Lead Ohio: Inspirational Leaders

DAS Human Resources Division
Office of Talent Management

Performance Management
Community Forum

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Coach Role Play Scenario

- John has been working in OAS 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 John some of her responsibilities to allow her to free up her time to plan and collaborate with other managers to prepare for a new initiative project. Janet decided to give John additional tasks because he has consistently demonstrated the ability to take on higher level assignments. But Janet has told John that the additional tasks exceed his supervisory responsibilities laid out to be a challenge for John or he may not have the ability to delegate some of the 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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