

Training is a Constant

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related associations, such as the STMA Annual Conference & Exhibition, STMA Chapter Meetings and hands-on training sessions.

External training also could include tuition reimbursement to individuals for college courses related to completing an industry-related degree or for specific job-related enhancement. Generally, certain criteria must be met in course performance to qualify for reimbursement.

Internal and external training programs might be offered to everyone in the organization or only to certain departments or personnel.

The constant change of today's world requires on-going training and continuing education programs and the networking interaction with other professionals offered through industry associations.

We must keep up with new developments, not necessarily to try every new technique as it comes out, but to know about and understand advancing technology. No organization has the time or resources to reinvent the wheel. We need to observe the procedures, techniques and policies used in situations similar to our

own and find ways to innovatively adapt them to fit our organization's needs.

People who are interested in doing the best possible job in their current position, who use training and continuing education programs to enhance their skills and keep up with new developments, products and techniques, and apply all this to their job, not only improve the quality of their performance, they improve the quality of the organization.

These people are more likely to feel, act and talk positively about the organization that cares enough about them to provide programs to help them improve.

It becomes self-fulfilling. More efficient, productive employees, with positive attitudes, move up in the organization. They become long-term employees, with long-term goals and a long string of successes. Other individuals interested in a similar career path are attracted by the organization's positive attributes and image - and the cycle repeats - and the organization grows and prospers.



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It's not too late!

If you haven't already done so, send in your donations for our SAFE Raffle and Live and Silent Auctions. These will be held during the STMA 13th Annual Conference & Exhibition in Las Vegas, Nevada, January 16-20, 2002. Your donations may be fully tax deductible - check with your accountant. Proceeds of the auctions will continue to fund the SAFE Scholarships Program.

We need your help to make the 2002 raffle prize pool and silent auction an even greater success. We will accept almost anything you or your organization has to offer. Donations in the past have included team gear and logo items such as shirts, hats, jackets, autographed baseballs and footballs, and vendor products (mowers, field rakes, chemicals, fertilizer, etc.). Several years ago, Dale Getz, CSFM, offered an autographed section of bleachers from the University of Notre Dame stadium. Be creative - any donation is appreciated.

You can contact Tom Curran at 954/786-4013, Scott Phippen, Village of Lincolnshire (IL), at 847/883-8600 x2102, or, SAFE Headquarters at 800/323-3875. Please send all donations to Jaci Pettie, SAFE Headquarters, 1375 Rolling Hills Loop, Council Bluffs, IA 51503-8552. Of course we'll take donations at the Conference as well.