



Sharing MVRPC's Staff Training and Development Program with the Region

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Training & Hiring Realities over Time

- We had to actually fund the line item
- As we were top heavy and had a stable staff prior to COVID, training wasn't a priority
- When our Senior staff started to retire, it was difficult to find the right person to fill those positions (Finance Director, Accountant, Operations Technician, REED Director, Assistant to the ED)
- As we started to locate people, training needs became evident
 - Flat structure requires multiple job responsibilities by incumbent
 - No one is an expert in all areas



Where we are now

- MVRPC has funded the Professional Development line item for the last two fiscal years
- \$21,500 designated to support staff training and development each fiscal year

Highlighted Training Areas

1 staff member completed the High Performance Leadership Academy offered through NARC.

18 staff have completed professional development training under the partnership with UD.

1 staff member will be graduating from the Supervisory Leadership program next week at UD.

1 staff member is completing the Environmental Leaders Program (ELP) through Greater Dayton Partners for the Environment.

1 staff member completed her notary for the agency.

7 staff are scheduled to attend various upcoming professional development programs at UD.



UDCL Partnership



- MVRPC partnered with the University of Dayton Center for Leadership in June of 2024 and has renewed the partnership for FY26
- The partnership allows MVRPC staff to tap into professional development courses throughout the year
- As a partner, MVRPC receives a discounted rate on program costs. Units are charged to the available partnership units
- As a small organization, with under 50 staff, the agency purchased 15 units for \$4,980
- Staff receive a 25% MBA tuition discount for online and on-campus courses as an employee of a partner organization



Areas of Staff Interest

- Project Management
- Advanced Project Management
- Communication
- Problem Solving
- Time Management & Personal Productivity
- AI & ChatGPT
- Effective Decision Making
- Building Professional Sustainability



**PROFESSIONAL
DEVELOPMENT**



UDCL Partnership Overview

Kim Schenck,
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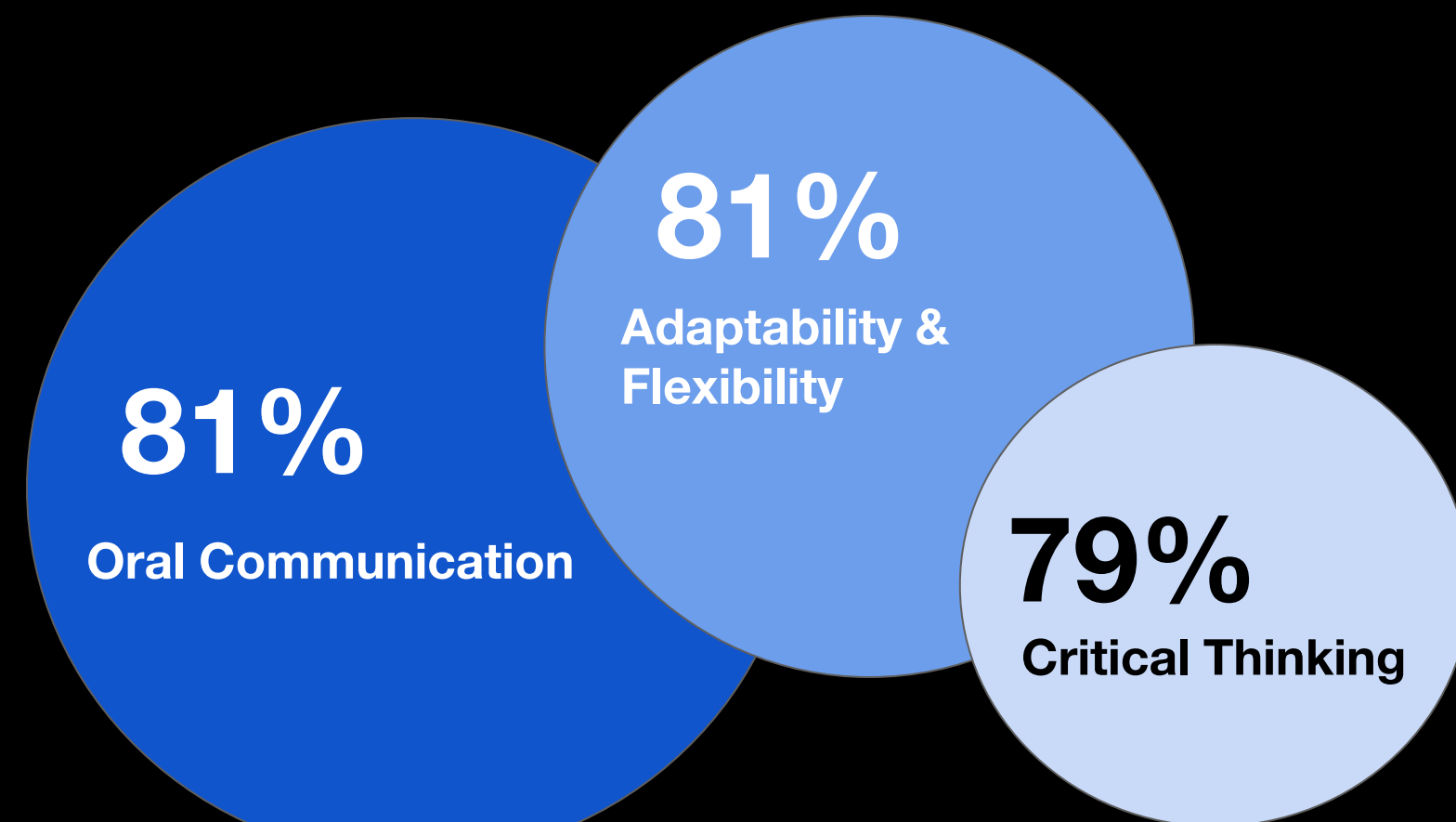
**Located on the 2nd floor
of Daniel J. Curran Place**



**1700 South
Patterson Blvd**



TOP 3 SKILLS THAT EMPLOYERS RATED AS VERY IMPORTANT



*Source: The Career-Ready Graduate - AAC&U

According to YouScience's 2024 Workforce Report, 86% of employers reported that entry-level hires need further training to succeed; specifically, soft skills.*

- Time Management
- Teamwork
- Leadership
- Conflict Resolution
- Collaboration
- Emotional Intelligence
- Interpersonal Communication
- Empathy
- Decision Making

*Source – TestGorilla.com (<https://www.testgorilla.com/blog/entry-level-talent-pipelines/>)





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Our Partner Organizations

Accuserve	Hollywood Gaming at Dayton Raceway
Alkermes	Indigo Life Media
American Pan	Joyce Dayton
American Trim	ITW Food Equipment
Billerud	Miami County
Bowser-Morner	Miami Valley Child Development Centers
Catapult Creative	Miami Valley Regional Planning Commission
Charles F. Kettering Foundation	Millat Industries
City of Dayton	Modern Technology Solutions, Inc.
City of Fairborn	Montgomery County
City of Huber Heights	MW Metals
City of Kettering	National Air and Space Intelligence Center
City of Miamisburg	Nidec Minster
City of Middletown	Norwood Medical
City of Monroe	Ohio's Hospice
Collins Aerospace	On Par Entertainment, LLC
Conagra Brands	One10 Marketing
Copeland Corporation	Pak-Rite Industries
Cox First Media	Precision Strip, Inc.
Cox Media Group Ohio	Premier Health
Crane Pumps and System	Projects Unlimited
Crown Equipment	Rittal North America, LLC
Culmen Real Estate	Sunstar Engineering Americas, Inc.
The Dayton Development Coalition	The Dayton Foundation
EAGLE Certification Group, Inc.	The Service Company
Ernst Concrete	Tyler Technologies
Fastlane	Ulliman Schutte Construction
Fibre Glast	University of Dayton
Gosiger	Wright-Patt Credit Union
Henny Penny	Young's Jersey Dairy
Hobart Institute of Welding Technology	



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Great access to organizations
across our region for
networking including:

- Government
- Manufacturing
- Municipalities
- Corporate
- Aerospace
- Nonprofits
- Industry
- Customer-Facing

Public Sector

- Government agencies
- Municipalities
- Educational institutions

Private Industry

- Manufacturing
- Aerospace
- Corporate enterprises

Service Organizations

- Nonprofits
- Customer-facing businesses
- Professional services

Proven Track Record



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Our measurable results demonstrate the tangible impact of our comprehensive leadership development approach across multiple organizational contexts.



Career-Building Credentials



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60+

High-Impact Programs

Across a range of topics including “soft-skills,” business acumen, and technical skills designed for individuals at all levels.

6

Digital Badges

And the list continues to grow! Currently, we offer Digital Badges for completion of the Leadership Accelerator (Collaboration, Empathy, Resilience) and for each of our cohort programs.

2

Professional Certificates

At UDCL, you can obtain both your Lean Six Sigma Yellow Belt and Lean Six Sigma Green Belt, which are widely recognized credentials.

100%

of Classes are Eligible for CEUs

Upon completion of all of our programs you are eligible for UD Continuing Education Units, which can be used to maintain your professional certifications.





Most Requested Programs

These high-impact programs represent the core competencies most sought after by our partner organizations for employee development and advancement.

- Going from Peer to Supervisor
- Navigating Difficult Conversations
- Communication Skills for Front Line Leaders
- Time Management & Personal Productivity
- Assertiveness & Influence
- Coaching & Evaluating Performance
- Project Management
- Lean Six Sigma Yellow & Green Belt
- Leading Change



Three cohort style certificate programs designed with stacked programs to truly level up your high performers and fully prepare your promotable leaders.

**SUPERVISORY
LEADERSHIP
CERTIFICATE**



Six Months



**WOMEN LEAD.
CERTIFICATE**



Six Months

**EMERGING LEADER
CERTIFICATE**



Twelve Months

All three certificate programs include:

- Mentor Component
- 360 Feedback Assessment
- Digital Badge
- Graduation Ceremony
- Completion Certificate
- Bonus Programs upon Graduation



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Supervisory Leadership Certificate includes:

- DiSC Workplace Assessment
- Leadership Practices Inventory Assessment
- Virtual Attendance Options

Emerging Leader Certificate includes:

- 90-Minute 1:1 Coaching Session

Complete Program Experience



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We'll handle all the details! We eliminate logistical barriers by providing everything participants need for an immersive, focused learning environment.

Beverages

Stay hydrated and alert with quality coffee, tea, and refreshment options throughout the day.

Breakfast

Start each day energized with breakfast options to fuel productive learning sessions.

Networking Lunch

Enjoy thoughtfully prepared meals that provide networking opportunities during break sessions.

Complete Materials Package

Receive comprehensive program materials, professional workbooks and handouts, and quality writing supplies for optimal note-taking.

Healthy Snacks

Maintain energy levels with nutritious snack options available during all break periods.

Professional Setting

Learn in a comfortable, distraction-free environment designed to maximize engagement and learning outcomes.



Important Details...



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Full-Day Intensive Format

Our programs are interactive full-day experiences, with select offerings extending to two days for deeper skill development.

Structured Schedule

Training runs from 9:00 AM to 4:00 PM with a one-hour lunch break at noon and strategic short breaks throughout the day.

Professional Development Focus

These are non-credit bearing programs designed for immediate workplace application.



Program	Public	Partner
Executive	\$1,245	\$996 (3 units)
Emerging Leader	\$830	\$664 (2 units)
Professional/Supervisory	\$415	\$332 (1 unit)
Women Lead.	N/A	N/A

Unit Bank	Unit Price	Total Cost
30	\$332	\$9,960
15*	\$332	\$4,980



***Must have 50 or fewer employees.**



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Next steps...

Start Today

Visit leadership.udayton.edu to explore our various courses or to register for our programs.

Questions?

Contact our team for personalized guidance on selecting the right professional development programs for your organization's development goals.

We Want to Hear from You!

We'd love to know more about what your needs and challenges are as an organization interested in additional professional development.

Join Our Network

Become part of a growing community of professionals advancing their careers through evidence-based leadership development.

Your investment in professional development today shapes the leaders of tomorrow.



Thank you!

