

# Talent Development Community

Enhancing Performance through Strategic Partnerships

TDC Steering Committee Meeting	
<b>Date, Time and Location:</b>	August 18, 2016 1:00 p.m. – 3:00 p.m. Rhodes 231
<b>Facilitator:</b>	Roderick Cheatham, Training Program Manager and TDC Lead
<b>Attendees:</b>	Debora Branham, DAS; Roderick Cheatham, DAS; Helena Carter, AGE; Stephanie Herriot, Library; Matthew Dyer, OBM; Leslie Hannah, DAS; Ray Justice, DAS; Cindi Hill, BWC; Stan Sikorski, DAS; Casandra Richards, DAS; Steve Galloway, DRC; Jonathan Rollings, OOD; Teri Gardner, MHAS; Angela Thompson, MHAS; Dawnielle Pierce, DAS; Kathleen Nichols, OHFA; Kate Nichols, DAS; Rebecca Grace, ODJFS

<b>Agenda Item</b>	<b>Discussion Points</b>
<i>Agency Liaisons</i>	The role of the agency TDC liaison was discussed with the TDC Steering Committee. The agency liaison will serve as a conduit of information between the TDC and their respective agency to promote and champion initiatives, and participate as SMEs when requested.
<i>Communication Strategy</i>	Discussed the progress of the TDC webpage, and newsletter as the methods for updating agencies. Also provided a sample of the TDC sub-committee monthly reporting plan which will be used to monitor progress of the various TDC initiatives.
<i>TDC Survey</i>	The committee discussed the TDC Resource Survey and decided that there will be at least one question in the survey for each of the Five (5) TDC focus areas.
<i>Sub Committee Charter</i>	<p>The sub-committees selected a contact person to act as a lead for each sub-committee; the sub-committee also completed charter documents for their key initiatives. It was decided that the charter documents will be completed for each key initiative before launching. The sub-committees decided on the following contact persons and key initiatives:</p> <p><b>Ray Justice, DAS: Performance Management</b></p> <ul style="list-style-type: none"> <li>▪ <b>Focus:</b> To gather agency information and insight into performance management issues, creating new and innovative ways to assist agencies in meeting organizational, departmental, and employee goals. Competencies, coaching development and tools, training needs, and assessments are within the scope of this sub-committee.</li> <li>▪ <b>Key Initiative: Competency Development Guide</b> Concept initiated by the Ohio Department of Job and Family Services (ODJFS); TDC will be partnering with ODJFS to offer an enterprise-wide Competency Development Guide. The Guide will offer development resources, tips, and tools for developing competencies.</li> </ul> <p><b>Stan Sikorski, DAS: e-Learning Technology</b></p> <ul style="list-style-type: none"> <li>▪ <b>Focus:</b> To gather, share and create information to assist the TDC in keeping pace with industry best practices related to talent development e-learning trends. Also, to develop innovative ways for promoting and engaging employees in e-learning training and development.</li> </ul>

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- **Key Initiative: e-Learning Style Guide**

To develop an e-Learning Style Guide that provides a resource for the development of e-learning training content.

**Matthew Dyer, OBM: Communication**

- **Focus:** Create and maintain a way to share information among the TDC members using electronic media.

- **Key Initiative: Promote and Market TDC**

To develop strategies for promoting and marketing TDC statewide by launching various communications (e.g., brochure, newsletter, surveys, and TDC website) featuring helpful tips, trends, and information regarding talent development.

**Kathleen Nichols, OHFA: Training and Development**

- **Focus:** To aid the TDC in identifying internal and external professional development resources that can be shared statewide. Also, to brainstorm and create on-going train-the-trainer opportunities for those who deliver training within state government and resources that can be shared statewide.

- **Key Initiative: Identify Statewide Training Resources**

Assist the TDC in identifying training resources; develop a statewide resource list by January 2017; and collaborate with agencies to share training resources.

**Debora Branham, DAS: Collaborative Partnerships**

- **Focus:** To connect and establish relationships between the TDC, local colleges/universities and other agencies to build collaborative partnerships. Also, to provide speakers on new talent development topics and trends in the areas of training and development curriculum.

- **Key Initiative: Collaborate with Agency Leaders to Identify Leadership Competencies**

Collaborate with agency leaders to identify key leadership competencies; utilize statewide competencies to identify learning and development needs via targeted focus groups with senior and executive leaders. Partner with agencies and universities to develop leadership curriculum and/or identify speakers.

*Community  
Sharing*

Rebecca Grace from OJFS discussed the Competency Guide created and used by OJFS. It was decided that the guide will be a model for the Performance Management sub-committee's initial project.

*Next meetings*

8/26/16, 9/23/16, 10/14/16