

# Workforce Development in Missouri: A Capital Investment

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**NACAA Air Directors Meeting – April 2019**

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“Leadership is critical for any organization to succeed. For far too long, we have not invested in the next generation of our state government leaders.”

**Governor Mike Parson**

“We need leaders who not only lead their teams, but also work across all of government to find creative solutions for our citizens.”

**Drew Erdmann, Chief Operating Officer**

# Leadership Development in Missouri

## A lot going on!

### Statewide:

- Missouri Way
- Missouri Leadership Academy
- Leadership Library
- MOLearning, Show Me Challenge and More!

### Department of Natural Resources:

- Leadership Ladder
- “Informal Influencers”



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# The Missouri Way

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# Missouri Way

- Intensive 3-day training program
  - Lead Self, Lead Others, Lead Change
- Goal: To equip leaders with tools and techniques to drive change and become great leaders
  - Train 1000 of Missouri leaders by end of 2019

<https://missouriway.mo.gov/>





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# Missouri Leadership Academy

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# Leadership Academy Objectives

- **Participants:** Accelerate professional growth, individual leadership development, build skills to lead others, and learn how to drive change
- **Departments:** Prepare emerging leaders to take on new responsibilities and roles
- **State of Missouri:** Build a group of emerging leaders with the skills and understanding of how to improve government performance

<https://leadershipacademy.mo.gov/>



# Leadership Academy

- Participants from each of the 16 Executive Departments
- Cross Department Collaboration
  - “Facilitated Learning”
  - Site Visits
  - Capstone Project
- 2 classes planned/year



Missouri DNR 📍 @MoDNR · Jan 18

We are so proud of Darcy Bybee, graduate of the first #MoLeadershipAcademy! We know you will do great things and be a great mentor for others at MoDNR. #WeServeMO



**Missouri DNR**  @MoDNR · Jan 17



Yesterday, #MOLeadershipAcademy participants presented their capstone projects to the Cabinet! Participants identified solutions to improving challenges facing the state workforce. Their work will lead to great change! #WeServeMo





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# Leadership Library

[oa.mo.gov/leadership-library](http://oa.mo.gov/leadership-library)



# MO LEARNING

*Powered by LinkedIn Learning<sup>™</sup>*

- Over 7000 online classes available to all state employees
- <https://oa.mo.gov/molearning>

# Show Me Challenge and More....

- Show Me Challenge
  - Statewide competition – “Shark Tank”
  - Open to employees in all 16 statewide departments
  - Projects should identify solutions to improve how we serve our citizens
  - [Showmechallenge.mo.gov](http://Showmechallenge.mo.gov)
- And More...
  - Employee Performance Evaluation



# Department Initiatives

## Leadership Ladder

- On-going program – Train a ready pool of candidates to take over technical and managerial leadership roles

## “Informal Influencers”

- Department leadership meet with ‘influencers’ to discuss broad issues



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# Thank you!!

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