

# D is for Development. Designing an A+ Student Development Curriculum

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# D is for Development. Designing an A+ Student Development Curriculum

Aaron Combs and Jay Pence



# Learning Outcomes

1. Identify your institutional foundations related to training and development
2. Identify the developmental needs of your students-employees and organization
3. Identify potential training and development program

# Ice Breaker

Find a group of 2-3 people who have a similar number of student-employees as your institution.

Share an example of what you do for training and development at your institution.

# Training vs. Development

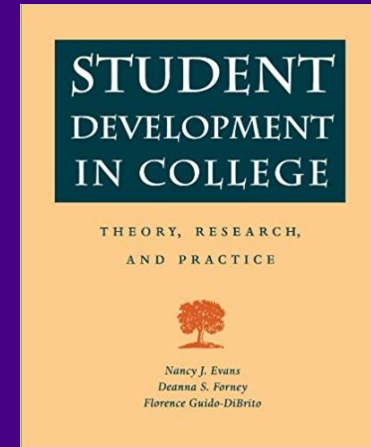
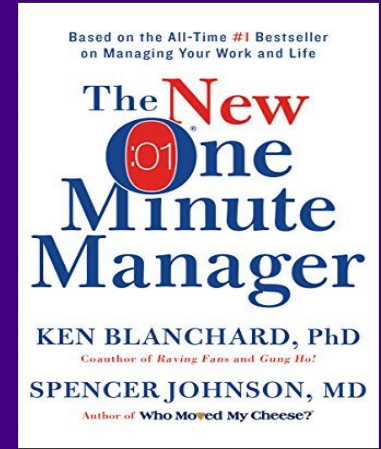
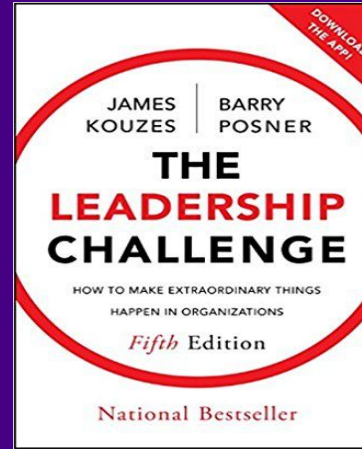
# MOTIVATING MADISON — INTO — MOTION

## Training Foundations

- Mission, Vision, Values
- Service Ethic
- 7 Core Principles

# Development Foundations

- Chickering
- Leadership Challenge
- DISC
- The New One Minute Manager



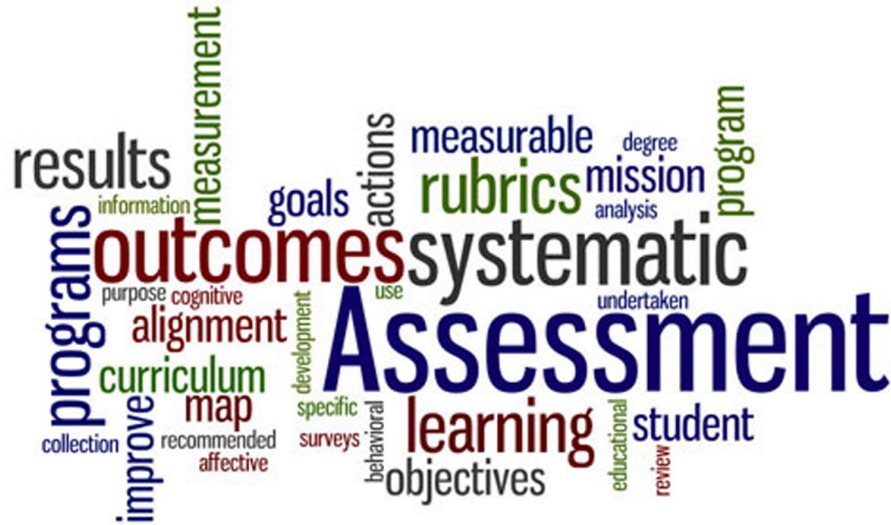
# 1.

## Group Discussion

What are your institution's organizational foundations for training and development?



# Learning Outcomes and Assessments



# Guided Curriculum



# Guided Curriculum Development

## Meeting Students Where They Are

### **New Hires - Informing**

Employees who have worked one semester or less.

### **Managers - Teaching**

Employees who are either Area Managers or Operation Supervisors.

### **Veterans - Role Modeling**

Employees who have worked more than one semester.

# 2.

## Group Discussion

Looking at your student structure, discuss the developmental needs of student-employees at your institution.

# Establishing and Maintaining Focus throughout Creation of program



- Online Training
- Common Training
- Manager Retreat
- DISC Training

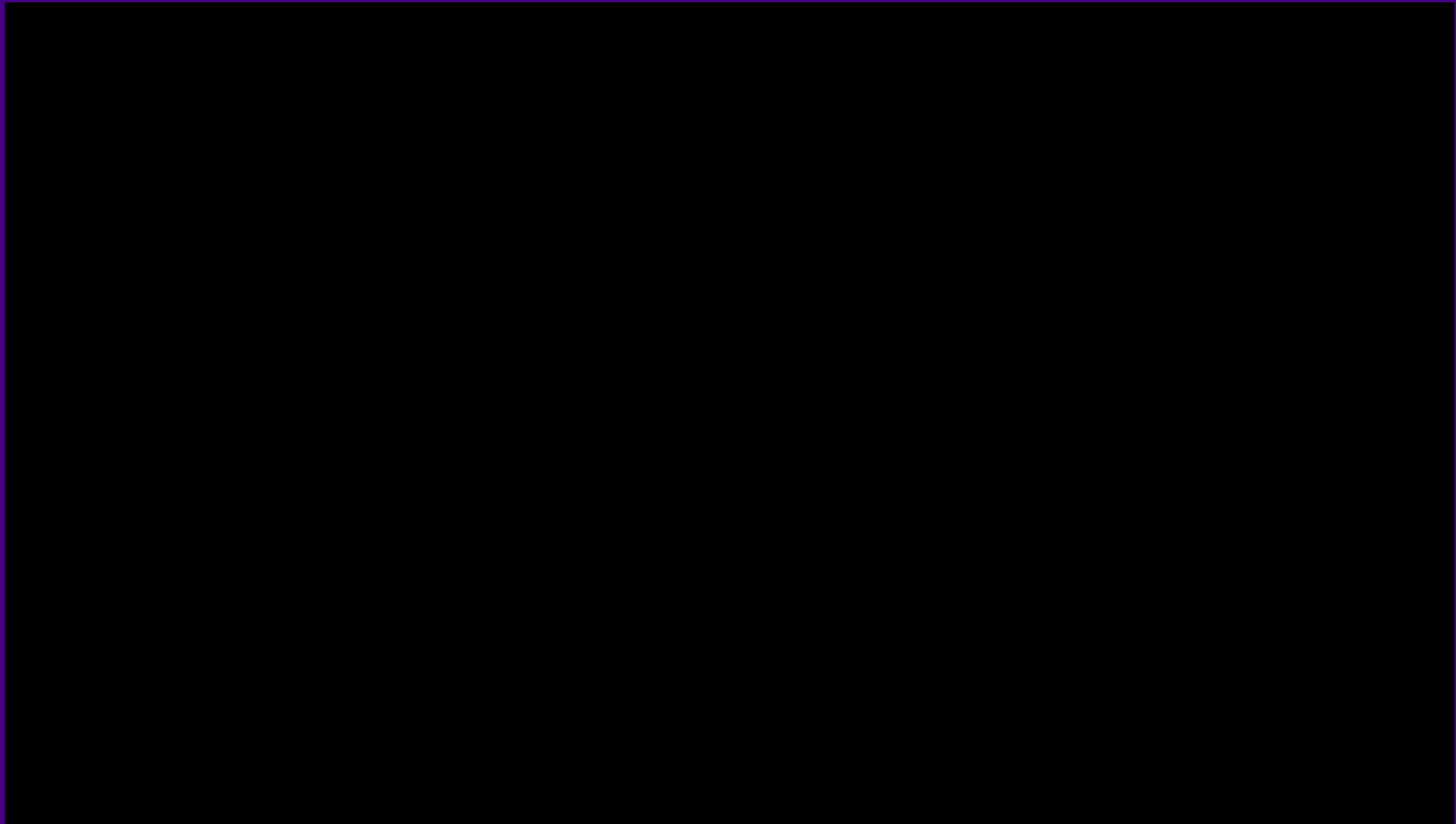
# Student Leadership Series

D3: Discuss, Discover  
and Develop



10 for 10 series





# 3.

## Group Discussion

Discuss training and development programs you are currently offering or would like to offer in the future.



# Questions?

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