



City Council Brief

CoK Employee Professional Development Program



Professional Development Objectives

Align Organizational Learning with Organizational Vision and Goals

- Develop an On-boarding Program
- Professional Development / Performance Management
- Educational Assistance Program
- Expand Training Division

IT BEGINS WITH A VISION...
IT FLOURISHES WITH SUPPORT...
IT SOARS WITH COMMITMENT...
IT ENDS WITH EXCEPTIONAL RESULTS...



Professional Development

- Incorporate an On-boarding Process
 - In processing
 - Skills Training Checklist
 - New Employee Orientation
 - Team Buddy/Mentor Concept
 - Professional Development (Introductory Employment Period)
 - Establish Expectations
 - Set Goals
 - Conduct Formal Evaluations
- Proprietary Supervisory Training Program (L.E.A.D.)
- Educational Assistance Program
 - Increase Budgetary Cap
 - Expand College/University List

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Professional Development

- Expand Training Division
 - Add Assistant Trainer
 - Capitalize on eLearning Opportunities
 - Increase Classroom Training Opportunities
 - Performance Management
 - Talent Management
 - Skills Development
 - Leadership Development
 - Succession Management
 - Identify Departmental/Divisional Training Liaisons
 - Vehicle or Vehicle Allowance

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