

# CTDN Survey Results - July 2007

## Introduction

CTDN Survey Results based on 24 responses as of 7/9/2007.

## Question #1

### What is the best day for our monthly meetings?

Monday: 4  
Tuesday: 3  
Wednesday: 3  
Thursday: 3  
Friday: 19

#### Comments related from Question # 7 What needs improving?:

No day is good for everybody. Friday's seemed to work pretty well for me. (It's not a 'Training Day') this year. Thursday is definitely NOT a good day.

## Question #2

### What topics are you interested in being presented?

I am interested in hearing about what agencies are doing for succession/workforce planning, also a follow-up to the learning management system selected by DOIT and agencies experiences with it.

Topics that can be easily applied to the work setting, programs or training we conduct. Topics that are not all theory, but application.

Institutional knowledge, emotional IQ, accountability.

More organizational development topics, what is new in the field of training and development.

Organization development-related ones; update on DOIT LMS; I'll send more if I think of them.

Transfer of Training; Covey; Mager; Project Management.

Training evaluation; pros & cons of LMS; Train the Trainer sessions on topics which other agencies are rolling out, or statewide initiatives; learning about the specialties of other CTDN members for partnership; cutting edge professional development training like Marcus Buckingham, or others, that members may have discovered; latest book or training resource that inspired members; partnering to develop managerial/leadership training state wide; anything on: employee retention, customer service, leadership, project management; communication skills; decision making; strategic planning; innovation & change management; multiculturalism; adding humor to training; crafting effective skill assessments; utilizing pre and post evaluations effectively; strategies to make training interactive; presentation skills; 'selling' the value of training to agency leadership; managing a training budget.

Perhaps we could do more with 'review to materials' like we did with Marcus Buckingham at the Conference. Wouldn't have to be management. Could be other topics. Also, we used to have 'sharing meetings' on occasion when the program was just us talking about what we were initiating at our agencies. Then, we could ask to have a program about a particular topic that someone brings up.

Adult learning techniques.

Employee and Organization performance topics.

Professional development topics related to training.

Tools helpful to trainers, how trainers can help employees with many aspects of working with the State.

Anything that will make me a better trainer.

DAS commissioner or senior management - how can we work with them on specific issues/projects, esp. to leverage costs for vendor programs, training opportunities, etc. - their view of ASTD certification.

The latest in training ideas, anything around training.

Succession Planning.

Increasing the importance of training and education in the State system; importance of Popular Education as a basic methodology for training; more learner-centered approaches.

How to effectively implement the LMS into your organization. The changing/evolving role of training and staff development.

Train the trainers, coping with trainees who have been entrenched in the State. Examples of other state's training programs - for specifically government employees.

Other agencies experiences with e-learning, topics that are best taught in this format.

Train the trainers.

Training that would be appropriate for youth 16-25 years old.

Behavioral Interviewing.

### **Question #3**

**Would you be willing work on a team planning a meeting (includes program planning and refreshments)?**

Yes: 21

No: 2

Comments related from Question # 7 What needs improving?:

For AM meetings please include cold juice - not everyone drinks coffee or tea.

### **Question #4**

**Are you willing to host (provide the facility) a monthly meeting?**

Yes: 12

No: 13

Locations:

1. DOL
2. DOIT
3. DOT
4. DEP
5. DRS
6. DSS
7. DOC

Comments related from Question # 7 What needs improving?:

Note: While I would be willing to host a meeting at OPM/Capitol Avenue Complex, the parking situation at OPM is very poor and I do not think members would

appreciate parking in a remote site and using the shuttle service. However, I might be able to arrange space at Rentschler field.

I would be willing to host the group at 'my place' (DRS) more than once in a year, if a facility is needed. I also like to go check out other places as well - even if parking is an issue.

Not at Capitol Avenue - bad parking problems - option MDC Training Center at Brainard - convenient to highway, no charge for government organizations - nice kitchen - flexible rooms.

We could host at the New Haven and Hartford Job Corps. New Haven has a culinary program and can provide refreshments for a minimal cost.

## **Question #5**

**To defray the cost of monthly meetings, would you be willing to pay a small fee to attend - \$2.00 or less?**

Yes: 24

No: 0

### Comments related from Question # 7 What needs improving?:

I think there should be a mandatory fee per meeting to cover the food cost; when there are a lot of people it can be pretty expensive. If there's any money left, it can be used for the annual conference expenses. If there is a fee implemented, this should be noted in the meeting announcements so that participants are reminded that they need to pay at the door.

I do not mind purchasing the refreshments when I plan/host a meeting. If I only do it once a year, it's not a big deal. If I had to do it several times over the year, then I would want help with the expenses. Perhaps just having a 'kitty' that people put money into would work.

## Question #6

### What works at the meetings?

Keeping to the allocated timeframe, having a variety of topics and speakers.

Meetings have been very productive this past year. I like the new ideas, guest presenters.

Good short presentations.

Formal presentations with lots of interaction and time to network with members.

Combination of business portion and presentations; dedicate a portion of each meeting to sharing - what's happening in the agencies.

I am recently back from maternity leave and have not been attending recently. From the meetings I went to in the past, I thought they were very informative.

This year's meetings were very professionally developed and scheduled. The majority of the topics were excellent and all of the hosts/facilities did an excellent job.

Having the informality and ability to network - ALONG WITH the programs that offer useful information and ideas.

Discussion and Reference materials.

Good speakers, topics related to professional development and the training field.

Ask at the meeting to brainstorm; I have been to only one so I don't know what has been done before. Last time we went over tools for training, and it was very interesting and helpful.

Interaction with presenters and other attendees.

Overall ok thing about different ways to introduce/meet each other - maybe not at every meeting but occasionally.

Holding a half-day meeting seems to work well. The quality of the presentations at the monthly meetings have been impressive this past year.

Mixing up fun and work.

This year the programs have been excellent. Lots of new people attending and participating.

Speakers work. Hand outs that we can take with us. It's helpful to hear how other trainers administer their training programs.

Networking with other trainers, new information and ideas.

Good topics for discussion & presentations.

If I can have dates for several meetings in advance it would help with my scheduling.

Handouts and websites.

## **Question #7**

### **What needs improving?**

Suggest having the business agenda prior to the program because this often gets short-changed. Also many people leave after the program. Need to define "member" because many that come are there due to interest in a specific topic, but are not active in the organization and don't stay for business meetings. That's ok if that's how membership is defined, but I think clarification for all of us would be helpful.

Business meeting either first 8:30 to 9:15 - with presentations allowed from 9:30 - 12:00 or on separate day for better focus.

There is never enough time for business meetings and/or people do not want to stay for the business meeting. Not enough time for networking. Not enough "new" people are willing to volunteer for projects/committees.

Need to figure out how to get more people involved either in staying for the business portion and/or volunteering for projects to ease the burden on the same people; charge fee to help defray cost of refreshments; collect annual dues - with money we could hire some speakers we normally wouldn't get for gratis.

At the monthly meetings, before the training/session begins, hold the CTDN Business Meeting. Get it out of the way in the beginning of the meeting rather than waiting until after the presentation when time is so limited and everyone is ready to leave.

Only that we have value to ourselves now, in a way that we did not, in the past. We have grown from more of a social group, to a professional development group. This is excellent. (I still think we need to promote ourselves to outsiders and agency leadership as more than a social group, however. I think CTDN still has a reputation

that needs improving.) I would like to see growth in the CTDN this year, to increase our value to our agencies and the state. I would like to see CTDN members partner better to support each other's training initiatives, and then that the Network get credit at the agency leadership level for providing cost-effective cross training and curriculum development/sharing. I would also like to see the CTDN take on a statewide training project. Two immediate needs would be succession planning, and/or management training initiatives. On a smaller scale, DAS is developing statewide Threat Assessment Team training, related to workplace violence prevention. Although most Trainers may do this for their own agency anyway, it would be a project that the CTDN could take more responsibility for (and credit for) if we were more coordinated in rolling this out as a network, rather than individual training divisions at our agencies, and if we marketed it as a CTDN project.

Avoid presentation information by handout and use Web Site for all meeting information and handouts.

The Training Network image in being a resource to state agencies. (Increase visibility, credibility and reliability).

Let's brainstorm at the meeting.

For business portion - a more structured agenda in advance - items that need to be decided, discussed.

At the monthly meetings, before the training/session begins, hold the CTDN Business Meeting. Get it out of the way in the beginning of the meeting rather than waiting until after the presentation when time is so limited and everyone is ready to leave.

My work schedule -- now that I am working at DMHAS full time as the Director of Staff Development, my time is very limited. It's not you, it's just a matter of time till I get a better handle on it.

It does seem like there's little time and maybe interest in the "business" part of the meetings. Programs are good for our professional development, but sharing business and updates are critical for networking and best use of state resources. Somehow we need to figure out how to get both needs met--professional development and networking and sharing ideas and resources.

Being new, I have been confused about the topics, why we are there, etc. I think there needs to be an orientation of sorts for those that maybe don't come all the time as well as the newbies.

More interaction with each other.

Starting on time in the a.m. and returning from break.