

TRAINING WORK GROUP

Issues Identified in Group Discussion:

1. Organizational training to capture synergy from all states.
2. Training to develop evaluation skills
3. Staff development issues involved in recovering from "brain drain" from downsizing.
4. Staff development to prepare staff for working on new issues in new arenas with new constituencies.
5. Managerial/supervisory skill development
6. "Briefing book" for new Directors (for dealing with important stakeholders/decision-makers).

Recommendations for Addressing Issues:

1. Request that ECOP identify several Directors/Administrators (experienced and inexperienced) to advise PODC in developing an outline of issues and information a Director needs to be prepared to share with key stakeholders and decision-makers.
 - insert content that is not state specific
 - state-specific content inserted by individual Directors
2. Capturing synergy from activities already occurring in states should be an element of any PODC project.
3. Training to develop program evaluation skills should be PLC's responsibility if PLC accepts responsibility to identify needed program evaluation skills. Personnel (performance) evaluation is part of managerial/supervisory skill development recommendation.
4. No recommendation at this time for addressing issue of staff development for dealing with "brain drain" from downsizing.
5. Recommend preparation of "white paper" on "process skills: that Extension educators need as they deal with new issues that require approaches other than traditional "expert" or "tech transfer" models.
 - further recommend that staff with this expertise be identified to develop paper with PODC oversight and ultimate PODC acceptance before moving it on to ECOP.
6. Recommend preparation of "white paper" on managerial or supervisory skills needed by new grants administrator with no prior managerial or supervisory experience.
 - paper will acknowledge that its intended focus audience is new grants administrators but concepts apply to all managers or supervisors.