

Supervisor Training Tracks at Plant Academy

Completion of the three, required Plant Academy programs for supervisor's in Plant Operations has a suggested timeline of approximately five years: (1) the Practical Supervisor Series, (2) the Supervisor Leadership Certificate Program and (3) the Introduction to Facilities Management Series.

This outline will address the order and priority of training for all supervisory personnel—whether they are just beginning their career in Plant or have years of service.

- Fundamental knowledge and skills of Plant's business and employee operations are taught in the ***Practical Supervisor Series***. This is the first stop of training for any supervisor with purview over areas staffed with bargained-for employees. Occasionally, it is appropriate for a business leader (non-supervisory) to take specific classes within this track for professional knowledge and competency.
 - Note that the Practical Supervisor series will serve as a continuous improvement track within supervisor training in Plant.
 - Class components will be grouped into tiers. The original curriculum of the Practical Supervisor has been designated Tier One. This is always the top priority for any supervisor to complete, as the classes reinforce the “nuts and bolts” of Work Management, timekeeping, health and safety, and positive discipline within the bargained-for environment.
 - Beginning January, 2010 a second tier will be built within Practical Supervisor. The premier class within this tier will feature an annual HR re-training component on the proper handling of top employee issues within the various contracts of unions within plant.
 - The above reference to Tier Two is an example of how Practical Supervisor will continue to address training which aligns with such matters as the organizations strategic objectives, key business challenges, and the delivery of “just in time” skills and knowledge.
- Leadership competencies and advancing business skills are the focus of the ***Supervisor Leadership Certificate Program***. This is the second track recommended for supervisory personnel to complete.
- Organizational knowledge is the goal of the ***Introduction to Facilities Management***, where each department in Facilities & Operations at UM is featured, and attention is given to their shared business and interfaces, as well as their uniqueness. This completes the certificate program study as the third track.