

FAQs

FREQUENTLY ASKED QUESTIONS

Lead Ohio Visionary Leaders Pilot Program

Q: What is Lead Ohio?

A: Lead Ohio is an enterprise-wide leadership development program that provides the “State of Ohio Voice” for supervision, management, and leadership. It is a multi-tiered program designed to strengthen and develop skills and competencies needed for consistent leadership effectiveness.

Q: What is the Lead Ohio Visionary Leaders program?

A: It is a State of Ohio executive leadership development program that is designed to build and strengthen enterprise-wide leadership capacity via unique learning experiences. The program focuses on critical executive leadership skills needed in an ever-changing environment.

Q: Who is eligible for the Visionary Leaders program?

A: State of Ohio senior and executive level leaders (pay range 16 and above), who manage and lead others, are eligible.

Q: What are the focus areas for development?

A: The pilot program focuses on the following development areas: DISC Style; strategic leadership; coaching and developing others; and diversity, equity, and inclusion.

Q: How were the focus areas determined?

A: A cross-agency workgroup was formed in January 2021. The group gathered data from leaders who completed a competency-based needs assessment as well as from leaders who participated in several facilitated focus group sessions.

Q: Are there any pre-requisites or pre-work for the Visionary Leaders program?

A: Yes, there will be reading materials, short videos, and group activities prior to the beginning of the program. Participants will be expected to complete self-assessments throughout the program to explore their skills and become more self-aware of areas needing to be strengthened.

Q: How does a leader enroll in the Visionary Leaders program?

A: Once participation has been confirmed by your agency human resources administrator, you will be pre-enrolled by the Ohio Department of Administrative Services (DAS). Enrolled participants will receive an approval notice and a calendar invite from Ohio Learn. In addition, a Microsoft Teams invitation will follow from the DAS Learning and Talent Development team.

Q: When does the Visionary Leaders program start and end?

A: The pilot program one-hour orientation begins July 12, 2021. Sessions start July 14 and run through September 15.

Q: What is the time commitment for the program?

A: The average time for completing each of the five sessions is 3 hours, per session. Pre-work, videos, assessments, and activities will require an average of 1.5 hours for the five sessions.

Q: What are the expectations for those who participate in the Visionary Leaders Pilot Program?

A: Participants will be expected to attend and actively participate in all sessions, complete pre-work, assessments, reading materials, short videos, activities, discussions, and personal journaling, which will support the learning experience.

Q: What should I do if I miss a session?

A: Participants can view a make-up video that will be accessible from Ohio Learn.

Q: When will the full Visionary Leaders program be launched enterprise-wide for enrollment?

A: Once the pilot program is completed, fully evaluated, and adjustments are made, the full program will be launched enterprise-wide during the first quarter of 2022.