

Establishing a Training Consortium

Why Should You Consider A Training Consortium?

A training consortium is the “right way to go” for large and small jurisdictions who want to continually offer a core of classes on a yearly basis. Interjurisdictional training has numerous advantages over traditional training approaches. Finding the right companion organizations that share a similar commitment are the challenges that await those who believe a training consortium is ideal. The advantages are far beyond simple economics. By harnessing the “brain power” of other organizations you keep approaches fresh with new presenters that are not seen by participants on a daily basis. In the training business familiarity may not breed contempt, but it does not breed excitement. Perhaps the following ideas may help in considering whether there is an initial need for a TC.

- Is personnel development sacrificed to the perennial “budget crunch”?
- Are supervisory skills lacking and new supervisors struggle with basic skills?
- Are present training efforts ineffective, too expensive, or just uninspired?

Advantages of a Training Consortium

- Best return on your training dollar
- Opportunity to offer training that otherwise would be unavailable

Structured Model

- Staff - Executive Director plans, organizes, and trains-Joint Funding
- Participant-Based--Handled internally- managers plan,develop,and train
- Funded jointly and in-kind
- Combination-Transition--Developed and led by Executive Director
- Internally developing materials, programs, and staff maintain model or transition consortium as turnkey operation

Sample Workshops For Small Consortium

- **Month 1**
 - Basics of Supervision
 - Employee/Citizen Contact: The Service Connection
- **Month 2**
 - Basics of Supervision
 - Counseling For Results
 - Employee/Citizen Contact: The Service Connection
- **Month 3**
 - Basics of Supervision
 - Ethics For Public Sector Managers
 - Employee/Citizen Contact

- **Month 4**
 - Ethics For Public Sector Managers
 - Getting Things Done
 - Counseling For Results
- **Month 5**
 - Getting Things Done
 - Counseling For Results
 - Ethical Decision Making: The Public Trust
- **Month 6**
 - Sexual Harassment: The Liability Game
 - Managing and Coping With Change
 - Leadervision: Managing From Oz
- **Month 7**
 - Sexual Harassment: The Liability Game
 - Ethical Decision Making: The Public Trust
 - Managing and Coping With Change
- **Month 8**
 - Sherlock Holmes and The Hiring Process
 - Managing Meetings
 - Performance Appraisal: In Search of the Ultimate System
- **Month 9**
 - Managing Meetings
 - PMA: Energize Your Job
 - Sherlock Holmes and The Hiring Process
- **Month 10**
 - Leadervision: Managing From Oz
 - Problem Solving: Navigating Your Way Around Decision Traps
 - Sherlock Holmes and the Hiring Process