

## Information Sharing

The Talent Development Community will exchange information with your agency through the agency liaison. Each state agency will have an appointed liaison who will support and share information on all of the TDC initiatives. See the Learning and Professional Development webpage at [das.ohio.gov/learning](http://das.ohio.gov/learning) for more information about TDC.

## Talent Development Community Steering Committee

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# TALENT DEVELOPMENT COMMUNITY

Enhancing Performance through Strategic Partnerships



## Take a Seat at the Table

The Ohio Department of Administrative Services, Office of Talent Management – Learning and Professional Development encourage you to learn more about the Talent Development Community (TDC).

The purpose of this initiative is to enhance performance through strategic partnerships and collaboration through the following five (5) key areas:

1. Performance Management;
2. e-Learning Technology;
3. Communications;
4. Training and Development; and
5. Collaboration and Partnerships.

## Why Talent Development Community?

The TDC provides an opportunity to engage a community of professionals with similar interests and to leverage resources from various state agencies. The TDC will also provide an avenue to share information and best practices related to emerging trends in talent development and improve employee performance.

# The Five Focus Areas

To be effective, the TDC has expert human resources professionals who will serve as the Steering Committee. The Steering Committee members act as leads in guiding the sub-groups on the following focus areas:

## 1 Performance Management

Enhancing performance management involves gathering agency information and insight into performance management issues, creating new and innovative ways to ensure that organizational, departmental and employee related goals are being met. Competencies, training needs and assessments are to be considered within the scope of this committee.

## 2 e-Learning Technology

Optimizing e-learning technology requires participants to gather, share and create information to assist the TDC members in keeping pace with industry best practices related to Talent Development e-learning trends. Also, they will develop innovative ideas on how to promote and engage employees in an e-learning environment.

## 3 Communications

The communications sub-group involves assisting, creating and maintaining effective means of sharing information amongst TDC members, utilizing tools such as SharePoint, email, and other appropriate electronic media platforms.



## 4 Training and Development

The training and development sub-group will aid the TDC in identifying internal and external professional development resources. This sub-group will brainstorm and create on-going train-the-trainer opportunities for those who deliver training within state government as well as develop a clearing house of available training materials and resources that can be shared throughout the TDC to leverage state resources.

## 5 Collaboration and Partnership

Developing collaborative partnerships will connect and establish relationships between the TDC, local colleges/universities, and other agencies as well as provide speakers to share on new talent development topics and trends.

## Top Priorities

- Gather best practices
- Research industry trends
- Periodically promote useful information
- Develop state-wide training metrics
- Partner with agencies and universities to identify speakers, and to learn about current trends in talent development.