Lead Ohio: Inspirational Leaders

DAS Human Resources Division
Office of Talent Management

Performance Management
Community Forum

Ohio | Department of Administrative Services

LEAD OHIO
TeamOhio
IT'S MORE THAN JUST A JOB!

contigo

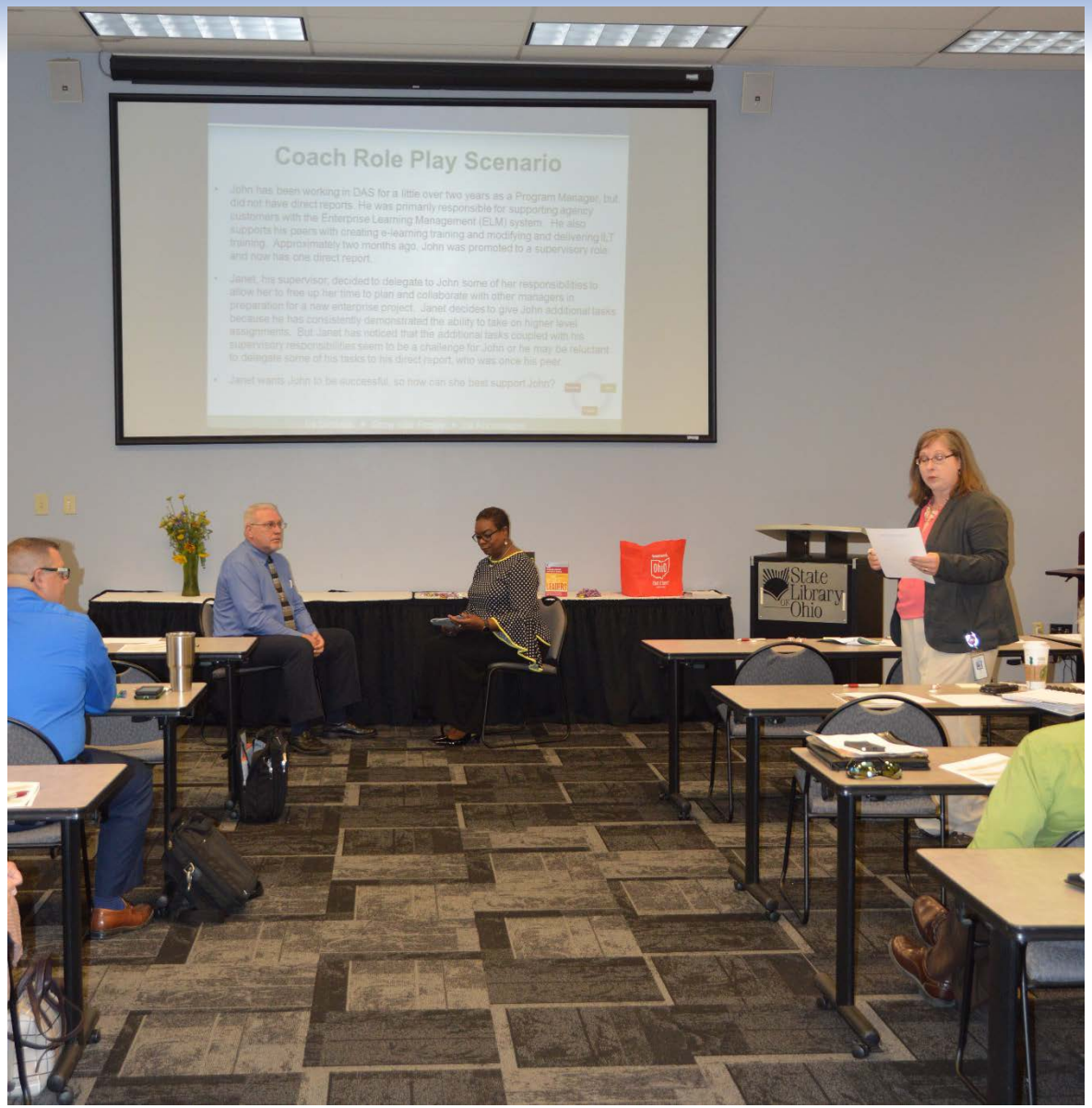
MEETING EXCELLENCE
LEADERS
WEAR IT OHIO!

Be Strategic ◆ Grow Your People ◆ Be Accountable

JEFFREY

STARBUCKS

Develop
MEETING EXCELLENCE
LEADERS
State Library of Ohio


Coach Role Play Scenario
John has been working in DAS for a little over two years as a Program Manager, but did not have direct reports. He was primarily responsible for supporting agency customers with the Enterprise Learning Management (ELM) system. He also supports his peers with creating e-learning training and modifying and delivering ILT training. Approximately two months ago, John was promoted to a supervisory role and now has one direct report.
Janet, his supervisor, decided to delegate to John some of her responsibilities to allow her to free up her time to plan and collaborate with other managers in preparation for a new enterprise project. Janet decides to give John additional tasks because he has consistently demonstrated the ability to take on higher level assignments. But Janet has noticed that the additional tasks coupled with his supervisory responsibilities seem to be a challenge for John or he may be reluctant to delegate some of his tasks to his direct report, who was once his peer.
Janet wants John to be successful, so how can she best support John?
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COACH Model

Coach Role Play Scenario

STATE LIBRARIANS

The vision of the State Library of Ohio is a *Smarter Ohio*
where every Ohioan can access the necessary
resources to be engaged citizens, excel at their
jobs, participate in the workforce, and
pursue their passions and interests.
MEETING EXCELLENCE