

# POST Supervisor Course

February 20-24, 2017

March 27-31, 2017

Training Syllabus



**William Penn Mott Jr. Training Center**



# Memorandum

**Date:** February 8, 2017

**To:** Supervisor

**From:** Debbie L. Fredricks, Chief  
Training Section  
California State Parks

**Subject:** Employee Attendance at Formal Training  
POST Supervisor Course Group 1

An employee from your office will soon be attending the formal training program described in the attached. Ensure that the employee is fully prepared to attend the session and that the groundwork is laid for the employee's implementation of the training upon returning to work. You can assist with capturing the full value of the training by taking the following steps:

### Prior to Training

1. Make sure that **specific** employee needs are identified and, if necessary, called immediately to the attention of the Training Coordinator.
2. Review with the employee the reason for the employee's attendance.
3. Review objectives and agenda with the employee.
4. Discuss objectives and performance expected after the training.

### Immediately Following Attendance

1. Discuss what was learned and intended uses of the training.
2. Review the employee's assessment of the training program for its impact at the workplace.
3. Support the employee's use of the training at the work place.

### Three Months Following Training

1. Supervisor evaluates the effectiveness of the training on the employee's job performance and login to the ETMS to complete the Training Effectiveness Assessment form.

Thank you for your assistance in seeing that the full benefit of training is realized.



Debbie L. Fredericks  
Training Section Chief

Attachment  
cc: Participant

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***Mission Statement  
Training Section***

***The mission of the Training Section is to improve  
organizational and individual performance and  
productivity through consulting, collaboration,  
training, and development.***

## TRAINING SECTION STAFF

Debbie L. Fredricks..... Training Section Chief  
Ann D. Slaughter ..... Mott Training Center Manager  
Jack Futoran ..... EMS and LFG Training Coordinator  
Jeffrey Beach..... Training Consultant  
Dave Galanti..... Training Consultant  
Karyn Lombard ..... Training Consultant  
Sara M. Skinner..... Training Consultant  
Jason Smith..... Academy Coordinator  
Jeremy Alling ..... Cadet Training Officer  
Matt Cardinet ..... Cadet Training Officer  
Raymund Nanadiego..... Cadet Training Officer  
Lisa Anthony..... Program Coordinator  
Edith Alhambra ..... Assistant Program Coordinator  
Alex Franck..... Assistant Program Coordinator  
Jessica Kohls..... Assistant Program Coordinator  
Pamela Yaeger..... Assistant Program Coordinator

## THE MISSION

*of the California State Parks is to provide for the health, inspiration, and education of the people of California by helping to preserve the state's extraordinary biological diversity, protecting its most valued natural and cultural resources, and creating opportunities for high quality outdoor recreation.*



## FORMAL TRAINING GUIDELINES

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Welcome to formal training, an essential component in your career development.

Since 1969, our Department has been providing a continuously changing number of diverse training programs at its main training facility, the William Penn Mott Jr. Training Center, and other locations including Marconi Conference Center. The Department strives to enhance your learning and job performance with formal training of the highest quality.

Our Department's dedication to training is only one aspect of its commitment to you and to the public. This commitment is costly and represents an important investment in you and your career. You and the Department realize a return on that investment by your positive participation in formal training itself and post training follow-through.

The program you will be participating in is described in this training syllabus, which outlines what you can expect from this training and what is expected of you. This syllabus details what you should do before you leave for training; what to do when you arrive; what you will be doing while in training; and, importantly, what you should be able to do when you return to your work site. Specifically:

1. **SYLLABUS:** The syllabus is now accessible on the Employee Training Management System (ETMS). Your copy of this syllabus is an important part of your training experience and should be brought with you to training. Read it before you arrive and review it following the program along with material you received at training.
2. **PRE-TRAINING ASSIGNMENTS:** Your completion of pre-training assignments is essential to the success of your training. You are responsible for all reading assignments in preparation for classroom sessions. Time will be provided during working hours to accomplish any assignments which involve either individual or group efforts and resources.
3. **TRAVEL:** Arrange your travel to and from the training site through your District or Office. (No reimbursement for travel expense – including per diem costs – will be approved for travel not specifically authorized in advance by the District Superintendent). Individuals may claim reimbursement for incidental expenses incurred as outlined in DAM 0410.6. The Mott Training Center does not have the capability to provide transportation to/from Monterey Airport.

The cost of your travel (airfare, mileage, rental car, etc.) is paid by your District or Office **to** and **from** the location of training.

4. **HOUSING:** Housing will be assigned to you on a shared-room basis and will be available from 3:00 p.m. on the date of arrival to 11:00 a.m. on the date of departure. The Department provides your room and board expenses at the Mott Training Center only. No per diem allowance will be authorized for living off-grounds. This does not preclude living off-grounds at your own expense. Advise the Training Consultant no later than one week before your scheduled arrival if you plan to live off-grounds. No animals are permitted in housing. In the event of an emergency, staff must know your room assignment; therefore, you may not switch rooms without staff approval. Overnight guests are not allowed. Quiet hour is 10:00 p.m.

**Note:** You may be assigned a room at a motel while attending training. If so you may be asked to present a valid credit or debit card while checking in to your room. Many motels require a credit card to cover charges incurred such as telephone calls, damages to rooms and/or furnishings, fees to clean rooms that have been smoked in that are not designated as smoking rooms, etc. Be prepared to handle this appropriately.

5. **ENROLLMENT OR HOUSING CANCELLATION POLICY:** To cancel participation in a course, the participant must have their District Superintendent or Section/Office Manager send an email to the Training Specialist assigned to the course requesting to remove the participant. If you do not need lodging or must change or cancel your reservation for lodging, you must contact the Mott Training Center or Training Consultant assigned to the course at least 2 weeks prior to your date of arrival. Lodging, registration, and associated fees will be charged to the employee's District or Section/Office if a training cancellation is received with less than two weeks' notice.

**The Mott Training Center is committed to ensuring that the reservation that has been made for you is accurate and needed.**

6. **MEALS:** Meals will be provided, semi-cafeteria style, from dinner on the date of arrival through lunch on the date of departure. Meals will be served at 7:15 a.m. for breakfast, 12:00 noon for lunch, and 6:00 p.m. for dinner. Hot or box lunches may be provided on some days. If you require a special diet, contact the Training Consultant Jack Futoran to request the Asilomar Dietary Restriction form no later than two weeks prior to the course start date. The Training Consultant will forward the form to the appropriate Asilomar Conference Grounds staff.

In order to assist participants with limited mobility, Asilomar provides a shuttle to and from the dining hall. Contact either Asilomar staff upon check-in, or Mott Training Center staff upon your arrival, for instructions on arranging a transport.

7. CLOTHING: Field uniforms as found in "Description of Required Field Uniforms", DOM Chapter 2300, Uniform Handbooks, not including optional items, will be worn daily by all uniformed employees during formal training sessions **unless otherwise specified in the Program Attendance Checklist**. Non-uniformed employees shall wear apparel normally worn on the job. Appropriate attire includes apparel suitable for professional office dress. It does not include such items as shorts, t-shirts, tank tops, or sandals.

Because we are on the conference grounds with many other groups, and the image we project as State Park employees is important not only during working hours but off duty hours as well, your informal sportswear should be appropriate.

8. ALCOHOLIC BEVERAGES: Participants shall not possess or consume alcoholic beverages in common areas (living room) while on the Asilomar Conference Grounds unless provided and hosted by Concessionaire ARAMARK.
9. SMOKING: Smoking is not permitted in the Mott Training Center or in any lodge or guest room on the Asilomar Conference Grounds.
10. TRAINING CENTER: The Mott Training Center is located on Asilomar Conference Grounds, part of Asilomar State Beach. The Conference Grounds are operated for our Department by a concessionaire, and all lodging and food services are provided to us by employees of the concessionaire. Constant efforts are made to maintain a sound, harmonious working relationship between the Department and concessionaire. None of us can expect preferential treatment for any reason and, as a departmental employee, you will be expected to join in our continuing effort toward an effective relationship with each Asilomar concession staff member. On occasion, non-departmental groups may be staying in the same lodges. It is imperative that you represent the Department well on and off duty.
11. REGISTRATION: When you arrive at Asilomar Conference Grounds, proceed directly to the front desk at the Asilomar Administration Building for your dining room tickets. If you require vegetarian meals, notify the front desk representative and your meal ticket will be marked accordingly.
12. COURSE LEADERS: The formal training you will attend is developed and, for the most part, conducted by experienced State Park employees in field and staff positions. Some courses will be conducted by qualified instructors from other agencies and educational institutions. Your course leaders have proven their ability and knowledge in their profession, and provide a level of expertise difficult to match.
13. TRAINING SECTION STAFF: Jack Futoran is your Training Consultant and has been assigned the responsibility for your training group. That staff member usually serves as a Course Leader as well as a Coordinator.

During the program, you may be asked to assist Training Section Staff in the logistics of your training program (organizing field trip transportation, supervising classroom breaks, etc.). Training Section Staff will do all within their power to make your training experience pleasant and meaningful.

14. TRAINING MATERIALS: May be made available to you at both your unit and the Mott Training Center. Handout materials issued at your unit should be brought to training for possible use. A conference binder or notebook will be issued to you at the training session for note taking and convenience in handling materials. Copies of DAM and DOM will be available to you for self-study. Bring your own pens and pencils.
15. ATTENDANCE: Regular attendance is a critical course requirement and your participation is important to the success of this training. An absence of more than 10% of the course hours constitutes grounds for dropping a participant from the course. The Department Training Officer may modify this requirement based upon participant knowledge level and/or the portion of the course missed. All absences, except those of an emergency nature, must be approved in advance by the Training Specialist.
16. VEHICLES: All vehicles should be parked in the lots adjacent to the Mott Training Center. Any questions regarding use of a State vehicle while at the Mott Training Center should be discussed with your supervisor prior to your departure for training, or with your Program Coordinator while at the Mott Training Center.
17. BICYCLES: If you bring your bicycle, store it in the bicycle shed next to the Mott Training Center. Bicycles may not be brought into any building nor chained to lamp posts, trees, etc. The Mott Training Center has a limited number of bicycles available for your use. Prior to your use, you are required to complete a safety inspection and sign a waiver which is posted in the bicycle shed.
18. CELL PHONES: As a courtesy to your fellow participants and course leaders ensure that your cell phone is turned off during classes. Participants should not be receiving or making cell phone calls during class time. Limit those calls to your breaks.
19. FAX: The Mott Training Center's FAX number is (831) 649-2824.
20. TELEPHONE: Limit phone calls during classroom hours to urgent business or emergencies. Anyone wishing to contact you by telephone during working hours should call the Center at (831) 649-2954. Calls after 5:00 p.m. or during weekends should be made to (831) 372-8016, Asilomar Conference Grounds, and the caller should tell the switchboard operator you are with a California State Parks training group. **Note: There are no longer pay telephones outside of the Mott Training Center. There are pay telephones located at the Asilomar Administration Building.**
21. LAUNDRY AND DRY CLEANING: May be taken care of by you at one of several local establishments.

22. RECREATION: Facilities available on grounds include a heated swimming pool, pool tables, and a volleyball court. The Monterey area offers horseback riding, golf, tennis, racquetball, deep sea fishing, and many historical landmarks and scenic sights to explore.
23. POST-TRAINING ASSIGNMENTS: In connection with formal training are to be completed under the direction of your supervisor.
24. COFFEE BREAK REFRESHMENTS: Will be available throughout each session. You will be asked to contribute to the "Hospitality Fund" to defray expenses. Bring your own coffee cup.



## PROGRAM ATTENDANCE CHECKLIST

To assist you in your preparation for formal training session at Mott Training Center the following list is provided:

- \_\_\_\_\_ 1. Read and understand the POST Supervisor Course syllabus prior to your arrival at the Mott Training Center.
- \_\_\_\_\_ 2. Arrange travel through your District Unit/Office.
- \_\_\_\_\_ 3. Clothing: Uniforms are not required for this program; appropriate business casual attire should be worn (no shorts or flip-flops).
- \_\_\_\_\_ 4. Bring the following with you to training:
  - Program syllabus
  - Warm clothes**
  - Recommended: a laptop
  - Recommended: a thumb drive
  - Reusable coffee cup, refillable water bottle, pencils, and pens

If you have any questions or need assistance, contact Training Consultant Jack Futoran at (805) 223-0562 or [Jack.Futoran@parks.ca.gov](mailto:Jack.Futoran@parks.ca.gov)

## **POST-TRAINING ASSIGNMENT**

Prior to ninety days after the completion of this program, the employee and his/her supervisor should sit down and discuss the impact and assess the effectiveness this program has had on the employee.

The post-training evaluation process is intended to provide a bridge between classroom instruction and the on-the-job application of training. The information obtained through this process will assist the training participant, supervisor, and Training Section in providing a return on the investment the Department has on training.

**POST SUPERVISOR COURSE GROUP 1 AGENDA**  
**February 20-24, 2017 and March 27-31, 2017**

Instructors: Scott Elliott, Jack Futoran, Greg Martin, Barry Smith

**Sunday**  
**February 19**

1500                      REGISTRATION: *Check-in at Asilomar Administration Building*

**Monday**  
**February 20**

0800-1000	Course Introduction/Orientation	Futoran
1000-1200	Employee Relationships	Smith/Martin
1200-1300	Lunch	
1300-1700	Employee Relationships	Smith/Martin

**Tuesday**  
**February 21**

0800-1000	DiSC Personality Profiles	Futoran
1000-1200	Role Transition	Martin
1200-1300	Lunch	
1300-1500	Power and Authority	Elliott
1500-1700	Ethics	Elliott

**Wednesday**  
**February 22**

0800-1200	Situational Leadership	Elliott
1200-1300	Lunch	
1300-1700	Situational Leadership	Elliott

**Thursday**  
**February 23**

0800-1200	Generational Differences	Futoran
1200-1300	Lunch	
1300-1700	Conflict Management	Elliott

**Friday**  
**February 24**

0800-1200	Legal Issues for Supervisors	Lynch
1200-1300	Lunch	
1300-1400	Legal Issues for Supervisors Part 2	Fernando
1400-1500	Legal Issues for Supervisors Part 3	Honeycutt
1500-1700	Communication and Counseling	Futoran

**POST SUPERVISOR COURSE GROUP 1 AGENDA**  
**February 20-24, 2017 and March 27-31, 2017**

Instructors: Scott Elliott, Jack Futoran, Greg Martin, Barry Smith

**Sunday**

**March 26**

1500 REGISTRATION: *Check-in at Asilomar Administration Building*

**Monday**

**March 27**

0800-1200	Performance Evaluations	Martin
1200-1300	Lunch	
1300-1700	Critical Incidents	Smith

**Tuesday**

**March 28**

0800-1200	Stress Management	Smith
1200-1300	Lunch	
1300-1700	Problem Solving	Futoran

**Wednesday**

**March 29**

0800-1200	Student Counseling Exercises	All
1200-1300	Lunch	
1300-1700	Student Counseling Exercises	All

**Thursday**

**March 30**

0800-1200	Human Side of Critical Incidents (D3)	Smith
1200-1300	Lunch	
1300-1500	Followership	Futoran
1500-1700	Team Building	Smith

**Friday**

**March 31**

0800-1030	Student Briefings	All
1200-1300	Lunch	
1300-1700	Open Question and Answer	All

**POST SUPERVISOR COURSE GROUP 1**

**PROGRAM OUTLINE**

**HOURS**

**TOTAL HOURS..... 80**

## **POST SUPERVISOR COURSE GROUP 1**

### **PURPOSE AND PERFORMANCE OBJECTIVES**

#### **PROGRAM ORIENTATION**

Performance Objectives: By the close of the session the participants will

1. Review course content, procedures, grading, and the evaluation processes.
2. Adhere to all Training Section Guidelines.

#### **COURSEWORK**

Performance Objectives: By the close of the session the participants will

1. Understand principles of leadership, discipline, and communication with staff.
2. Demonstrate ability to assess and address subordinate performance.
3. Complete the required lecture topics.
4. Complete course activities.

#### **COURSE PASSING CRITERIA**

Performance Objectives: By the close of the session the participants will

1. Participate in all assigned activities.
2. Attend requisite instructional hours.
3. Demonstrate competence in POST Learning Objectives/Student Outcomes.
4. Remediation may be allowed at the discretion of the staff instructors.
5. Complete Post-Training evaluation.

# Training Center, 837 Asilomar Blvd., Pacific Grove, CA 93950

