

STATE PERSONNEL TRAINING

October - December

Listed below are dates of classes being offered, free of charge, in the months of October - December 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

October 1 - 2, 2019, at the State Personnel Department Test Center

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

Performance Appraisal – MONTGOMERY

October 8, 2019, at the State Personnel Department Test Center

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

October 9, 2019, at the State Personnel Department Test Center

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.

Employment Law Overview for State Supervisors– MONTGOMERY

October 17, 2019, at the State Personnel Department Test Center

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 – MONTGOMERY

October 17, 2019, at the State Personnel Department Test Center

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 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.

Dealing With Difficult People – MONTGOMERY

October 22, 2019, at the State Personnel Department Test Center

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.

Interview and Selection – MONTGOMERY

October 23, 2019, at the State Personnel Department Test Center

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.

Performance Appraisal – MONTGOMERY

October 29, 2019, at the State Personnel Department Test Center

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

October 30, 2019, at the State Personnel Department Test Center

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.

Dynamics of Supervision – MONTGOMERY

November 6 - 7, 2019, at the State Personnel Department Test Center

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.

State Government Orientation: Personnel – MONTGOMERY

November 19, 2019, at the State Personnel Department Test Center

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: Benefits – MONTGOMERY

November 20, 2019, at the State Personnel Department Test Center

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 benefits 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 specially 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.

Sexual Harassment Prevention – MONTGOMERY

December 3, 2019, at the State Personnel Department Test Center

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.

Employment Law Overview for State Supervisors – MONTGOMERY

December 3, 2019, at the State Personnel Department Test Center

Registration for afternoon class: 12:30 p.m. to 1:00 p.m. with class beginning at 1:00 p.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 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 – MONTGOMERY

December 4, 2019, at the State Personnel Department Test Center

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 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

December 4, 2019, at the State Personnel Department Test Center

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.

Anger Management & Active-Shooter-Survival Training – MONTGOMERY

December 5, 2019, at the State Personnel Department Test Center

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 recommend as best practices for non-law enforcement personnel response to active shooter situations. Attendees will also be given 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.

Employment Law Overview for State Supervisors – LAKE GUNTERSVILLE STATE PARK

December 10, 2019, at the Lake Guntersville State Park Lodge

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 – LAKE GUNTERSVILLE STATE PARK

December 10, 2019, at the Lake Guntersville State Park Lodge

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.

Performance Appraisal – LAKE GUNTERSVILLE STATE PARK

December 11, 2019, at the Lake Guntersville State Park Lodge

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 – LAKE GUNTERSVILLE STATE PARK
December 12, 2019, at the Lake Guntersville State Park Lodge

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.

REGISTRATION PROCESS

Register your employees with The State Personnel Training Division via the **email address** at RegisterForTraining@personnel.alabama.gov. Registration will be conducted with the agency Personnel Manager or Training Coordinator only. The training contact must send names of employees and the last four digits of their social security numbers 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. 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 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 are 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 many 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. Since there are no vending machines at the SPD Test Center, you may bring snacks/drinks if you would like.
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. We look forward to seeing you at training.

DIRECTIONS AND PARKING

SPD TRAINING FACILITY MONTGOMERY CLASSES

**State Personnel Department Test Center
3738 Atlanta Highway
Montgomery, AL 36109**

DIRECTIONS FROM BIRMINGHAM AND MOBILE

Take I-85 North to the Perry Hill Rd. Exit
Turn left onto Perry Hill Rd. & go approx. 1.7 miles to Atlanta Hwy
Turn left onto Atlanta Hwy
Go approx. 3/10 of a mile and turn left at the first traffic light
Take an immediate left into the parking lot
The building is connected with Fortis College
Parking is available around the building and in a lot behind the building

DIRECTIONS FROM ATLANTA

Take I-85 South to the Perry Hill Rd. Exit
Turn right onto Perry Hill Rd. & go approx. 1.7 miles to Atlanta Hwy
Turn left onto Atlanta Hwy
Go approx. 3/10 of a mile and turn left
The building is right after the Dalraida Church of Christ and is connected to Fortis College

LAKE GUNTERSVILLE STATE PARK

**Lake Guntersville State Park Lodge
1155 Lodge Drive
Guntersville, AL 35976**

The State Personnel Department's Training Division is teaming up again with the Department of Conservation to offer training at beautiful Lake Guntersville State Park. Three days of training are slated to begin on Tuesday, December 10, 2019, through Thursday, December 12, 2019.

To enroll for the classes, individuals should contact their Department's training coordinator. The hotel reservations should be made directly with Lake Guntersville State Park. The telephone number for hotel reservations is 256-505-6621.

To ensure that you receive the special rate extended to our group, you will need to mention you are with the AL State Personnel Department – Group Code 8080.

Guests can also make reservations online at www.alapark.com/lakeguntersville. Please note that a deposit is required for each reservation made. Deposits are the sum of one night's lodging plus taxes and are due at the time the reservation is made.

[We have provided the facility address so you can get directions from your location.](#)