

Lead Ohio: Inspirational Leaders



FAQs for Pilot Program Learners

1. Q: What is Lead Ohio?

A: Lead Ohio is an enterprise-wide leadership development program that provides the “state voice” for supervision, management, and leadership. It is a multi-tiered program designed to nurture the skills and competencies needed for consistent supervisory and managerial effectiveness. In September 2014 the Lead Ohio program was launched with the Foundations of Supervision classes.

2. Q: What is Lead Ohio: Inspirational Leaders?

A: It is a State of Ohio competency-based leadership development program that is designed 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. Inspirational Leadership focuses on preparing managers to build trust while consistently leading their people. The payoff to building trust is an engaged team.

3. Q: Who is eligible to take Lead Ohio: Inspirational Leaders?

A: State supervisors and managers who have two (2) years of state supervisor/manager experience, and two (2) or more direct reports.

4. Q: What topics are offered through Lead Ohio: Inspirational Leaders?

A: The Inspirational Leaders pilot program is comprised of five (5) focus areas, which will include instruction-led courses for each focus area:

1. Team building
2. Strategic action
3. Change
4. Overcome conflict
5. Mentoring

5. Q: How were the Lead Ohio: Inspirational Leaders focus areas determined?

A: There was a Lead Ohio Advisory Council that identified the core focus areas based on information gathered via several independently facilitated focus group sessions. The Council was established in 2014 and was comprised of multiple agency human resources and training representatives.

6. Q: Are there any pre-requisites to the Lead Ohio: Inspirational Leaders courses?

A: Yes, there are two (2) pre-requisites for Lead Ohio: Inspirational Leaders.

The first pre-requisite is a pre-assessment to be completed by both the nominated learner and their direct manager. The pre-assessment provides an opportunity to recognize the current skills of the pilot member and identify areas with potential for growth. The pre-assessment is based on the learning objectives from the classes and the three (3) expectations of Lead Ohio: Inspirational Leaders:

- Be Strategic
- Grow Your People
- Be Accountable

The second pre-requisite is the web-based course “Lead Ohio: Foundations of Supervision – Overview.” Not only does the completion of this overview provide an opportunity for feedback about its content, it serves as a refresher for those who may have completed the Foundations of Supervision program. Also, it provides an overview to those who did not attend the Foundations of Supervision program.

7. Q: Are the courses all instructor-led? In other words, do they require classroom attendance?

A: A blend of formats will be used for the Inspirational Leaders program. The topics of team building, strategic action, change, communicating through conflict, and mentoring will be hosted in

both classroom settings and as large group events to enable managers to exchange best practices and lessons learned directly with the state leaders who have traveled before them. Additionally, support documents, tools, and resources will be available online and accessed via OAKS/ELM.

8. Q: Where will the Lead Ohio: Inspirational Leaders courses be delivered?

A: Most of the sessions for the pilot will be held in Central Ohio. Classroom events will be held either at the Rhodes State Office Tower, 30 E. Broad Street, Room 231, Columbus, Ohio 43215 or the DAS facility at 4200 Surface Road, Columbus, Ohio 43228.

The large group events will be held at state facilities with an auditorium.

9. Q: Are existing managers required to participate in Lead Ohio: Inspirational Leaders pilot program?

A: No. Agency Human Resources Administrators and leadership have been asked to identify the nominees for the pilot.

10. Q: Are managers/learners required to take all of the Lead Ohio: Inspirational Leaders courses?

A: No, once you have been enrolled in the program you will have access to all of the activities/activities offered within the five (5) focus areas (Team Building, Strategic Action, Leading Change, Conflict Management and Mentoring). To obtain the Lead Ohio: Inspirational Leaders certification, your learning plan will need include a minimum of 20 accrued hours across the five (5) topics. Learners are encouraged to select topics from across all focus areas and delivery methods.

Note: During the pilot, learners will be asked to test additional activities (above the 20 hour requirement) to ensure all options within the program are fully functional.

11. Q: How do managers/learners know what courses to take?

A: Lead Ohio: Inspirational Leaders is designed to be a “choose your own path” training experience. Once you are enrolled into the program, you will have access to see and enroll in all of the activities/classes offered within the program in the five (5) focus areas. This will allow you to choose the 20 hours of training that best suits your learning objectives.

Note: During the pilot, learners will be asked to test additional activities (above the 20 hour requirement) to ensure all options within the program are fully functional.

12. Q: How do managers/learners enroll in the Lead Ohio: Inspirational Leaders?

A: Once your agency’s HR Administrator has provided your name and contact information, registration into Inspirational Leaders will be completed by a DAS, Learning and Professional Development representative. Once registered in the program, learning activities can be accessed via OAKS/ELM, available to learners via the MyOhio.gov portal.

13. Q: Can non-managers take Lead Ohio: Inspirational Leaders courses?

A: No. Currently, Lead Ohio is being offered only to managers who have two (2) years of state management experience and two (2) or more direct reports.

14. Q: Who will deliver the Lead Ohio: Inspirational Leaders courses?

A: Classroom courses will be delivered by instructors from DAS Learning and Professional Development. Each instructor has been fully trained in the content of the Lead Ohio courses.

Agency leaders will share their own best practices during the large group events on the topic of mentoring.

15. Q: When does Lead Ohio: Inspirational Leaders pilot program start and end?

A: The pilot program begins April 2016 with online activities. These learning activities include articles and self-assessments. Also

featured are assignments available via the Learn It Ohio portal featuring skill briefs, videos, and on-line courses.

The first classroom session will be piloted in May 2016. The large group event will be held during the summer of 2016. The pilot will run for six (6) months including pre- and post-assessments with both the learner and their direct supervisor.

16. Q: How do managers know what classes their direct reports have enrolled?

A: Managers/learners are able to utilize OAKS/ELM to view their direct reports' course enrollment. If additional information is needed, the learner's supervisor can contact their agency HR representative, ELM administrator (if applicable), or DAS Learning and Professional Development at (614) 387-6183, toll-free at (888) 577-6276, or via email: das.hrd.training.staff@das.ohio.gov

17. Q: What are the expectations for participation in the pilot?

A: 1) Learners are expected to continue their commitment to the completion of their Learning Plan. This Learning Plan includes a minimum of 20 learning hours covering a variety of delivery methods.

2) Learners will regularly share feedback about the organization of the program, the content of the instructor led classes, delivery of the classes and large group events, as well as the usefulness of the electronic resources.

18. Q: When will the full Lead Ohio: Inspirational Leaders program be launched statewide for access and enrollment?

A: Once the pilot is completed and fully evaluated, the full program will be launched statewide the beginning of 2017. More details to come in the near future.

19. Q: What is coming after Lead Ohio: Inspirational Leaders?

A: There will be one (1) additional level of leadership development made available to state managers/leaders: Visionary Leaders. The details for this level will be available in the near future.