

# 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 one or more direct reports, and two or more years of state service as a supervisor, and are in pay ranges 14 to 18, or 42 to 46.

## 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 VILT courses, microlearning modules, self-assessments, and facilitated discussions which support ten competencies. Some VILT 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>• Guiding, Directing and Motivating Subordinates</li></ul>
<ul style="list-style-type: none"><li>• Communicating with Supervisors, Peers and Subordinates</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>• Establishing and Maintaining Interpersonal Relationships</li></ul>	<ul style="list-style-type: none"><li>• Staffing Organizational Units</li></ul>

## LEARNING PLAN CONTENT UPDATES

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 calendar year (January 1 to December 31).

## CERTIFICATE REQUIREMENTS

Learners are encouraged to complete 20 learning hours to earn their Certificate of Completion.