

Staff Development Grant

Rochester Community and Technical College

Project: Supervisory “Coaching for Engagement” Training

Description: Development of a Train-the-Trainer module with three RCTC employees trained to deliver the program at the College on an on-going basis.

Project leader: Renee Engelmeier, Faculty/Staff Development Specialist

Award: \$5,000.00/\$5000.00 Matching RCTC Funds

Project Re-cap:

Rochester Community and Technical College is contracted with Bailey Consulting for a project which will allow us to continue to offer “Supervisory Coaching for Engagement” training which was initially offered here in September of 2007. This project has involved the development of a train the trainer module with Bailey Consulting allowing RCTC to maintain an in-house resource for training new supervisors and to train the next level of leaders – our faculty program leaders/division coordinators and team leaders in staff areas.

Three individuals are currently being trained by Bailey Consulting representatives to deliver the “Supervisory Coaching for Engagement” training. The trainers have been provided with extensive literature and research on Employee Engagement and Pro-Active Career Management with the outcome to ensure all trainers are subject matter experts in these areas. Consulting representatives and trainers met to engage in dialog, review case studies and current literature and discuss best practices regarding maximizing Employee Engagement.

Bailey Consulting Fees

36 Hours of preparation and on-site training hours, travel and material expenses - \$10,000.00 (\$5000.00 Grant/\$5000.00 RCTC Matching Funds)

Impact:

The training module curriculum has been developed and reviewed by the trainers. The trainers met with Bailey Consulting representatives in June for a six hour session to have questions answered on the curriculum and receive training to deliver the curriculum and on coaching skills and training supervisors in coaching skills. It is anticipated that the full \$5000.00 grant funds will be exhausted by the end of June 2008. The matching funds from RCTC will be used for the completion of the project beyond that point. Bailey Consulting representatives will now observe and provide feedback on the trainers’ initial sessions.

The outcomes and benefits outlined on the Project Proposal remain the same. Once the project has been completed and supervisors have been trained, we will be able to assess such metrics as staff satisfaction/morale, retention, improved succession planning, and management skill development.

Reflections:

This training will augment other strategic Human Resource initiatives, for example, the enhancement of our performance management system to include professional development plans for all employees, supervisory and management development endeavors, and improving overall employee satisfaction.

Thank you again for supporting this important project at RCTC. We appreciate the grant funding provided by MnSCU and feel that this project will have a positive impact on our campus. Please feel free to contact me if you have questions.