

Certified Public Manager Program

**Management Development Institute
College of Business Administration
Missouri State University
October 14, 2010**



What is a Certified Public Manager®?

- A trademark professional designation
- A graduate of a nationally accredited CPM program
- A government manager with a specific set of knowledge and skills
- A professional credential

Who Participates

- City Government
- County Government
- State Government
- Federal Government
- Not-for-profit Public Organizations

What is the CPM Program?

- Nationally recognized professional designation accredited through National CPM Consortium
- Comprehensive leadership/management development program
- Designed for supervisors/managers in government and public non-profits—no prerequisites

National CPM Consortium

Purpose:

- Promote CPM programs
- Provide & monitor accreditation standards
- Facilitate program development
- Encourage innovation and development of linkages with organizations with similar interests

CPM Program Benefits

- Enhanced leadership skills & increased knowledge of government practices
- Increased productivity & quality of work in government organizations
- Organizations & individuals exposed to new ideas & approaches

CPM Program Benefits (2)

- Graduates join network of professional public managers at state and national level
- State level: Missouri Society of Certified Public Managers - TBD
- National level: American Academy of Certified Public Managers

www.cpmacademy.org

Current CPM Programs

- 36 accredited programs—32 states, Federal & DC, Metro DC COG
- Management Development Institute of MSU
 - Associate Member, November 2007
 - Active Member, September 2008
 - Only one membership granted per state
- Program delivery format varies widely in each state

Member States offering CPM

Alabama	Iowa	New Mexico	South Carolina
Alaska	Kansas	Nevada	Texas
Arizona	Kentucky	Nebraska	USDA Graduate School
Arkansas	Louisiana	New Hampshire	Utah
California	Massachusetts	New Jersey	Virginia
District of Columbia	Metropolitan Washington Council of Government	North Carolina	Washington
Florida	Michigan	Ohio	Wisconsin
Idaho	Mississippi	Oklahoma	
Illinois	Missouri		



Program Requirements

- Address CPM Competencies
- 300 hours of 'structured learning activities'
- At least 250 hours are instructor or facilitator directed (these do not all have to be in-class hours, they can be independent study, projects, etc.)
- At least 200 hours are related to the CPM Competency Model
- Written demonstration of effective application of core materials to job environment (normally a major applied project)

National CPM Competencies

1. Personal and Organizational Integrity
2. Managing Work
3. Leading People
4. Developing Self
5. Systemic Integration
6. Public Service Focus
7. Change Leadership

Program Eligibility

- Eligibility: Designed for current public agency managers/supervisors with one year of supervisory experience with agency nomination or supervisor approval. Exceptions can be made for succession planning purposes.

Program Phases I & II

- Phase I – Management Academy
 - 56 Hours; Management curriculum
 - Prerequisite for graduation
 - Pre-approved training credit available
 - In-class sessions
- Phase II - CPM
 - 259 Hours; Core CPM curriculum
 - Blended in-class (25%) and online sessions (75%)
 - Capstone Project

Program Instructional Hours

- Phase I-Management Academy 56 hrs.
- Phase II-CPM Modules
 - CPM Workshops (25/75) 164 hrs.
 - Capstone Project 50 hrs.
 - Reading/Assignments 45 hrs.
- Total Program Hours 315 hrs.

Class Listing

- Public Service 101
- Team Building
- The Foundation of Leadership
- Motivation and Ownership
- Managing Different Generations
- Problem Solving and Decision Making
- Organizational Culture In the Public Sector
- History and Culture of Politics in Missouri
- Strategic Visioning
- Policy Analysis
- Legal Issues for Public Managers
- Public Personnel Management
- Financial Management & Budgeting
- Intergovernmental Relations
- Safety and Security in the Public Sector
- Organizational Change

Professional credential involving study, practice, application, and testing.

Capstone Project

- Provides a unique opportunity to apply and integrate classroom learning with the real world
- Meets the National CPM Consortium requirement of a “written demonstration of...effectiveness in applying core materials to the job environment.”
- Joins theory and practical application that will benefit the participants and the public who will benefit by the results of a “real project”

Training Credit

Phase I-Management Academy

- The Academy is an open enrollment program and is a prerequisite for obtaining certification. However, it may be taken concurrently with Phase II.
- State agency employees may obtain credit for Phase I hours by attending Division of Personnel training programs. A list of pre-approved classes can be found on MDI's website or with the Division of Personnel.
- Completion of MDI's Supervision Certificate or Supervision Boot Camps qualify toward completion of Phase I.

CPM Conference Dates & Locations

Orientation Conference

- February 16-18, 2011 MSU Campus, Springfield, MO

Capital Conference

- July 13-15, 2011 State Capital/Truman Building, Jefferson City, MO

Graduation Conference

- December 14-15, 2011 Truman Building, Jefferson City, MO

Program Costs

- Phase I: \$1,395 (Training credit can result in substantially reduced or zero program tuition for Phase I)
- Phase II: \$3,195

Tuition includes books, resource materials and access to online course management system. (Lodging, food & travel extra)

Program Scholarships

At-large Scholarship

- Qualified applicants receive \$400 in tuition reductions toward Phase II-CPM tuition.
- Simply complete the CPM application and supporting documentations along with your agencies letter of approval by December 15, 2011 to be eligible for the At-large Scholarship.

Merit Scholarship

- Qualified applicants receive \$2,795 in tuition reductions toward Phase II-CPM tuition. Does not cover cost of books (\$400).
- A total of five (5) Merit Scholarships are offered annually; three to state agencies and two to city/county agencies. Agencies must approve applicant participation to be eligible for the Merit Scholarship.
- Deadline for submission is December 15, 2011.
- Three state agencies are selected annually through a random selection process administered by the Missouri CPM Advisory Board. City/County candidates are selected on a first come first served basis provided they have their agencies approval.

State Agencies Selected for 2011 Merit Scholarships

- Department of Corrections
- Department of Mental Health
- Department of Revenue

2010 Cohort



Orientation Conference
March, 17-18, 2010
Springfield, MO



Capital Conference
July 14-16, 2010
Jefferson City, MO

Program Testimonials

How would you rate the on-line segments of the CPM program to date?

- 4 (out of 5)
- Very informational and enlightening.
- I find it easy to use and it provides good interaction. I think instructors should post assignments 1 month in advance to allow more flexibility with work schedules. There are times where I need to work ahead because other things are happening at work.
- Much easier to use than I anticipated.
- I give it a 10 out of 10. Outstanding content, remarkable instructors.

Program Testimonials

Do you feel the teaching methods of the on-line instructors have been effective and meaningful?

- Ok
- The teaching methods have been wonderful. They are quick to respond with helpful comments that add to the overall education.
- Yes. The interaction on the (Discussion) Boards for the cohort are well led and focused. Great to get the sampling of the other cohort members.
- Yes – they have been insightful.
- Yes, great articles posted and excellent questions posted to pull out the learning points.

Contact Information

- National CPM Consortium
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