

# ANNUAL FEDERAL SUPERVISOR TRAINING MISSOURI NATIONAL GUARD (MONG)



## ABOUT MONG

The Missouri National Guard is a dual state-federal military force composed of Army and Air National Guard units. Its mission is to serve the citizens of Missouri by providing trained, disciplined forces to respond to state emergencies such as natural disasters, civil support, and homeland defense, while also supporting the U.S Army and Air Force in overseas missions. Guided by the motto "Always Ready, Always There," the Missouri National Guard plays a vital role in both community protection and national defense.



## ABOUT THE PROJECT

This project is designed to ensure that all federal supervisors within the Missouri National Guard (MONG) who oversee state employees are consistently trained on Missouri state HR policies and supervisory responsibilities. This reduces compliance risks, improves management practices, builds a bridge of communication between federal and state employees, and lowers administrative errors.

## THE GOAL

Develop and implement a **standardized annual training program** for all federal supervisors managing state employees.

- Ensure 100% completion of annual training.
- Reduce HR complaints related to supervisory misunderstanding by 25% within one year.
- See a 15% increase in the morale, retention, and leadership categories in the MONG QPS survey.
- Improve supervisor confidence and morale by 15% in survey results.



## THE PROBLEM

Federal supervisors are **not consistently trained** on Missouri state employee HR policies and management practices.

- Leads to inconsistency among supervisors.
- Increases compliance issues and HR complaints.
- Creates risk of administrative errors and legal misapplication.

## THE ROAD AHEAD

- Making training completion a part of **supervisor performance plans**.
- Refresh content annually to reflect legal/policy changes.
- Monitor completion and complaints via HR systems.
- Incorporate into **onboarding for new supervisors** to ensure compliance from day one.



## PLAN OF ACTION

- Develop a **mandatory annual training** module specific to supervising state employees.
- Collaborate with **State HR and Legal** to ensure content accuracy and relevance.
- Integrate real-life scenarios, interactive learning, and assessments.
- Pilot the program with a select group, refine based on feedback, and scale.

## METRICS & IMPACTS

2026-27 Training Goals:

- **Training completion rate:** 100% among federal supervisors.
- > 85% **satisfaction scores** on training evaluations.
- > 80% **supervisor confidence** rating (survey-based).
- 25% **reduction** in HR complaints related to supervisory misunderstanding.
- > 15% increase in the morale, retention, and leadership categories in the MONG QPS survey.

