

# **STATE PERSONNEL TRAINING**

## **January - March**

Listed below are dates of classes being offered, free of charge, in the months of January - March. Classes are open to all state employees.

**NOTE:** The training division develops schedules based on the needs of agencies as evidenced by waiting lists created when classes are full. If you do not see a class you need, please email us with the topic, location, and number of spaces for the training you desire.

### **CLASSES**

#### **Dynamics of Supervision – MONTGOMERY** **January 8 - 9, 2019 at SPD Meeting Room 319**

**Registration for full day class:** 8:00 a.m. to 8:30 a.m. with class beginning at 8:30 a.m. and ending at 4:00 p.m. ***Please arrive in time to sign in and be seated prior to class start time listed above.***

**Course Description:** This two-day course provides individuals supervising personnel in state government with a solid understanding of the four management functions – planning, organizing, motivating, and controlling. Although it is open to all supervisors, it is ideally suited for individuals who have been promoted to their first supervisory position. The curriculum emphasizes how the role of a supervisor differs from that of an employee. Topics presented include communicating effectively, making sound decisions, setting performance goals, creating a motivating work environment, promoting a spirit of teamwork, coaching for performance, and resolving interpersonal conflicts.

#### **Interview and Selection - MONTGOMERY** **January 15, 2019 at SPD Meeting Room 319**

**Registration for full day class:** 8:00 a.m. to 8:30 a.m. with class beginning at 8:30 a.m. and ending at 4:00 p.m. ***Please arrive in time to sign in and be seated prior to class start time listed above.***

**Course Description:** This course is recommended for supervisors and managers. The program offers a comprehensive look at the procedures necessary to conduct a valid and legal interview with superior results. It explains the selection procedures as outlined in the State Personnel Policy for actions prior to and after the interview. It details the responsibilities of the manager in the interview process including researching the job, writing questions, performing reference checks, conducting the interview (external and internal features), facilitating conversation and questioning, documenting during and after the interview, selecting the most qualified candidate, and considering the legal ramifications of all phases of the selection process.

## [Sexual Harassment Prevention - MONTGOMERY](#)

**January 23, 2019 at SPD Meeting Room 319**

[Registration for morning class:](#) 8:00 a.m. to 8:30 a.m. with class beginning at 8:30 a.m. and ending at 10:30 a.m. ***Please arrive in time to sign in and be seated prior to class start time listed above.***

[Course Description:](#) Most people can recognize blatant sexual harassment. However, the boundaries are less clear when friendly flirtation and “shoptalk” occurs. Attendees will examine sexual harassment scenarios and determine the depth of the alleged violation. The participants will examine recent changes in rulings and what affect it might have on management responsibilities. Participants will learn how to identify, initially investigate, report, and respond properly to a sexual harassment accusation. The course will teach how the response of the employer to a sexual harassment claim can potentially increase or decrease the organization’s liability. This class is suggested for ANY person who is currently a state employee in ANY position.

## [Family and Medical Leave Act – MONTGOMERY](#)

**January 23, 2019 at SPD Meeting Room 319**

[Registration for afternoon class:](#) 12:30 p.m. to 1:00 p.m. with class beginning at 1:00 p.m. and ending at 3:00 p.m. ***Please arrive in time to sign in and be seated prior to class start time listed above.***

[Course Description:](#) In 1993, the Family and Medical Leave Act became a federal law. State Personnel policies encompass new issues and new case law regarding FMLA. This program will cover the eligibility requirements for leave under the law, the types of leave, the qualifying illnesses, and necessary documentation. Other areas of discussion will include retaliatory actions under the law, employee as well as employer rights and obligations. Procedures for initiating, implementing, and monitoring FMLA leave will also be covered. The new regulations for FMLA will be discussed. This class is highly suggested for ANY person who is currently a state employee in ANY position if the agency is eligible for FMLA.

## [Employment Law for Supervisors - MONTGOMERY](#)

**January 24, 2019 at SPD Meeting Room 319**

[Registration for morning class:](#) 8:00 a.m. to 8:30 a.m. with class beginning at 8:30 a.m. and ending at 11:30 a.m. ***Please arrive in time to sign in and be seated prior to class start time listed above.***

[Course Description:](#) This class is highly suggested for ANY person who is or will be supervising personnel in state government. The participants will get a detailed study of federal employment laws that will cross their paths in today’s workplace. Laws discussed will be the Civil Rights Act of 1964 and 1991, the Americans with Disabilities Act, the Age Discrimination in Employment Act, and the Pregnancy Discrimination Act. Case studies will be conducted for the participants to put their newfound knowledge to work in simulated situations.

## **Performance Appraisal for Supervisors - MONTGOMERY**

**January 29, 2019 at SPD Meeting Room 319**

**Registration for full day class:** 8:00 a.m. to 8:30 a.m. with class beginning at 8:30 a.m. and ending at 4:00 p.m. ***Please arrive in time to sign in and be seated prior to class start time listed above.***

**Course Description:** The one-day appraisal course is recommended for supervisors and managers who are, or will be supervising personnel in state government. The program offers a comprehensive look at the procedures necessary to conduct employee evaluations with correct techniques and in a legally defensible manner. Participants will learn the supervisory responsibilities of Preappraisal, Midappraisal, and Final Appraisal periods and how to complete the three forms associated with this management process. In addition, writing responsibilities and results, evaluating the level of employee performance, and rating/scoring employee performance will be explained. Exercises will allow participants to use the new skills learned in the program.

## **Progressive Discipline - MONTGOMERY**

**January 30, 2019 at SPD Meeting Room 319**

**Registration for full day class:** 8:00 a.m. to 8:30 a.m. with class beginning at 8:30 a.m. and ending at 4:00 p.m. ***Please arrive in time to sign in and be seated prior to class start time listed above.***

**Course Description:** The course is recommended for supervisors and managers who are, or will be supervising state government employees. The program offers a comprehensive look at the supervisor's role in administering discipline in a proper and legally defensible manner. The curriculum emphasizes the procedures involved for warnings, reprimands, suspensions, and terminations. Topics presented include understanding the purpose of discipline, deciding when discipline is appropriate, developing adequate documentation, coordinating with agency personnel and legal staff, initiating disciplinary action, preparing a correction action plan, and counseling the employee involved. The course also includes case studies relating to progressive discipline.

## **Anger Management & Active-Shooter-Survival Training – MONTGOMERY**

**January 31, 2019 at SPD Meeting Room 319**

**Registration for morning class:** 8:00 a.m. to 8:30 a.m. with class beginning at 8:30 a.m. and ending at 12:00 noon. ***Please arrive in time to sign in and be seated prior to class start time listed above.***

**Course Description:** The State Personnel Department and the Alabama Law Enforcement Agency are partnering to provide anger management and active-shooter-survival training. The course emphasizes the RUN-HIDE-FIGHT response concept that the Alabama Law Enforcement Agency and the Department of Homeland Security recommends as best practices for non-law enforcement personnel response to active shooter situations. Attendees will also be give recommendations in surveying the workplace environment, pre-event response planning, and developing a survival mindset to give them awareness and preparation in the event of an active shooter in the workplace.

## **Family and Medical Leave Act – MONTGOMERY**

**February 7, 2019 at SPD Meeting Room 319**

**Registration for morning class:** 8:00 a.m. to 8:30 a.m. with class beginning at 8:30 a.m. and ending at 10:30 a.m. ***Please arrive in time to sign in and be seated prior to class start time listed above.***

**Course Description:** In 1993, the Family and Medical Leave Act became a federal law. State Personnel policies encompass new issues and new case law regarding FMLA. This program will cover the eligibility requirements for leave under the law, the types of leave, the qualifying illnesses, and necessary documentation. Other areas of discussion will include retaliatory actions under the law, employee as well as employer rights and obligations. Procedures for initiating, implementing, and monitoring FMLA leave will also be covered. The new regulations for FMLA will be discussed. This class is highly suggested for ANY person who is currently a state employee in ANY position if the agency is eligible for FMLA.

## **Sexual Harassment Prevention - MONTGOMERY**

**February 7, 2019 at SPD Meeting Room 319**

**Registration for afternoon class:** 12:30 p.m. to 1:00 p.m. with class beginning at 1:00 p.m. and ending at 3:00 p.m. ***Please arrive in time to sign in and be seated prior to class start time listed above.***

**Course Description:** Most people can recognize blatant sexual harassment. However, the boundaries are less clear when friendly flirtation and “shoptalk” occurs. Attendees will examine sexual harassment scenarios and determine the depth of the alleged violation. The participants will examine recent changes in rulings and what affect it might have on management responsibilities. Participants will learn how to identify, initially investigate, report, and respond properly to a sexual harassment accusation. The course will teach how the response of the employer to a sexual harassment claim can potentially increase or decrease the organization’s liability. This class is suggested for ANY person who is currently a state employee in ANY position.

## **Presentation Skills - MONTGOMERY**

**NOTE:** This course is conducted in two parts – one day for classroom discussion of presentation techniques and one day during a later week for class member presentations. Each class will consist of two groups. The groups will meet together for day one of the course and separately for day two of the course as follows:

### ***Group A – Presentation Skills***

***Day I – February 12, 2019 at SPD Meeting Room 319***

***Day II – February 26, 2019 at SPD Meeting Room 319***

### ***Group B – Presentation Skills***

***Day I – February 12, 2019 at SPD Meeting Room 319***

***Day II – February 27, 2019 at SPD Meeting Room 319***

**Registration for full day class:** 8:00 a.m. to 8:30 a.m. with class beginning at 8:30 a.m. and ending at 4:00 p.m. ***Please arrive in time to sign in and be seated prior to class start time listed above.***

**Course Description:** This two-day course provides individuals with techniques for preparing and delivering presentations for groups of any size or type. It is designed for individuals who make presentations to employees, supervisors, customers, or the general public during staff meetings, briefings, classroom training, orientation programs, tours, workshops, luncheons, and conferences. Topics include selecting material, designing visual aids, preparing in advance, and delivering a presentation. Some homework is required.

## **Dealing With Difficult People – MONTGOMERY**

***February 13, 2019 at SPD Meeting Room 319***

**Registration for full day class:** 8:00 a.m. to 8:30 a.m. with class beginning at 8:30 a.m. and ending at 4:00 p.m. ***Please arrive in time to sign in and be seated prior to class start time listed above.***

**Course Description:** This course provides individuals with techniques for interacting with individuals with challenging personalities and challenging behaviors. It is not about changing other people, but about changing how we respond to them in order to work together effectively. Although the course is open to all employees, it is ideal for individuals whose jobs involve frequent contact with the public or frequent contact with other employees. The curriculum emphasizes effective communications under stressful circumstances. Topics presented include understanding abrasive behavior, managing workplace conflicts, working with difficult personalities, and working with difficult behaviors.

## **Performance Appraisal for Supervisors - MONTGOMERY**

**March 5, 2019 at SPD Meeting Room 319**

**Registration for full day class:** 8:00 a.m. to 8:30 a.m. with class beginning at 8:30 a.m. and ending at 4:00 p.m. ***Please arrive in time to sign in and be seated prior to class start time listed above.***

**Course Description:** The one-day appraisal course is recommended for supervisors and managers who are, or will be supervising personnel in state government. The program offers a comprehensive look at the procedures necessary to conduct employee evaluations with correct techniques and in a legally defensible manner. Participants will learn the supervisory responsibilities of Preappraisal, Midappraisal, and Final Appraisal periods and how to complete the three forms associated with this management process. In addition, writing responsibilities and results, evaluating the level of employee performance, and rating/scoring employee performance will be explained. Exercises will allow participants to use the new skills learned in the program.

## **Progressive Discipline - MONTGOMERY**

**March 6, 2019 at SPD Meeting Room 319**

**Registration for full day class:** 8:00 a.m. to 8:30 a.m. with class beginning at 8:30 a.m. and ending at 4:00 p.m. ***Please arrive in time to sign in and be seated prior to class start time listed above.***

**Course Description:** The course is recommended for supervisors and managers who are, or will be supervising state government employees. The program offers a comprehensive look at the supervisor's role in administering discipline in a proper and legally defensible manner. The curriculum emphasizes the procedures involved for warnings, reprimands, suspensions, and terminations. Topics presented include understanding the purpose of discipline, deciding when discipline is appropriate, developing adequate documentation, coordinating with agency personnel and legal staff, initiating disciplinary action, preparing a correction action plan, and counseling the employee involved. The course also includes case studies relating to progressive discipline.

## **State Government Orientation: Personnel - MONTGOMERY**

**March 12, 2019 at SPD Meeting Room 319**

**Registration for full day class:** 8:00 a.m. to 8:30 a.m. with class beginning at 8:30 a.m. and ending at 4:00 p.m. ***Please arrive in time to sign in and be seated prior to class start time listed above.***

**Course Description:** This orientation course is designed specifically for individuals who are within their first year of employment under the State Merit System, although others may attend. The curriculum covers the State Merit System, the programs administered by the State Personnel Department, and the importance of providing outstanding customer service to the taxpayers. Detailed information is provided from the employee's perspective regarding pay, promotion, performance appraisal, and discipline programs and ample time is available for participants to ask questions.

## **State Government Orientation: Employee Benefits - MONTGOMERY** **March 13, 2019 at SPD Meeting Room 319**

**Registration for full day class:** 8:00 a.m. to 8:30 a.m. with class beginning at 8:30 a.m. and ending at 4:00 p.m. ***Please arrive in time to sign in and be seated prior to class start time listed above.***

**Course Description:** Employee Benefits of State Government Orientation will include presentations from representatives of host agencies on the major employment benefit packages of their respective departments. Benefits addressed include risk management services, employee insurance, wellness programs for state employees, flexible benefits/dependent health care programs, retirement services, deferred compensation, RSA 1 program, State Credit Union, Public Library Service, Department of Conservation and Natural Resources, and Archives and History. This class is for all state employees but is especially designed for new employees within the first year of employment. Regardless of years of service, attendees will enjoy learning about the benefits offered by state employment.

## **Time Management – MONTGOMERY** **March 19, 2019 at SPD Meeting Room 319**

**Registration for four hour classes:** 9:30 a.m. to 10:00 a.m. with classes beginning at 10:00 a.m. and ending at 3:00 p.m. ***Please arrive in time to sign in and be seated prior to class start time listed above.***

**Course Description:** This course provides individuals with techniques for making the most of the limited amount of time we have available for work assignments. Although it is open to all employees, it is ideal for individuals whose jobs require them to perform a wide variety of tasks. The curriculum emphasizes effective planning. Topics presented include establishing priorities, developing schedules, working efficiently, and dealing with the stress associated with managing multiple responsibilities.

## **Dealing With Difficult People – MONTGOMERY** **March 21, 2019 at SPD Meeting Room 319**

**Registration for full day class:** 8:00 a.m. to 8:30 a.m. with class beginning at 8:30 a.m. and ending at 4:00 p.m. ***Please arrive in time to sign in and be seated prior to class start time listed above.***

**Course Description:** This course provides individuals with techniques for interacting with individuals with challenging personalities and challenging behaviors. It is not about changing other people, but about changing how we respond to them in order to work together effectively. Although the course is open to all employees, it is ideal for individuals whose jobs involve frequent contact with the public or frequent contact with other employees. The curriculum emphasizes effective communications under stressful circumstances. Topics presented include understanding abrasive behavior, managing workplace conflicts, working with difficult personalities, and working with difficult behaviors.

## [Employment Law for Supervisors – MOBILE](#)

**March 26, 2019 at Department of Transportation**

[Registration for morning class:](#) 8:00 a.m. to 8:30 a.m. with class beginning at 8:30 a.m. and ending at 11:30 a.m. ***Please arrive in time to sign in and be seated prior to class start time listed above.***

[Course Description:](#) This class is highly suggested for ANY person who is or will be supervising personnel in state government. The participants will get a detailed study of federal employment laws that will cross their paths in today's workplace. Laws discussed will be the Civil Rights Act of 1964 and 1991, the Americans with Disabilities Act, the Age Discrimination in Employment Act, and the Pregnancy Discrimination Act. Case studies will be conducted for the participants to put their newfound knowledge to work in simulated situations.

## [Family and Medical Leave Act – MOBILE](#)

**March 26, 2019 at Department of Transportation**

[Registration for afternoon class:](#) 12:30 p.m. to 1:00 p.m. with class beginning at 1:00 p.m. and ending at 3:00 p.m. ***Please arrive in time to sign in and be seated prior to class start time listed above.***

[Course Description:](#) In 1993, the Family and Medical Leave Act became a federal law. State Personnel policies encompass new issues and new case law regarding FMLA. This program will cover the eligibility requirements for leave under the law, the types of leave, the qualifying illnesses, and necessary documentation. Other areas of discussion will include retaliatory actions under the law, employee as well as employer rights and obligations. Procedures for initiating, implementing, and monitoring FMLA leave will also be covered. The new regulations for FMLA will be discussed. This class is highly suggested for ANY person who is currently a state employee in ANY position if the agency is eligible for FMLA.

## [Dynamics of Supervision – MOBILE](#)

**March 27 – 28, 2019 at Department of Transportation**

[Registration for full day class:](#) 8:00 a.m. to 8:30 a.m. with class beginning at 8:30 a.m. and ending at 4:00 p.m. ***Please arrive in time to sign in and be seated prior to class start time listed above.***

[Course Description:](#) This two-day course provides individuals supervising personnel in state government with a solid understanding of the four management functions – planning, organizing, motivating, and controlling. Although it is open to all supervisors, it is ideally suited for individuals who have been promoted to their first supervisory position. The curriculum emphasizes how the role of a supervisor differs from that of an employee. Topics presented include communicating effectively, making sound decisions, setting performance goals, creating a motivating work environment, promoting a spirit of teamwork, coaching for performance, and resolving interpersonal conflicts.



## **REGISTRATION PROCESS**

Register your employees with The State Personnel Training Division via the **email address** at [RegisterForTraining@personnel.alabama.gov](mailto:RegisterForTraining@personnel.alabama.gov). Registration will be conducted with the agency Personnel Manager or Training Coordinator only. The desired number of spaces or names of employees should be sent to the email address above for registration. Upon request from your agency, availability of classes will be examined and a response will be emailed to the training contact. The training contact must supply all **names and the last four digits of the attendees' social security numbers** within two weeks of initial confirmation. Substitutions are to be made within your own agency should someone be unable to attend. The new information should be sent to the above email address. If the substitution occurs within two days of training date, the new attendee is to provide registration information day of training.

## **ADA ACCOMMODATIONS**

If an employee needs an accommodation under The Americans with Disabilities Act, please call or email Norma Taylor at least one month in advance of training date. Include the type of accommodation that is necessary and examples of how your department may have provided accommodations in the past.

## **PARTICIPANT INFORMATION**

Information such as location, directions, and parking is listed for the benefit of your attendees. ADDITIONALLY, a "Participant Training Letter" is attached to this email. **Employee training evaluations from classes in past months indicated that a large number of the attendees *did not* receive the SPD Participant Letter or information regarding the actual start time, location of training, and parking information. Since we have classes with varying schedules, please make sure you notify your employees the starting time and location of the specific training program for which they are registered.**

**PLEASE PROVIDE THE FOLLOWING PAGES TO THE INDIVIDUAL PARTICIPANTS AFTER THEY HAVE BEEN CONFIRMED WITH SPD**

**STATE OF ALABAMA PERSONNEL DEPARTMENT  
TRAINING DIVISION**

Dear Participant:

We want to welcome you to State Personnel Department Training 2019. We look forward to seeing you on your scheduled training date. Since you have been registered by your agency Personnel Manager or Training Coordinator, we want to share with you a few tips for the training date.

1. Please bring a sweater or wrap because room temperatures may fluctuate.
2. Unfortunately, state law does not allow the State Personnel Department to furnish food during the training breaks. Vending machines, however, are usually located near the training room area in each training location. Please bring appropriate change for vending food and drinks.
3. Lunch is on your own and is approximately one hour.
4. Registration starts 30 minutes prior to actual class time. Please arrive in plenty of time to sign-in and find seating.
5. Please bring writing utensils (pens/pencils) and writing pad. Handouts and manuals will be provided.
6. **Participants must be present for the entire scheduled class time to receive certificate and credit for attendance. You cannot leave early or return late from lunch, arrive late due to other meetings, or depart early in the afternoon. Attendance of all class hours is mandatory for certification of class and verification of attendance within SPD records.**
7. Cell phones should be turned off or muted.
8. Let your training contact know if you are unable to attend class because substitutes are to be sent in your place. We may have waiting lists for the class in which you are registered. If notified in time, we may be able to fill your vacancy.

If you have any questions, please do not hesitate to contact us. We can be reached at (334) 242-3389 or by email at [RegisterForTraining@personnel.alabama.gov](mailto:RegisterForTraining@personnel.alabama.gov). We look forward to seeing you at training.

# **DIRECTIONS AND PARKING**

## **SPD TRAINING FACILITY MONTGOMERY CLASSES**

**State Personnel Department  
300 Folsom Administrative Building  
64 North Union Street  
Montgomery, Alabama**

The Folsom Administrative Building is located at the intersection of Union and Monroe Streets. (After passing the back of the Capitol on the left, the Folsom Administrative Building is the next building on the right). **Participants must enter the building from the front 1<sup>st</sup> floor entrance on Union Street. Participants must pass through a metal detector and/or searched. Use the main elevators in the front foyer areas to access the third floor.** Upon arriving at the State Personnel Department, a training representative will be available to assist you with check-in and security badges to gain entrance to SPD Training Room 319.

**PARKING:** The State Personnel Department is located at the intersection of North Union Street and Monroe Street. Cramton Bowl is located three blocks east at the intersection of Monroe Street and North Hillard Street. Normally free parking is available at Cramton Bowl in the following lots: Parking Lot A (red signs) on Hall Street; Parking Lot B (blue signs) on North Hillard Street; and Parking Lots J & K (green signs) on Madison Ave. **However, during special events, parking in these lots may be temporarily reserved, so please check the signs at the entrances to each lot to avoid being ticketed.** All other parking lots in this area around Cramton Bowl are for reserved parking only. A free trolley runs approximately every 10-15 minutes from parking lots A and B at Cramton Bowl to the Capitol Complex in the morning from 6:30 – 8:30 a.m. and in the afternoon from 3:30 – 5:30 p.m. Trolley service is normally not available for lots J & K. Please refer to the map on our web site.

### **From I-65 South**

Going south on I-65  
Take I-85 to Atlanta when reaching Montgomery  
Take Exit 1 (Court Street Exit) via the ramp  
Stay on Arba Street for .5 miles  
Turn left onto Union Street and go .7 miles to SPD

### **From South Alabama from I-65 North**

Going north on I-65  
Take I-85 to Atlanta when reaching Montgomery  
Take Exit 1 (Court Street Exit) via the ramp  
Stay on Arba Street for .5 miles  
Turn left onto Union Street  
Go .7 miles to SPD

### **From West Alabama**

Take I-85 to Atlanta when reaching Montgomery  
Take Exit 1 (Court Street Exit) via the ramp  
Stay on Arba Street for .5 miles  
Turn left onto Union Street  
Go .7 miles to SPD

### **From East Alabama from Highway 231**

Going southeast on Highway 231

Stay on 231 which will turn into Congressman Dickinson Drive for 3.3 miles

Stay on Congressman Dickinson Drive which will turn into Federal Drive for .8 miles

Turn right on Madison Avenue and continue 1.5 miles

Turn left onto North Ripley Street go one block through the traffic light located at the intersection of Monroe and Ripley Streets.

The back of Folsom Administrative Building is on the right.

## **DEPARTMENT OF TRANSPORTATION**

Alabama Department of Transportation-9<sup>th</sup> Division Mobile

1701 W I-65 Service Road N

Mobile, Alabama 36618

### **DIRECTIONS FROM MONTGOMERY**

Take I-65 South to Exit 8 (Prichard/Citronelle Exit)

Take a right onto Highway 45 towards Citronelle and merge to the left lane so you can turn left at the traffic light to get on the service road

Once on the service road, follow it alongside the Interstate until you pass Jim Owen on your right

Take the driveway before you see the green Alabama Department of Transportation sign

Go between building A and D through the gate

Take a right and then you will see Building T on your left

### **DIRECTIONS FROM DAPHNE, SPANISH FORT, Etc.**

Take I-10 West and merge onto I-65 North towards Montgomery

Take Exit 5B Moffat Road, stay in the right lane

Go under the interstate to get on the service road, merge to the left lane, go through the traffic light by Mike Wards,

Keep going straight on the service road past several businesses then you will pass Nazaree Church

Drive past the green Alabama Department of Transportation sign

Take a left and drive between building A and D through the gate

Take a right between the two parking lots and you will see Building T on your left.

### **PARKING**

Parking is available at the facility

If you need directions, please call 251-470-8203.