



# Talent Development

 Nelsen, John D  
Chief Diversity&Inclusion Ofcr

For all of your training requests and questions, please email [HRTraining@cityofdenton.com](mailto:HRTraining@cityofdenton.com)

## Training & Development News

[See all](#)



**NEW! Order At-Home COVID Test Kits through UHC Optum Store!**

Great news, COD!! Beginning Feb. 2, 2022,...

Carlson, Michele I. February 4



**City Employee Parks and Rec Perks**

Parks and Recreation Perks: • FREE Employe...

Carlson, Michele I. January 28



**Insurance Coverage for At-Home COVID Test Kits**

Beginning January 15, 2022, UnitedHealthcar...

Carlson, Michele I. January 21



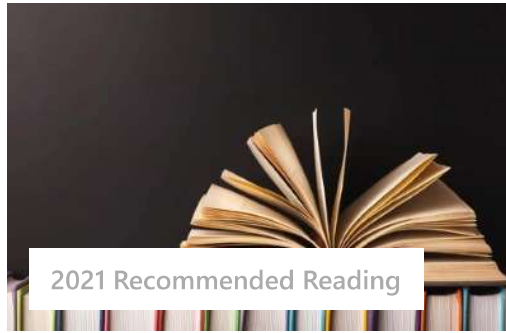
**Monthly Leadership Book Review 2022**

The Monthly Leadership Book Review is back...

Hurd, Madison December 27, 2021

Our mission is to assist in your success. We hope that by providing a wider variety of options of development opportunities, all employees can benefit regardless of time or position. If you don't find a training that meets your needs, please contact us to see about custom training solutions.





2021 Recommended Reading



Human Resources Library



Returning to Work Resources



HAWC Diversity Committee



Diversity & Inclusion Resources



**December 2021 Safety Training Classes**

Course	Date	Time	Location
Fall Protection Training	12/10/21	8:00am - 10:00am	Service Center Large Training Room

Safety Sensitive - First Aid, CPR, AED, BBP, Port. Ex	12/15/21	9:00am - 4:00pm	Central Fire Station
Fall Protection Training	12/17/21	8:00am - 10:00am	Service Center Large Training Room

## Development FAQs

### What is SPARK?

SPARK is a development program designed specifically for aspiring leaders in the City of Denton. The program consists of 16 different classes, covering topics that include: overview of the City and its processes and values, leadership expectations, and personal development. Courses will be facilitated by different City thought leaders throughout the organization. In addition to attending the individual sessions (which will be held online for now), participants will also have the opportunity to observe two Council "Dry Run" sessions (or budget presentations depending on the time of year), prepare a presentation, and complete a project assisting a City Department.

By participating in SPARK, employees will have the opportunity to learn more about the City, understand what is expected of Denton leaders, establish relationships with colleagues from different departments, and better prepare for any potential leadership opportunities in their future. ***During 2022, we will have two sessions. The first SPARK session will run from January through June and the second from July through December. There is also a project for this class that participants will need to spend some outside time completing. Class size is capped at 25.***

### What is MLM?

MLM is an innovative leadership program designed specifically for current mid-level managers in the City of Denton. For purposes of this program, mid-level manager is defined as any leadership position under the department head. The intent of this program is to help ensure that leaders at every level throughout the City understand what the expectations are of their leadership roles, have the tools and resources necessary to succeed in these roles, and are equipped to help those they serve grow, develop, and succeed as well.

The MLM program consists of 21 different classes, covering topics that include: leadership expectations, conflict management, personal leadership, and personal development. Courses will be facilitated by Department Heads, City Management, Outside Professionals, and Human Resources. By participating in MLM, leaders will have the opportunity to not just learn more about the principles of leadership but learn more about themselves and who they are as a leader. They will also have opportunities to problem-solve real-life management scenarios, establish relationships with employees from different departments, and better prepare for any potential future opportunities. Click the button above for additional details and information on how to leaders can be nominated. ***During 2022, we will have two sessions of the MLM program. The first MLM session will run from January through June and the second from July through December. Class size is capped at 25.***

### What is the Beacon Development Committee?

The Beacon Development Committee (BDC) exists to support the training & development efforts of the City of Denton. The mission of the BDC is to Equip, Empower, and Inspire. Members of the group achieve this mission by creating training content and/or facilitating training courses for City employees. Indeed, the training program could not function without the group members, who bring their own experience, knowledge, and skills to the program. We're looking for individuals who are interested in:

- Building online training content,
- Assisting in building live training courses, or
- Facilitating live training courses (virtually for now, hopefully in-person soon)

By participating in the BDC, you will have the unique opportunity to develop your presentation skills and grow and hone your public speaking and facilitation talents in a safe environment. Additionally, you will be able to network with other City employees throughout the organization as you evaluate and/or beta-test new workshops, provide support and professional development to

fellow facilitators, and participate in a “Think-Tank” environment for future training and development. The group also offers a platform to discuss issues and challenges facing the facilitators in training and provides professional development opportunities to all members. Click the button above for additional details and information on how to apply.

### What is the HAWC Diversity Committee?

The Diversity committee (named after the DEI statement values of: Humanity, Accountability, and Willingness) works with the Chief Diversity & Inclusion Officer to assess individual and organizational diversity opportunities and design solutions that align with core organizational values and achieve business outcomes. The HAWC engages the City and community to help define, enable, and foster an inclusive and equitable culture that embraces the diversity of identities, ideas, and values that embody the City of Denton. The four core focus areas of the HAWC are:

- Education
- Hiring
- Policy/Procedure
- Community

The group offers a platform to discuss issues and challenges facing City employees. Indeed, the committee could not function without the individual members who bring their own experience, knowledge, and perspectives to the program. By participating in the HAWC, you will be able to network with other City employees throughout the organization. You may have the unique opportunity to develop your presentation skills and grow and hone your public speaking and facilitation talents in a safe environment. Participation on the Committee also provides professional development to all members through different training and growth opportunities throughout the year. Click the button above for additional details and information on how to apply.

### Talent Development Team



**Weinberg, Randi D.**

Organizational Dvmt Mngr



**Burton, Micah**

Talent Devel & Diversity Spec

(940) 349-7805  
micah.burton@cityofdenton.com



**Hurd, Madison**

Talent Development and Diversity Spec...

(940) 349-8355  
madison.hurd@cityofdenton.com