

Lead Ohio: Foundations of Supervision Course Curriculum

1. **Introduction to DISC Behavioral Assessment:**

A half-day session offering the behavioral assessment known as DISC. This assessment is used to help supervisors understand themselves and their direct reports by recognizing the characteristics associated with four behavior styles: **D**ominance, **I**nfluence, **S**teadiness and **C**ompliance.

2. **Labor Relations:**

A full-day session covering pertinent topics regarding the union contracts and the roles and responsibilities of management and labor in various scenarios.

3. **Communicating for Results:**

A full-day session that combines effective communications techniques with presentation skills.

4. **Coaching for Desired Results:**

A half-day session that is part of a three-course approach to performance management. Included are coaching pitfalls and conflict management.

5. **Goal Setting:**

A half-day session focusing on writing effective goals that are **S**pecific, **M**easurable, **A**ttainable, **R**ealistic and **T**imely (SMART).

6. **Evaluating your Employees:**

A half-day session covering the way to conduct meaningful performance evaluations, using samples of effective (and not so effective) reviews as reference points.

7. **Appreciating Our Differences:**

A half-day session covering the ways that valuing employee diversity makes for a richer, more rewarding work experience.

8. **Leadership Skills for Supervisors:**

This half-day course of the Foundations curriculum explores the pitfalls supervisors need to avoid and features keys to ongoing supervisor success. Also included is an overview of budgeting.



IT'S MORE THAN JUST A JOB!