

## training corner

### "Training: It's for Dinner!"

*Mark Kinsey, Director of Outreach and Education*

During my 25+ year professional career, I have discovered and many authors have commented on the need for organizational training. By my statement above, I am trying to convince you that it is critical that you allocate the proper time and resources to training (just like the careful planning that goes into making a great dinner, right?) both your internal and external customers.

This past year, the Mohave staff has spent considerable time in training and providing training to members and vendors. For the most part, this training was geared at incorporating the new process change; however, Mohave has also spent a great deal of time training the staff in other areas such as our most recent "general problem solving."

Our Executive Director, Mr. Tom Peeler, went in depth in researching how individuals and organizations can better problem solve. He examined the many facets of problem solving to include a great section called "on the go" problem solving. We even ended by analyzing a specific real-world scenario the leadership at Mohave was dealing with.

**The point of this discussion is that all organizations must take the time to examine their key weaknesses and develop a training plan to correct those weaknesses.** My experience is that organizations that don't take the time to analyze their deficiencies and train for those areas end up with far larger problems down the road.

Among the many things that Mohave Educational Services Cooperative prides itself on is its recognition of the value of training its staff. We know many of you do similar things in this area.

If you need help planning your organization's "dinner" (...I mean training plan) in the areas of procurement or cooperative purchasing...please give me a call, I would love to offer some additional insight and possibly some Mohave training options.

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**Finally, a pitch for the training you will receive at Mohave Expo 2008.** If you have not signed up for Mohave Expo 2008, you really need to. Whether you are a member or vendor there is some really great training that is going to take place. For members, there is also the great opportunity to see and ask questions about the many great Mohave contracted vendors. For all attendees, there is one afternoon session where members and vendors jointly discuss the importance of proper communication and documentation. In the other afternoon session, Mohave staff walk attendees through the revised Mohave website. If you want using Mohave contracts to be easier, you must attend this Expo. **See you there!**