

Lead Ohio: Foundations in Supervision

“Supervising with consistency and purpose.”

OVERVIEW

The Lead Ohio: Foundations of Supervision is a required training program for all new State of Ohio supervisors. The program consists of eight (8) instructor-led 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 pre-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 leadership guidance to all supervisors/managers. Supervisors are expected to adhere to the State of Ohio’s Top 10 Supervisor Expectations (see posted on the Lead Ohio web page).

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 (i.e., Goal Setting, Coaching, and Evaluating).
- Enhance engagement and appreciate our differences.

WHO SHOULD ATTEND

All new supervisors are required 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. Some courses may include pre-assessments and pre-reading materials. The course content areas and supported statewide competencies include:

Lead Ohio: Foundations of Supervisions Course Name
Introduction to DISC
Communicating for Results
Labor Relations
Goal Setting
Coaching
Evaluating Your Employees
Appreciating our Differences
Leadership Skills for Supervisors

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



IT'S MORE THAN JUST A JOB!