

Summary for Deliverable 5.3.4 Training Needs Assessment October 6, 2000

Deliverable 5.3.4	Summary	Results
<ul style="list-style-type: none"> □ The objective of this deliverable is to complete a training plan for the effective skill transfer of collaborative skills/tools/capability throughout the Students Channel. 	<ul style="list-style-type: none"> □ This is an agree-upon plan for implementing broad-based training within the Students Channel. Some of the benefits are: <ul style="list-style-type: none"> □ Less dependence on external consultants/facilitators over the long-term. □ The development of a common language and approach for running meetings, problem-solving, and building a collaborative and efficient workplace. 	<ul style="list-style-type: none"> □ The training plan is attached below and complete.

DRAFT TRAINING PLAN FOR STUDENTS CHANNEL

The purpose of the training plan for the Students Channel is to build a common language, mind-set, and set of skills and tools that can be used to support the vision and goals of the Students Channel in alignment with the Modernization Blueprint and Sequencing Plan. The intent is to help support the Blueprint initiatives of: enabling SFA employees to work collaboratively, efficiently, and effectively together; creating an open and collaborative operating environment; and enhancing working relationships with the financial aid community, schools, and financial partners. The interest is to build a collaborative culture, one of partnership between functional areas, regions, and operating partners, that can draw out the best in everyone in building exceptional results for SFA's ultimate customers.

FACILITATIVE LEADERSHIP TRAINING- 4 training sessions, 3 days each, with 2 trainers per session, and a maximum of 20 participants per session–(includes trainer pre-work and preparation, manuals, and delivery with follow-up coaching sessions)–

- **Target Audience-**

- ~ 40 Students Channel leaders in DC
- ~20 leaders in the regions–Atlanta, Chicago, and San Francisco
- ~10 people who have been active in IPTs and people who are natural leaders
- ~10 operating partners

TEAMS IN ACTION ACCOMPANIED BY 1 DAY OF MASTERING MEETINGS- 3 training sessions, 3 days each, with 2 trainers per session, and a maximum of 20 participants per session–(includes trainer pre-work and preparation, manuals, and delivery with follow-up coaching sessions)–

- **Target Audience-**

- 1 project team per region

This plan does not include some 2-day custom ***MASTERING MEETINGS*** sessions for just-in-time training for ~3 IPTs to set them up for success from the beginning of their work.