

Training Opportunities for Managers

Practical Strategies for Improving Results & Retention

Management Skill Development			
Provide agencies a \$50,000 budget per year over two years to train current managers and budding professionals in effective management practices.			
Legislation	Dollars Per Agency	Annual Cost	Total Cost (2 yrs.)
N/A	\$50,000	\$1,150,000	\$2,300,000

Introduction

According to a 2014 Gallup report, 82% of managers in the U.S. are not effective, and only 35% are engaged in their work.ⁱ When managers don't possess and practice the skills needed to support their employees' growth, they stymie development and squander precious human resources.

Companies sometimes wrongly believe that top individual performers are best suited to advance into management positions, but often the skills that made them a top contributor do not perfectly overlap with the skills needed to manage a team. When asked how employees came into their managerial position, the top reason was "I was successful in a previous non-managerial role."ⁱⁱⁱ According to another survey, only 1 in 10 people possess the unique combination of talent and passion to manage, and just two more can develop this talent with coaching.ⁱⁱⁱ

Effective management practices at any organization are impeded by three barriers: lack of time, lack of knowledge, and lack of financial resources. Offering fully funded trainings to behavioral health managers across the state allows organizations to set standard organizational practices around supervision, feedback, delegation, and other critical skills.

Management Training Options

Effective managers demonstrate a diverse skill set that develops and supports their team while producing lasting results. Managers who possess these skills offer their teams a legitimate chance at success while placing accountability for performance squarely on the employees' shoulders.



Supervision/1-on-1's



Management by Objectives



Meeting Facilitation



Time Management



Feedback



Delegation

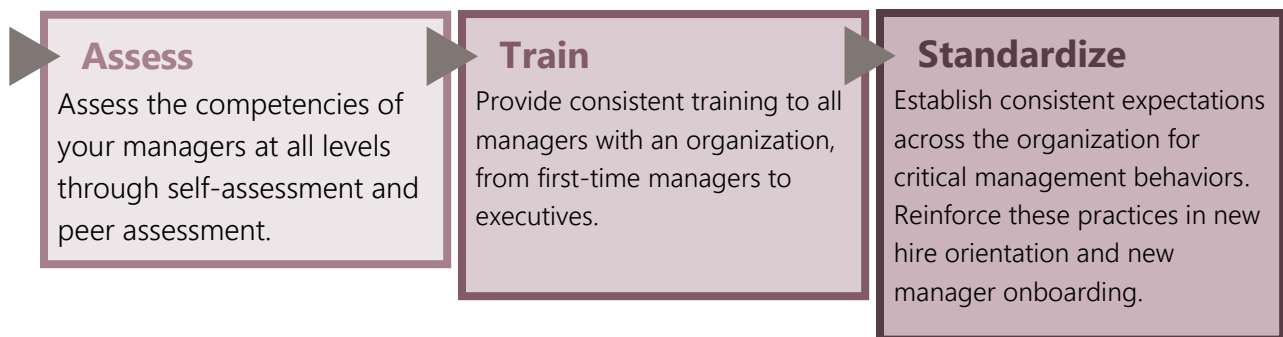


Coaching

The table below provides a summary of four trainings geared towards effective management practices.

Name of Training	Middle Management Academy	Practicing Effective Management	Business Training Works	Total Worker Health
Offered by	National Council for Mental Wellbeing	TBD Solutions	Business Training Works	Colorado School of Public Health
Focused on Behavioral Health Professionals	Yes	Yes	No	Yes (Healthcare Professionals)
Format	Virtual: Four 5-hour live sessions over 4 weeks In-Person: 3.5 days of training	Virtual: Four 4-hour sessions In-Person: Two 8-hour sessions	Virtual: 2-hour sessions, number of sessions varies In-Person: ½ day, full day, multi-day options available	Virtual: 1-hour training at your own pace In-Person: 1.5 hour webinar after completion of online training
Cost Per Person	\$1,350	\$450 (Virtual) \$525 (In-Person)	\$1,500 (Virtual) \$8,300 (In-Person)	\$45 6-months access (Virtual)
Cost Per Group Training		\$11,000 (Virtual) \$16,000 (In-Person)	\$3,000 (Virtual) \$12,000 (In-Person)	Individual only

Next Steps



ⁱ Beck, R.J. & Harter, J. (2014) Why Great Managers are so Rare. Gallup Business Journal. <https://www.gallup.com/workplace/231593/why-great-managers-rare.aspx>

ⁱⁱ Parr, A. (2017). 82% of Your Managers aren't Effective at their Job. LinkedIn. <https://www.linkedin.com/pulse/82-your-managers-arent-effective-job-alissa-parr>

ⁱⁱⁱ Beck, R.J. & Harter, J. Why Great Managers are so Rare.