

Courses that cross multiple stages	Employee Lifecycle Stage	Receive Learning: Advanced Course Titles	Give Back
<p><b>Required Class:</b> InsideOut Coaching</p> <p><b>Electives:</b></p> <ul style="list-style-type: none"> <li>• Employment Law (DAS/SHRM)</li> <li>• Ethics in Human Resource Management (SHRM)</li> <li>• Overview of State Laws and Policies</li> <li>• Creating a Flexible Workplace (SHRM)</li> <li>• Legal Issues in Human Resources Management (SHRM module)</li> <li>• HR and Technology (SHRM module)</li> <li>• Integrating a Human Resource Information System: A Module with Integrated Case (SHRM)</li> <li>• Performance Management and Appraisal</li> <li>• Learn It Ohio <ul style="list-style-type: none"> <li>- Project Management</li> <li>- Business Analysis</li> <li>- Marketing</li> </ul> </li> </ul> <p><b>Post-Assessment</b></p>	Talent Acquisition	<p><b>Needs Analysis</b> – Talent Management team existing service/class &amp; SHRM: “Conducting Needs Assessments”</p> <p><b>Workforce Plan</b> –Talent Management team existing service/class; SHRM: “Aging &amp; Employment-Workforce Planning &amp; Talent Mgt”</p> <p><b>Fill Gap – recruitment, application, and selection</b></p> <ol style="list-style-type: none"> <li>1. Talent Acquisition (HRD – SHRM module)</li> <li>2. Employer Branding and Retention Strategies (HRD – SHRM module)</li> <li>3. Organizational Entry and Socialization (HRD Talent Management/Onboarding workgroup – SHRM material)</li> <li>4. Discrimination in Employment: Understanding the Legalities (DAS-HRD-EEO – SHRM material)</li> </ol> <p><b>Monitor</b> – Talent Management team existing service/class</p> <p><b>Ohio Hiring Management System (OHMS)</b> – Talent Management team existing service/class</p> <p><b>Testing processes</b> – Talent Management team existing service/class</p>	<p>Suggestions from Page 2 and:</p> <p>Mentor</p> <p>Informational Interviews</p> <p>Serve on Cross-functional work groups</p>
	<p>Talent Management</p> <p>Application of Career Management – support others as they own their career &amp; professional development</p>	<p><b>Classification and Compensation</b></p> <ul style="list-style-type: none"> <li>• “Designing Incentives &amp; Rewards” (SHRM module – HRD Talent Mgt team)</li> <li>• Managing a Salary Survey Project (HRD Talent Management/SHRM)</li> <li>• Job Analysis – Talent Management team existing service/class &amp; SHRM: “Job Analysis”</li> </ul> <p><b>Performance and Succession Planning</b></p> <ul style="list-style-type: none"> <li>• ePerformance modules – HRD Talent Management; SHRM: “ Job Analysis-Based Performance Appraisal”</li> <li>• Managing and Responding to Poor Employee Performance (HRD Talent Management/SHRM)</li> </ul> <ol style="list-style-type: none"> <li>1. Adverse Impact and Disparate Treatment: Two Types of Discrimination (EEO – SHRM module)</li> <li>2. Managing a Diverse Workforce: Affirmative Action (EEO – SHRM module)</li> <li>3. Managing a Diverse Workforce: Aligning and Managing Work/Life Relationships in Organizations (OLPD/EEO – SHRM material)</li> <li>4. Managing Virtual Work Teams (SHRM)</li> <li>5. Workplace Dispute Resolution (OCB/OEAP mediation project – SHRM material)</li> </ol>	
	Talent Development	<ol style="list-style-type: none"> <li>1. Employee Engagement Fundamentals (OLPD)</li> <li>2. Training Design, Development, and Implementation (OLPD/SHRM)</li> <li>3. Transfer of Training (OLPD/SHRM)</li> <li>4. Return on Investment: Training and Development (OLPD/SHRM)</li> <li>5. Identify &amp; Address Career Plateauing (OLPD – under development)</li> </ol>	
	Talent Transition	<ol style="list-style-type: none"> <li>1. “Business Succession Planning” (HRD Talent Management/Velsoft)</li> <li>2. “Effective Planning &amp; Scheduling” (HRD Talent Management/Velsoft)</li> </ol>	