



OK Training Tribute

OK Training Tribute Committee
Hosted on the Office Of Personnel Management Website

Sharing the HRDS Vision! Answered by Lisa Fortier

What direction is HRDS heading?

HRDS is gearing toward "Blended Learning" which is just a combination of both face-to-face interactions and online coursework. One of the things we talked about in our last meeting was 'e-learning', and we've been in contact with professionals from OSU, UCO, and Rose State to discuss options for offering classes online. Budget and scheduling constraints have led us in that direction and that is what we're focusing on at this point.

What can we expect to see from HRDS in the near future?

As we put together the spring schedule and coursework, we plan on offering the same number of titles, just fewer sessions because people are short-staffed and have smaller travel budgets. Expect to see a few less 'in-person'

classes, but the same curriculum will be available. Remember, blended learning just means a combination of e-learning and classroom training. Some classes will have to be face to face because that's just the best way to teach them. With e-learning, though, we'll be able to reach a larger audience, hopefully all 77 counties. We're trying to update the classes that we have, because they are already excellent in terms of the "message" and how universal they are. We've gotten a lot of feedback regarding the curriculum not being as aesthetically current as some would like. Unfortunately, due to budget constraints, it is more difficult to produce a new video and purchase the rights to use it in our training program. It's actually a lot more costly than what people realize. This is why we ask those taking the

courses to pay attention to the message, not so much the hairstyle or wardrobe of the actors.

Is there anything else you'd like to share about HRDS?

We really listen to our customers and want them to know that we are dedicated to their needs. While it's true we cannot provide training specifically for the duties of each member of our audience, we strive to make our training sessions applicable to every supervisor in every agency. All courses have a specific universal message that people need to absorb and take with them. We work hard to make sure each course accomplishes that. One of the projects we're working on is transferring the videos to DVD, and our goals for the future are updating at least three classes per year.

Continuing to Power the Future with HR (2010 IPMA-HR Southern Region Conference)

April 24-28, 2010

OPHRA – The Oklahoma Chapter of the International Public Management Association for Human Resources is hosting the 2010 IPMA-HR Southern Region's Annual Conference in beautiful downtown Oklahoma City. This conference is a **must** for human resources and management level employees to attend.

This conference is open to, and will draw public and private sector HR and management level participants from all over the Southern Region which includes: Alabama, Arkansas, Florida, Kentucky, Louisiana, Metropolitan Atlanta, Mississippi, North Carolina,

South Carolina, Oklahoma, Tennessee, Texas and Virginia.

This conference will give participants the opportunity to meet and network with their counterparts, and in doing so attendees get to share ideas, challenges and resources with others who share the same objectives.

In today's economic environment, everyone is looking for a way to keep their staff informed, trained and powered to do their job. This IPMA-HR Conference is a great opportunity to stay local and obtain these goals; which means saving money, and still get the training needed to meet the HR continuing education requirements as

well as requirements for Supervisory, Grievance Manager, Legal, and EEO training.

The agenda for the conference will include speakers such as:

Kyle Eastman (Keynote),

Stan Florence (OSBU),

Mike Snowden (OBN),

Paul Ross (McAfee & Tate),

Mike Oakley (DOC),

Gayle Barrett (Crow & Dunlev),

Shelley Cadamy (Francis Tuttle),

Greg Wolf (The Hay Group),

Dr. Lee Manzer (OSU),

Dr. Mark Perryman (Allstate),

Jami Fenner (Lester Loving & Davies)

Continued on page 2....

OK Training Tribute Committee
Hosted on the Office Of Personnel Management Website

Ayana Wilkins (DEQ)
Crystal Nolen (DOM)
Wendy Simpson (DCS)
Lisa Hays (REC)
Jeannette Williams (OSEEGIB)
Tim Cramer (OPM)

Phone: 405-427-3859
Fax: 405-424-4932
Email: crystal.nolen@mines.ok.gov

Our mission is to distribute the most current and pertinent training news and to collect information regarding unfulfilled needs for training. We hope to be a source of information for training managers and supervisors throughout Oklahoma.

Training Coordinators Council

The next Training Coordinators Council meeting will be held on March 11th, from 1:30 to 3:30. It will be held in the same location at the Jim Thorpe Building in Room 560.

Survey Results of Wants and Needs.

We only receive minimal feedback from our surveys. The scores have been compiled and here are the results. Please continue to provide feedback so the newsletter will reflect what you want to learn more about. Look for the highlighted topics to be covered soon!

- (16) Computer Training
- (12) Safety Training
- (19) Supervisory Training**
- (18) Professional Development Training
- (11) Electronic Training
- (15) Books/Materials regarding how to Train
- (21) Customer Service Training**
- (14) CORE Training
- (19) Executive Level Training**
- (15) Team Building
- (17) HRDS Training
- (17) Professional Certification
- Other: Facilitators Certification and Stress Management

Workforce.com

Workforce Management is a website that lets HR professionals as well as Training professionals research, review and follow-up on current events that are occurring both within our organization and out in the “real” world. This site is free. One must subscribe to review articles in-depth and will get email reminders but will not be charged any fees. You will have access to blogs, research, timely articles and complementary webinars.

Keep an Eye Out! The OPM/HRDS Spring Course schedule will be sent out no later than February 8th. These courses will run from March 8th, 2010 to June 18th,

IMPA-HR Continued

April 24-28, 2010

**Location: Sheraton Hotel,
Downtown Oklahoma City**

Topics will include:

- Good Enough for Government Work;
- How to Squash Meritocracy in Your Organization;
- How to Detect Early Signs of Drug Abuse in Your Employees;
- Legal ABC's of Contagious Diseases in the Workplace;
- How to Use the Knight of King Arthurs's Court Mindset to Achieve Your Goals;
- Ethics in Leadership; They Did What?!
- Reasonable Suspicion Drug Testing;
- ADA and FMLA Update;

- Let's Make a Deal! Collective Bargaining;
- So What's Your Status?
- Social Networking;
- Compensation;
- Once Upon a Time ... Story Telling to Enhance Organizational Performance;
- Legal Update.

Conference activities include:

- Golf Tournament (Sunday);
President's Reception (Sunday);
- Continental Breakfast (Monday, Tuesday);
- President's Awards Luncheon (Monday);
- 2011 Kentucky Host Chapter Reception (Monday);
- Dinner/Dance (Tuesday);
- Buffet Breakfast (Wednesday);

- Door Prizes (Daily);
- Vendor Exhibitor Are (Daily)

Conference Cost:

- Full Registration – \$250.00
- Early Bird (Until February 1, 2010)
- Regular Registration - \$275.00 (After February 1, 2010)
- One Full Day - \$100.00
- Sheraton Hotel Group Rates available until April 1, 2010.

For more information or to register you can visit the OPHRA website at:
www.ophra.biz

Deadlines

Performance Management Report of Compliance (OPM-98A Form) is Due to OPM on March 31, 2010.

Mandatory Supervisory Training Requirement Report is due to OPM by April 1, 2010.