



# UNLV | HUMAN RESOURCES

## WHAT:

The Office of Human Resources will implement a training series called the **UNLV Management Training Academy (MTA)** designed to provide clear, standardized expectations and development opportunities for all university employees who manage and supervise others. MTA will function as a foundational program to enhance knowledge, skills, and behaviors necessary for these employees to excel in their roles.

## WHO:

All UNLV colleagues who supervise non-student employees are expected to attend. Those who supervise only student employees or graduate assistants are not included in this first program.

## WHY:

Highly-skilled supervision and management of employees directly impacts work quality, productivity, morale, and engagement. As such, UNLV recognizes that effective management is interconnected with the success of the university. MTA will contribute to building adaptable leaders who leverage their strengths and address their challenges to respond effectively to diverse situations. Learning objectives are linked to the Top Tier metric: creating pathways for staff members to excel and grow. [ISG A4C]

## HOW:

The eight-week program will include online courses, live seminars, interactive time with colleagues, and panel discussions. This blended learning approach will allow participants to learn from each other and practice skills by applying techniques to hypothetical case studies drawn from the workplace. Each course will be facilitated by UNLV and community professionals who are experts in managing workplace situations and concerns. The curriculum will focus on four measurable competencies:

- **Communicating and listening actively** ▪ **Holding self and others accountable** ▪ **Resolving conflict** ▪ **Managing performance**

Success will be measured through attendance, learning outcomes, and immediate post session surveys which will give participants the opportunity to assess the series as a whole, and courses individually.

## WHEN:

A pilot group completed the program in October 2019. The program will officially launch campus-wide in January 2020.

**CONTACT:** For more information about MTA, contact [mta@unlv.edu](mailto:mta@unlv.edu).



*Employees who spend time at work learning are 23% more ready to take on additional responsibilities, and 21% more likely to feel confident and happy. Source: LinkedIn*