

Oakland government managers in training

Will 400 middle managers in Oakland County government and the municipalities be better supervisors in the months ahead?

That question will be asked by county officials and consultants as they study the effects of a recent, intensive, training seminar.

"We don't train because it's sophisticated or because it's the modern thing to do," said James Dunkel, director of personnel for Oakland County. He said an analysis of supervisory experience conducted earlier in the year had revealed a number of problems.

Joanne Albrecht, a representative of

Service Organization Consultants, the firm which conducted the 40-hour training session, said the analysis had shown that employees had been promoted to supervisory level without adequate training.

There was definite feeling around Oakland County that the government was having its problems, Ms. Albrecht said.

The seminar, according to Ms. Albrecht, explored a variety of problems, including absenteeism and alcoholism.

For the most part, though, the seminar stressed more mundane topics

such as communication, leadership skills and analyzing and reducing performance problems. Governmental supervisors face different motivational problems, Ms. Albrecht said. "Nobody wants to feel that he's just shuffling paper."

Everybody knows there are loads of forms which have to be filled out, but not everybody knows why they're so important, she said. Supervisors have to stress that they are indeed necessary, and if they're not, he must be able to work to change them, Ms. Albrecht explained.

She said she and her five co-workers, all business and administration

professors at the University of Detroit, will be looking for changes of behavior on the part of the supervisors. "Are they better supervisors than before? That's the question we'll be asking," she said.

Service Organization Consultants will be examining the effects of the seminar in the future.

The training seminar was sponsored by Oakland County and was partially funded by a \$23,000 federal grant made possible by the Inter-governmental Personnel Act. The county supplied \$22,000. Local units contributed a total of \$10,000 for the program.

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Mercy starts fund raising

Mercy College of Detroit recently launched a \$2.2 million dollar public fund raising drive for its new Health-Science Center.

Sr. Agnes Mary Mansour, Mercy College president, announced at the Nov. 10 ground breaking ceremony that the school has already raised nearly \$1 million of the \$2.2 million projected total budget for the new facility.

Sr. Agnes Mary said the new Health-Science Center is an investment in the youth and future of Detroit.

"Mercy College is 100 per cent in the black," she said. "An enviable financial record over the

past six years." The college's annual budget has grown from \$1.1 million in 1972 to approximately \$7.3 million in 1977-78. Government grants to MCD for professional programs have averaged half a million dollars annually for the last six years, she said.

The eventual success of the center is assured, based upon the college's history of financial stability, she said. A large portion of the costs will be covered by gifts and grants from foundations, business and industry, and individual contributions through the public fund raising drive.

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