indicated she would conduct some research and provide information that she finds.
- **Ray Wood** reported that Transportation’s restructuring has provided for a need for lots of training opportunities and employees move into different positions. They are looking to provide new leadership training opportunities to future leaders and those already in leadership positions. They have provided CDL training to 260 people through community partnerships.
- **Geri Wiseman** reported that Conservation has launched their 30<sup>th</sup> Instructor Training Course (ITC). They have also offered extended DISC training which has been very well attended. They have also created a new performance management system and are working to identify all competencies and required training for each position, which will be a huge undertaking.
- **Sarah Irwin** reported that some projects are on-hold at the moment. There have been fewer requests for training she is offering and is looking for outreach opportunities in the departments. Please let Sarah know if you have ways she can advertise research resources that are available to your agency.

#### **Subcommittee Reports**

- **The Policy Committee** presented a draft document regarding the alignment of the MTR competencies and the PERforM components. This draft document will be placed on basecamp for STAC member review and comment. Please provide feedback by November 1.
- **The Training Trends Committee** presented information about basecamp and placed the Policy Committee’s document there for a way for members to test the system. Please let Mo know if you have questions.
- **The Communication Committee** reported that the most recent membership list has been placed on STAC’s website. Please let Sarah know of any errors or omissions. The committee wanted to know STAC’s ideas for projects the committee should address. The group suggested agency outreach as a priority.

The group decided to skip December’s meeting.

**Adjourn – 2:50**

**Next Meeting – January 14, 2013 at DNR’s Lewis and Clark Office Building, Gasconade Camp Conference Room, 1:30 – 3:00**