

Management Training Programs

*Fish effectively, create a bigger pond,
and keeping what you catch.*



*Jennifer Manatt, Assistant Program Director
South Dakota State University CIM Program*



Fishing Friends

Human Resource Professionals:

- Employee onboarding, orientation, and performance management.
- HR Systems (HRIS)
- Training and development.
- Compensation and benefits.
- Policy development and compliance.
- Employee engagement and wellness.
- Workforce and succession planning.



Fishing Finesse

Recruitment & Selection:

- Screen resumes and conduct interviews.
- Optimize digital recruitment automation.
- Select qualified candidates for hire.
- **ATTRACTIVE** job descriptions.
- **ENGAGING** social media posts.
- **APPEALING** employer branding content.
- **ALLURING** opportunities to advance.

PERSUASIVE selling skills





Current
potential



WE'RE HIRING



CONCRETE
INDUSTRY
MANAGEMENT



**Future
potential**





PROPER LURE



Generational Work

Life Expectations

Statistics to Know

18 to 34-year-olds say upward career mobility and opportunities to learn new skills are top factors when considering a new job.

86% of employees willing to switch for a position offering more chances for growth.

34% Higher retention among employees who have opportunities for professional development.

94% will stay at a company longer if their company invests in their career.

[ClearCo Blog 8.22.23](#)

Baby Boomer
1955-1964



Gen X
1965-1980



Millennials
1981-1996



Gen Z
1997-2012



MANAGEMENT TRAINING PROGRAM



**Apply
Now!**



- Earn while you learn
- Tuition reimbursement
- Industry scholarships
- College leave available*



CONCRETE
INDUSTRY
MANAGEMENT

START HERE



CONCRETE
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MANAGEMENT

MTP PATHWAYS - TRAINING & EDUCATION

- **Classify career pathways; ALL current & future.**
- **Clarify competencies; current & future.**
- **Qualify applicants; internal & external.**
- **Allocate resources; internal & external.**

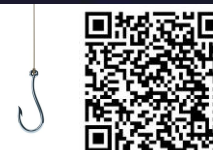


CRITICAL CAREER PATHS



SDSU CIM Program Collaboration

1. Reduces demand on your human resources to upskill current employees.
2. Eliminates hard-skill to soft-skill transition struggle.
3. Adds innovation and sophistication to the business.
4. CIM graduates start layering experience onto a higher level of technical knowledge which helps them, and the company, move more quickly.
5. Introduces a variety of insights and experiences from across various areas of the industry.
6. Technical knowledge base allows for adaptability.
7. Connects and attracts the next generation of industry talent to your company.





SOUTH DAKOTA STATE UNIVERSITY
TRADITIONAL & ONLINE HYBRID CIM DEGREE

ONLINE is perfect for:

- ✓ Rising-star Industry Employees
- ✓ Underemployed Veterans
- ✓ Have college credits to use
- ✓ Parents looking to level-up their career
- ✓ Active personnel planning for exiting the military



MTP Development Process



1. Needs Assessment:

- What are the specific skills and competencies that our managers need to excel in their roles?
- What are the current gaps or areas for improvement in our management team's capabilities?
- What are the strategic objectives of the company, and how can management training program support those objectives?
- How can we prepare for future innovation in our industry via this program?

2. Training Objectives:

- What are the primary objectives of the management training program?
- How will the program align with the company's overall goals and priorities?
- What specific outcomes or changes in behavior are we aiming to achieve?

3. Target Audience:

- Who are the participants in the management training program? (e.g., new hires, management track supervisors, new managers, mid-level managers, senior leaders)
- What are the unique needs and challenges of each group?
- How many will participate or what is the ideal size for each cohort?

4. Curriculum Development:

- What needs to be covered/introduced in the program?
- How will the curriculum be structured to provide a comprehensive learning experience?
- Will training be delivered in-person, virtually, via an educational institution, or a combination?

MTP Development Process



5. Delivery Method:

- What delivery methods and formats will be most effective for the program? (e.g., workshops, seminars, online courses, part/full-time college enrollment)
- Will the training be conducted internally by company experts, externally by third-party trainers, via an educational institution or a combination?
- How will the program accommodate different learning styles and preferences?

6. Assessment and Evaluation:

- How will you measure the effectiveness of the program? (data)
- What assessment tools and methods will be used to evaluate participants' progress and learning outcomes?
- How will feedback from participants be collected and incorporated to improve the program?

7. Implementation Plan:

- What is the timeline for launching and implementing the management training program?
- How will participants be selected and/or nominated to participate?
- What resources (e.g., budget, personnel, materials) will be needed to support the implementation of the program?

8. Sustainability and Continuous Improvement:

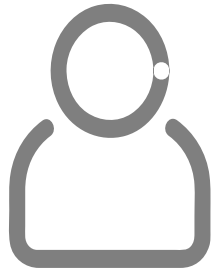
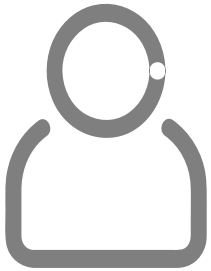
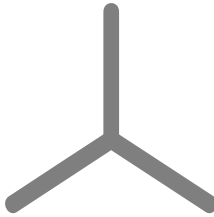
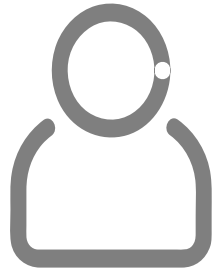
- How will the company ensure that the benefits of the program are sustained over time?
- What mechanisms will be in place for ongoing professional development and support for managers after completing their specific pathway's program?
- How will feedback and lessons learned from the training program be used to continuously improve future iterations?

A MTP doesn't just
increases your odds of
landing more fish...





CONNECT HERE



Thank You

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It helps you scale to where you can focus on the landing the right fish.

