

Lead Ohio: Inspirational Leaders FY20 Program Curriculum

The Lead Ohio: Inspirational Leaders (LO:IL) program offers a variety of learning opportunities. The 12 instructor-led training (ILT) courses are described below along with the Community Forum event. All ILTs are four hours in length (except for the Community Forum). Included in the list are four Performance Management supplemental learning activities.

Core Courses:

- 1. Aligning Organizational Strategy and Competencies** – this is a pre-requisite to Next Level Coaching
You may be familiar with and understand some of the key components of your organization’s strategic plan, but do you know how to align organizational strategy and competencies? This course will help you understand the role of competencies as it relates to strategic alignment, how to identify competency gaps and leverage employee skills to support strategy while achieving business results.
- 2. Building Better Teams**
This course focuses on identifying the behaviors and characteristics of a strong team, examines the elements that make teams successful, and discusses your role in each stage of team dynamics to develop activities to build a strong team.
- 3. Introduction to DISC** – this is a pre-requisite to DISC Leadership Styles
Gain a foundational understanding of DISC. This course explores the behavioral assessment used to help managers understand themselves and others, while building and improving relationships. The factors associated with the assessment are: Dominance, Influence, Steadiness and Compliance (DISC).
- 4. DISC Leadership Styles** – pre-requisite: Introduction to DISC
Deepen your understanding of DISC and the impact it has on your leadership style. Learn how your DISC preferences influence your ability to motivate, delegate, coach, and recognize your staff. Create an action plan focused on adapting your leadership style to gain more productive outcomes and relationships. The factors associated with the assessment are: Dominance, Influence, Steadiness and Compliance (DISC).
- 5. Leading and Building Trust**
This course shares effective leadership principles that will strengthen relationships and increase trust while becoming a more effective leader. You will also acquire new tips to motivate and inspire your team.
- 6. Managing the Impact of Diversity and Inclusion**
Recognition of implicit bias can benefit organizations in two ways: from a managerial perspective it aids in understanding how bias gets in the way of best intentions and team effectiveness; also, it helps a manager identify when to speak up about the impact of bias to employees. The course will provide insights for managers and leaders to consider when supporting diversity and inclusion in the workplace.

7. Motivators: Leadership, Drive, and Performance

The Motivators Assessment is used to discuss what motivates and influences your priorities and decision-making. It examines the “why” that drives behavior and performance. Understanding what motivates your actions can help to maximize alignment between your motivation, choices and behavior.

8. Next Level Coaching – pre-requisite: Aligning Organizational Strategy and Competencies

Engaged employees are more productive, positive, and focused. You can attain this level of employee engagement by enhancing your personal coaching style while building your confidence and expertise. This course focuses on coaching employees and holding them accountable to goals and performance expectations. You will also learn to effectively hold coaching conversations to re-engage employees.

9. Community Forum (3 hours)

Community Forums provide an opportunity to exchange best practices and lessons learned directly with experienced state leaders who have already traveled the leadership journey path. The events are held annually and the topic of each event varies.

Elective Courses – These are supplemental learning opportunities that support the LO:iL program.

Roadmap for Managing and Developing Performance Workshop Series:

1. Understanding the Performance Management and Development Cycle

Provides an overview of the performance management process. This is a pre-requisite for other courses in this workshop series, and is available online (1 hour).

2. The Starting Point: Exploring Expectations, Goals, and Competencies

Learn how to effectively establish expectations and goals for each employee.

3. Engaging and Supporting Performance

Learn to become better at giving and receiving feedback.

4. Coaching Employees Toward Development

Learn to leverage and practice performance development to strengthen employee skills.

5. It's that Time: Evaluating Year-End Performance

Learn how to collect performance documentation and hold an effective performance discussion.

Note: Course content and number of hours are subject to change or modification.