

Lead Ohio: Inspirational Leaders

FAQs for Program Learners

1. Q: What is Lead Ohio: Inspirational Leaders (LO:IL)?

A: It is a State of Ohio competency-based leadership development program designed to build and strengthen enterprise-wide leadership capabilities via unique learning experiences. The goal of the program is to develop diverse talent, experience, and perspectives leaders will need for the future. Inspirational Leaders focuses on preparing managers to build trust while consistently leading their people.

2. Q: Are existing managers required to participate in LO:IL program?

A: No, LO:IL is a voluntary program for state managers and leaders and is not required. However, the program could be assigned to you by your agency leadership/HR Administrator as part of a performance management or professional development program. Please discuss the LO:IL program with your direct manager and your agency HR Administrator for more information.

3. Q: Who is eligible to enroll in LO:IL courses?

A: Managers and leaders between Pay Ranges 14 and 17 who have two or more direct reports, and two or more years of state service as a supervisor.

4. Q: Is there an application process?

A: Managers and leaders who are between Pay Ranges 14 and 17 who have two or more direct reports, and two or more years of state service as a supervisor may complete the LO-IL Application. This application needs to be signed by both you and your direct manager. [Click here](#) to open the FY20 LO:IL Application.

5. Q: Do I need my direct manager's approval and support to participate?

A Yes, you are expected to collaborate with your direct manager to determine if the LO:IL program is appropriate for your professional development plan.

6. Q: How do learners register for the LO:IL program?

A: State employees who meet the eligibility criteria can self-enroll for the LO:IL program and all learning activities via the myLearning portal (OAKS/ELM) available to learners via the myOhio portal. To access the myOhio portal, click on this hyperlink: www.myohio.gov

7. Q: Are there any pre-requisites to the LO:IL courses?

A: Yes, the following two courses have pre-requisites:

- I. DISC Leadership Styles – pre-requisite is “Introduction to DISC” (historical credit will be provided to learners who completed “Introduction to DISC” as part of the Lead Ohio: Foundations of Supervision program).
- II. Next Level Coaching – pre-requisite is Aligning Organizational Strategy and Competencies

Should additional courses have pre-requisites identified, this information will be shared via the myLearning portal (OAKS/ELM/Ohio Learn).

8. Q: Where will the LO:IL courses be held?

A: Most of the courses will be held in Central Ohio. Classroom events will be held at either:

- Rhodes State Office Tower
30 E. Broad Street, Room 231
Columbus, Ohio 43215
- DAS General Services Division (GSD) facility
4200 Surface Road
Columbus, Ohio 43228

9. Q: As a learner, how long do I have to complete the LO:IL courses?

A: The program year is based on a fiscal year and runs from July 1 to June 30.

You are encouraged to complete 20 learning hours to earn your annual Certificate of Completion. If the 20 hours are not accrued during a fiscal year, you will not earn a certificate. LO:IL hours are automatically reset on July 1 to provide you a new opportunity to earn the 20 hours required for the next program year. You are encouraged to earn a new Certificate of Completion each year, since the curriculum is annually reviewed and realigned.

10. Q: How was the LO:IL curriculum defined?

A: The curriculum is based on information gathered via several independently facilitated focus group sessions including managers from across the state. Over the past two years the curriculum has been updated to align and support state initiatives and common business practices.

11. Q: The LO:IL curriculum is based on competencies. How are competencies reinforced via training?

A: The LO:IL curriculum is aligned to the competencies most frequently assign to managers and leaders from the state-wide competency framework. The behaviors that support the identified competencies are integrated into the learning objectives of each course. These are reinforced via in-class discussions, activities, scenarios, and skills application.

For more information about the statewide competency framework, please visit the Office of Talent Management webpage. The statewide competency model can be accessed directly via this hyperlink: [DAS OTM List of Competencies and Descriptions](#)

12. Q: What topics are offered via LO:IL?

A: The LO:IL program is organized into topic areas selected to enhance success as a middle manager and leader. The behavioral assessment DISC is a unique tool that enables you to improve your understanding of your own behavior as a manager and the behavior of others. Additional topics include team building, competency alignment, building trust, performance management, coaching, and diversity and inclusion.

13. Q: As a manager or leader, am I required to register for all the LO:IL courses?

A: No, once you have been enrolled in the program, you will have access to all the learning activities. To obtain the LO:IL certificate, your learning plan will need to include a minimum of 20 hours from the topic areas. You are encouraged to register for learning activities from all topic areas.

14. Q: Are all courses instructor-led? In other words, do they require classroom attendance?

A: Yes, all courses are instructor-led. The LO:IL program utilizes a blended format to provide additional information supporting each of the courses. These job aids, tools, and resources can be accessed via myLearning/ELM and Learning on Demand.

15. Q: What is a community forum event?

A: A community forum event is a large group meeting held to enable managers and leaders to reinforce learning and exchange best practices and lessons learned directly from those experienced state leaders who have already traveled the leadership journey. The topic and locations vary annually.

16. Q: Can non-managers enroll in LO:IL courses?

A: No, program managers in pay ranges 14 to 17 who have two years of state service but have no direct reports, and no state supervision experience cannot enroll in the program.

17. Q: How do I know what courses to select?

A: LO:IL is designed to be a “select your own path” development experience. You are expected to partner with your direct manager to determine your appropriate courses. Once you are enrolled into the program, you will have access to view and enroll in the activities/courses offered within the program in the seven topic areas. This will enable you to choose at least 20 hours of learning content that aligns with your learning objectives.

18. Q: Who will deliver the LO:IL courses?

A: Classroom courses will be delivered by instructors from the DAS, Office of Talent Management, Learning and Talent Development and other subject matter experts (SME's) from across the state. All instructors are experienced in content delivery and adult learning principles.

19. Q: When does the LO:IL program start and end?

A: The program relaunches each July 1. View the DAS, Office of Talent Management, Learning and Talent Development web page for the course dates, locations, and times.

20. Q: Where can I find the schedule of LO-IL courses?

A: The most up-to-date course information is available via the myLearning section of myOhio (<https://dx.myohio.gov>). A list of courses is posted on the LO-IL webpage and can be accessed by clicking on this link: [LO:IL Calendar of Courses](#)

21. Q: How do direct managers know which courses their direct reports are enrolled in?

A: Direct managers can utilize OAKS/ELM to view their direct reports' course enrollment. If additional information is needed, direct managers may contact their agency HR representative, ELM administrator (if applicable), or Learning and Talent Development at (614) 387-6183, toll-free at (888) 577-6276, or via email: LeadOhio@das.ohio.gov

22. Q: What are the expectations for participation in the LO:IL program?

A: As a learner in the Inspirational Leaders program, you are expected to continue your development and complete your Learning Plan Worksheet. This Learning Plan Worksheet includes a minimum of 20 hours covering a variety of learning activities and delivery methods. You are also expected to be fully present and engaged for each instructor-led course that you register for and are encouraged to share your personal workplace experiences.

You are expected to regularly share your feedback about the organization of the program including the content of the instructor-led courses, delivery of the courses and large group events, as well as the usefulness of the online resources and tools. Also, learners and their direct managers are expected to participate in the 60-day post-evaluation to assess how the learner is applying their new knowledge.

23. Q: Will Continuing Education Units (CEUs) be offered for the LO:IL courses?

A: Professionals in the disciplines of nursing, mental health, social work can earn CEUs via our partnership with the Ohio Department of Mental Health and Addiction Services. Human resources professionals are also able to earn Society for Human Resource Management (SHRM) recertification credits via our partnership with the DAS Equal Opportunity Division.

According to the International Association for Continuing Education and Training (IACET) a CEU is a unit of credit equal to ten hours of participation in an accredited program designed for people with certificates or licenses to practice various professions.

24. Q: What if I do not complete the 20 hours of learning within one fiscal year?

A: During the program year (July 1 through June 30), you are encouraged to complete the 20 learning hours in order to earn your annual Certificate of Completion. If you do not accrue 20 hours during a fiscal year, no certificate is earned.

LO:IL hours automatically reset on January 1 providing a new opportunity to earn the 20 hours needed for the next program year. Since the curriculum is updated annually, you are encouraged to earn a Certificate of Completion each year.

25. Q: Where can I find more information regarding the LO-IL program?

A: For more information about the LO-IL program visit our webpage: [LO-IL webpage](#)