

# Lead Ohio: Foundations of Supervision

*“Supervising with consistency and purpose.”*

## OVERVIEW

Lead Ohio: Foundations of Supervision is a Supervisor Training program for State of Ohio supervisors. The program consists of eight (8) training sessions designed to provide a consistent training experience for existing and new supervisors to the State of Ohio. The program was created because every year many people are promoted to the supervisor level without training or guidance. For those that do receive or seek training, the message often varies and lacks consistency. This program has been designed to be easily replicated and provides consistent Statewide leadership guidance to all supervisors/managers.

## PROGRAM BENEFITS

Learners will gain the foundational skills expected for all supervisors within the State of Ohio.

Throughout the program, supervisors gain the knowledge needed to:

- Understand and adapt your behavior style.
- Communicate effectively with all levels within the organization.
- Effectively use the performance management process (Goal Setting, Coaching, and Evaluating).
- Enhance engagement and appreciate our differences.

## WHO SHOULD ATTEND

All new supervisors are expected to sign up for Lead Ohio within 90 days of hire or promotion. Existing supervisors are encouraged, but not required to attend.

## PROGRAM CONTENT

The program consists of eight (8) instructor led courses.

- Introduction to DISC
- Communicating for Results
- Labor Relations
- Goal Setting
- Coaching
- Evaluating Your Employees
- Appreciating our Differences
- Leadership Skills for Supervisors

**Certificate Requirements:** Participants are required to take all eight (8) courses to receive a certificate.



IT'S MORE THAN JUST A JOB!