

# Lead Ohio: Inspirational Leaders

Achieving Results while Developing People and Processes

## OVERVIEW

Lead Ohio: Inspirational Leaders (LO:IL) is a competency-based leadership development program designed to build and strengthen management and leadership skills. State managers and leaders will build their talent and broaden their perspectives to support the behaviors to lead others.

Learners will gain strategies and tools to help achieve business results. This program provides a great opportunity for leaders to expand their network across agencies.

## ELIGIBILITY

This voluntary program is open to middle managers who have two or more direct reports, and two or more years of state service as a supervisor.

## PROGRAM OUTCOMES

- Apply proven strategies and best practices;
- Communicate through effective leadership styles;
- Establish effective techniques for managing workplace conflict; and
- Strengthen leadership change capabilities.

## PROGRAM CURRICULUM AND COMPETENCIES

The program curriculum consists of nine ILT courses which support eleven competencies. Some ILT courses may include pre-assessments and pre-reading materials.

<ul style="list-style-type: none"><li>• Coaching and Developing Others</li></ul>	<ul style="list-style-type: none"><li>• Establishing and Maintaining Interpersonal Relationships</li></ul>
<ul style="list-style-type: none"><li>• Communicating with Supervisors, Peers and Subordinates</li></ul>	<ul style="list-style-type: none"><li>• Guiding, Directing and Motivating Subordinates</li></ul>
<ul style="list-style-type: none"><li>• Coaching the Work Activities of Others</li></ul>	<ul style="list-style-type: none"><li>• Organizing, Planning, and Prioritizing Work</li></ul>
<ul style="list-style-type: none"><li>• Developing and Building Teams</li></ul>	<ul style="list-style-type: none"><li>• Resolving Conflict and Negotiating with Others</li></ul>
<ul style="list-style-type: none"><li>• Developing Objectives and Strategies</li></ul>	<ul style="list-style-type: none"><li>• Scheduling Work Activities</li></ul>
<ul style="list-style-type: none"><li>• Staffing Organizational Units</li></ul>	

## PROGRAM YEAR

To ensure the program provides information relevant to the issues that state managers and leaders face, the LO:IL curriculum may be reviewed annually and realigned to new state initiatives. The program year is based on the state fiscal year (July 1 to June 30). LO:IL hours automatically reset on July 1, providing a new opportunity to earn the 20 hours needed for the next Certificate of Completion.

## CERTIFICATE REQUIREMENTS

Learners are encouraged to complete 20 learning hours to earn their annual Certificate of Completion. The 20 learning hours must be accrued during the same fiscal year, otherwise no certificate will be earned.