

	By end of year 1	Years 2 - 4	By end of year 5	By end of year 10	By end of year 15	By end of year 20
	Subject matter-specific updates, trends, emerging research. On-going.					
New Worker Orientation, Cohort Training, and category-specific orientation. Mentoring relationships established	Community Development Academy			MELD (selected staff)		
	Engaging Boards and Committees Also, walking the line between professional and personal relationship. Constituent Relations.	Supervisory skills, evaluation, communication, motivation, HR best practices for staff, clientele, and volunteers.	The Land Grant Mission and the current state of Missouri--where does the L/G mission fit in--now ? Trends in Missouri demographics and social patterns.	Dealing with Difficult People / Conflict Mediation.	The Land Grant Mission and the current state of Missouri--where does the L/G mission fit in--now ? Trends in Missouri demographics and social patterns.	
	Assessing program value and impact on the local level/Program Evaluation, and implementing Program Logic models. Communicating value.	Extension publicity and communication - how do you get people to your programs?	Assessing program value and impact on the local level/Program Evaluation, and implementing Program Logic models. Communicating value.		Assessing program value and impact on the local level/Program Evaluation, and implementing Program Logic models. Communicating value.	
	Extension publicity and communication - how do you get people to your programs?	Dealing with Difficult People / Conflict Mediation.	Disruptive Leadership and Disruptive Innovation.			Disruptive Leadership and Disruptive Innovation.
	Basics of Adult Education, and Adult Development —emerging research and best practices.	Emerging educational technology.		Emerging educational technology.	Basics of Adult Education, and Adult Development —emerging research and best practices.	
	Inclusivity in program design, delivery, and leadership. Reaching and engaging diverse audiences in intentionally and proactively.		Inclusivity in program design, delivery, and leadership. Reaching and engaging diverse audiences in intentionally and proactively.			Inclusivity in program design, delivery, and leadership. Reaching and engaging diverse audiences in intentionally and proactively.
	NTTP process and development.	Professional presentation skills.				Professional presentation skills.
	Risk management relating to participant and staff safety. Extension-wide organizational and professional liability.	Risk management relating to participant and staff safety. Extension-wide organizational and professional liability.			Risk management relating to participant and staff safety. Extension-wide organizational and professional liability.	