

Lead Ohio: Inspirational Leaders

“Inspiring and creating results through action”

OVERVIEW

The State of Ohio has created a competency-based leadership development program to build and strengthen enterprise-wide leadership capacity via unique learning experiences. The goal of the program is to develop the diverse talent, experience and perspectives needed for the future while improving behaviors and increasing productivity. Managers will learn new skills along with the leadership behaviors that support them. Consistent application of these skills and behaviors enable a confident approach that others will follow. The following three (3) expectations will be reinforced throughout the curriculum:

- Be Strategic
- Grow Your People
- Be Accountable

PROGRAM BENEFITS

Learners will gain strategies to enhance business results and improve leadership skills. Throughout the developmental experience leaders gain tools to accomplish business goals within their own agency by:

- Adapting and applying proven strategies and best practices;
- Developing and communicating leadership styles;
- Establishing effective techniques for managing workplace conflict; and
- Inspiring commitment to mentoring and developing others.

WHO SHOULD ATTEND

This is a voluntary program that will prepare managers and leaders who have two (2) or more direct reports and 2 (two) or more years of state experience consistently supervising and leading others. Also, former Lead Ohio: Foundations of Supervision learners are encouraged to enroll in [Lead Ohio: Inspirational Leaders](#) program.

PILOT PROGRAM CONTENT

The program consists of five (5) content areas and up to 30 unique learning activities (e.g., instructor led, large group events, and e-learning resources). Some courses may include pre-assessments and pre-reading materials.

The content areas and supported statewide competencies include:

Focus Area	Statewide Competencies
All Inspirational Leaders focus areas	Organizing, Planning and Prioritizing Work Staffing Organizational Units Training and Teaching Others
Building Teams	Coordinating the Work Activities of Others
Strategic Action	Developing Objectives and Strategies
Leading Change	Selling or Influencing Others
Overcome Conflict	Making Decisions and Solving Problems
Mentoring	Providing Consultation and Advice to Others

CERTIFICATE REQUIREMENTS: To receive a certificate, all learners must complete 20 learning hours.

Be Strategic ♦ Grow Your People ♦ Be Accountable



IT'S MORE THAN JUST A JOB!