Talent Development System

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Talent Development is ...

• BOLD ASPIRATIONS – *Goal 5: Developing excellence in people.* *Recruit, value, develop and retain an excellent and diverse faculty and staff...*
  
  • Target training to new hires or those in new staff, management or faculty positions.
  
  • Appreciate that everyone learns differently. Provide a flexible tool to aid in on-the-job learning.
  
  • Build an interactive environment where staff can explore the variety of training and offerings holistically.
  
  • Increase development opportunities for all staff.
Performance Management*

Current State
• Paper based, difficult to manage
• Limited ability to match individual and organizational goals
• Inconsistently executed

Performance Management System
• Improves performance feedback
• Ability to align employee talent with University goals
• Allows for consistent delivery and consistent processes

* Phased deployment-Administration & Finance units are configured for Performance Management for 2015.
Learning Management*

Current State
- Training offered by multiple departments requires lots of searching.
- No clear path to access available training.
- Multiple (or no) Learning Management Systems that track employee training or professional development.
- Staff must track annual training manually.

Learning Management System
- Catalog search of available training.
- “Tracks” (curricula) can be developed.
- Can track internal and external training for staff.
- Instructors can document learning completions.

*Currently available to Faculty & Staff. No Affiliates, GTAs/GRAs or student hourly access.
Learning Management
Campus Benefits to the Employee LM

• Integration with HR/Pay makes targeting specific training toward staff/faculty Affiliations

• Lowers the management and administration burden to our content development partners-you focus on your content and message HRM will assist with configuration and delivery

• Supervisors have easily accessible data about how professional development is being achieved and what topics of interest are identified by staff.
Learning Management
Staff/Faculty Benefits to the Employee LM

• One-stop shop for professional development.
• Online courses will grow as our learning partners groups grow.
• Staff and supervisors can easily track progress and document learning.
• Staff and supervisors can identify learning opportunities for the future.
Learning Management
Feedback from Town Hall and Trainings

• Staff report liking the Talent Development environment. They consider intuitive, easy to understand and like the registration confirmation process (Outlook confirmations)

• Supervisors find the “My Employee” dashboard useful and the ability to assign to staff optional training opportunities

• Campus trainers have expressed excitement in how we can target training to key staff groups (“All Zone Maintenance staff but not admin staff”) for example