Chances are that when you have a specific destination to get to, but you have never been there before, you will check a roadmap. This article introduces a training “roadmap” -- created for supervisors and other department leaders—to help lead them to three destinations that are a part of every supervisor’s training plan in Plant Operations: (1) the Practical Supervisor Series, (2) the Supervisor Leadership Certification Program and (3) the Introduction to Facilities Management Series.

Unlike most road trips, however, completion of all three certification programs has a suggested timeline of approximately five years.

Fundamental knowledge and skills of Plant's business and employee operations are taught in the **Practical Supervisor Series**. Leadership competencies and advancing business skills are the focus of the **Supervisor Leadership Certification Program**. Organizational knowledge is the goal of the **Introduction to Facilities Management**, where each department in Facilities & Operations at UM is featured, and attention is given to their shared business and interfaces, as well as their uniqueness.

**Practical Supervisor**
This new series is the *primary learning track* for all supervisors in Plant Operations. By the end of the year, every supervisor in Plant will have completed four core classes of this series, which feature the nuts-and-bolts of four critical performance areas in Plant Operations supervision:
Module 1: Human Resource Supervision in Plant Operations
Module 2: Health & Safety
Module 3: Plant Operations Business Processes
Module 4: Work Control and Customer Relations

The complete series includes FMS training, Digital Dashboard, Crucial Confrontations (conflict resolution tools) and University Financial Systems.

**Supervisor Leadership Certification Program (SLCP)**
First, congratulations to the majority of supervisors who have already completed the SLCP! And for those who have not-- this program is the *second priority learning track* for supervisors through Plant Academy.

Successful completion of the SLCO requires 7 classes, 2 electives and the design and implementation of a workplace project, called the Practicum Project. The 2006-07 program topics of the SLCP are:
Occasionally, a department may choose specific electives for their supervisors to take. In these cases, all department requirements are outlined clearly in Learner Web. Once requirements are filled and you are certified, you are welcome to return and take another elective at a future time for continuing education.

Any employee who is not involved in the Practical Supervisor training also has the chance to register for the following classes as elective credit for their Supervisor Leadership Certification Program: University Financial Systems and Crucial Confrontations, giving you two more choices to select from in the electives column.

**Introduction to Facilities Management Series (IFM)**

Each module of this series features a wide range of business, management and technical information pertinent to each department in Facilities and Operations. For most supervisors, this series is considered to be *the third learning track* for supervisor education. This series is also a popular offering outside of Plant Operations employees, among our Facilities and Operations colleagues and FUN Group members.

The IFM Series is constructed of eight modules: IFM I, Introduction to Facilities Management Overview; IFM II, Plant Administrative Services and Work Control; IFM III, Utilities & Plant Engineering and Facilities Maintenance; IFM IV, Construction Services and AEC; IFM V: Building Services and Grounds & Waste Management; IFM VI, Parking & Transportation and Procurement; IFM VII, OSEH and DPS; IFM VIII, Building Systems.

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**Plan to Graduate from Supervisor Leadership Certification Program?**

A quick reminder that the Practicum Project is part of the graduation requirement. Plant Academy offers an optional class which outlines this process and gives helpful hints—the next class is Friday, March 16, 2007 from 10-12:00. The Practicum Project packet, with all the required paperwork and instructions, is available on Plant Academy’s website under the “Tools/References” heading.