	Employee Lifecycle Stage	Receive Learning: Strategic Relationships Course Titles	Give Back
Required Class: Influencer **Post-Assessment**	Talent Acquisition	**State specific classes:** 1. Managing Priorities 2. Budget Process in Ohio (OBM) 3. Sensitive Data/Public Records Training (OBM) 4. GFOA - Government Accounting Overview (OBM) 5. Putting a Budget Together and/or The Budget Process (OBM) 6. Taking the Mystery Out of Financial Reports (OBM) 7. Biennial Budget & Planning (OBM) **SHRM learning modules:** 1. Beyond Tactical HR: Transformation to Strategic HR (SHRM) case study: "MacroEnterprises, Inc. – A Strategic HR Case Study" 2. HR and Organization Strategy case study: "HR's Role in Organizational Design" 3. The Role of Mission & Values in Strategic HR Management (SHRM) case study: "Power and Influence in the Management of Human Resource Development" (SHRM) case study: "The Case for Flexibility" 4. Aging and Employment: Workforce Planning and Talent Management 5. Developing Leadership Talent (OLPD/SHRM) **Vital Smarts:** Crucial Accountability (also Influencer = organizational change) **Velsoft:** • Secrets of Change Management • Business Leadership • Negotiating for Results • Influence and Persuasion	Suggestions from Pages 2 & 3 plus: Coach Serve on Planning Committees Succession Planning Knowledge Retention Strategic Planning Question: "What is the best way I can help my agency?