

Talent Development Community

Enhancing Performance through Strategic Partnerships

TDC Steering Committee and Agency Liaison Meeting	
Date, Time and Location:	Friday, December 9, 2016 10:30 p.m. – 3:00 p.m. Rhodes Tower, 35 st Floor- OBM Jupiter Room
Facilitator:	Roderick Cheatham, Training Program Manager and TDC Lead
Attendees:	Michael Luers, DAS; Mona Reed, Governor’s Office; Jessica Schuster, DAS; Debora Branham, DAS; TDC Steering Committee Members, Agency TDC Liaisons

Agenda Item Discussion Items

Welcome Connecting Activity	<ul style="list-style-type: none"> • Michael Luers, Deputy Director opened the meeting. • Rod Cheatham, TPM and TDC Lead led the connecting activity, “Getting to know one another.” The activity was an effective way for participants to engage in the networking opportunity. • An overview of the TDC was provided along with the TDC mission, vision and purpose statements. Clarification was provided on the purpose and time commitments of the role of the Steering Committee and the Agency TDC Liaison.
General Updates	<ul style="list-style-type: none"> • Patrick Wilson, DPS provided a walk-through and summary of the 2016 Talent Development Resource Survey completed by the agency representatives (see the TDC web page for the PowerPoint Presentation overview). • The TDC Interest Form was discussed as a way to encourage Liaison to be SMEs for the Steering Committee on an as needed bases. The form can be found on the web page. Please share with appropriate staff.
Communication Update	<ul style="list-style-type: none"> • Post Resource Survey results to TDC web page (done) • HR Conference is 3/14/16 at the Hyatt Regency. TDC will present an overview of the Performance Management sub-committee’s key initiative – Competency Guide.

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<p>Sub-Committees Key Initiatives and Updates</p>	<p>Each of the TDC Sub-committees provide an overview and update of their key initiatives.</p> <p>Matthew Dyer, OBM: Communication</p> <ul style="list-style-type: none"> ▪ Focus: Create and maintain a way to share information among the TDC members using electronic media. ▪ Key Initiative: Promote and Market TDC To develop strategies for promoting and marketing TDC statewide by launching various communications (e.g., brochure, newsletter, surveys, and website) featuring helpful tips, trends, and information regarding talent development. <p>Update: Create TDC newsletter to be shared bi-monthly. Ask-the-trainer feature to make newsletter interactive and engaging. Draft created. Newsletter to be released in January 2016.</p> <p>Kathleen Nichols, OHFA: Training and Development</p> <ul style="list-style-type: none"> ▪ Focus: To aid the TDC in identifying internal and external professional development resources that can be shared statewide. Also, to brainstorm and create on-going train-the-trainer opportunities for those who deliver training within state government and resources that can be shared statewide. ▪ Key Initiative: Identify Statewide Training Resources Assist the TDC in identifying training resources; develop a statewide resource list by January 2017, and collaborate with agencies to share training resources. <p>Update: Analyze results from survey and incorporate into next project (curriculum for instructional skills). Next steps, review curriculum provided by agencies who currently have Train-the-Trainer programs (DRC, DPS, ODJFS and DAS) to compare curriculum and determine what major rewrites are necessary.</p> <p>Debora Branham, DAS: Collaborative Partnerships</p> <ul style="list-style-type: none"> ▪ Focus: To connect and establish relationships between the TDC, local colleges/universities and other agencies to build collaborate partnerships. Also, to provide speakers on new talent development topics and trends in the areas of training and development curriculum. ▪ Key Initiative: Collaborate with Agency Leaders to Identify Leadership Competencies Collaborate with agency leaders to identify key leadership competencies and utilize statewide competencies to identify learning and development
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Sub-Committees Key Initiatives and Updates (continued)

needs via targeted focus groups with senior and executive leaders. Partner with agencies and universities to develop leadership curriculum and/or identify speakers.

Update: On 11/30/16 the sub-committee presented the Lead Ohio: Visionary Leaders conceptual program to Governor's office representative and HRD leadership to obtain the go ahead to move forward with a pilot program. Engaging Franklin University in conversation determine if a collaborative partners can be established to design the curriculum. Will reach out to agency partners to assemble SMEs to identify curriculum content focusing on crisis management. The three (3) competencies identified for the program are: Coaching and Developing Others, Thinking Creatively, and Selling or Influencing Others.

Ray Justice, DAS: **Performance Management**

- **Focus:** To gather agency information and insight into performance management issues, creating new and innovative ways to assist agencies in meeting organizational, departmental, and employee goals. Competencies, coaching development and tools, training needs and assessments are within the scope of this sub-committee.
- **Key Initiative: Competency Development Guide**
Concept initiated by the Ohio Department of Job and Family Services (ODJFS), TDC will partner with ODJFS to offer an enterprise-wide Competency Development Guide. The guide will offer development resources, tips, and tools for developing competencies.

Update: The committee has begun to cross-walked JFS workshops with DAS and finalize competency guide. This will not be finished before the HR Conference. However, there is a plan for a workshop around the competency guide for the conference. Target completion date is 6/17.

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TDC Sub Committee special presentation	<p>Johnathan Rollings, OOD and Stan Sikorski, DAS:</p> <p>e-Learning Technology</p> <ul style="list-style-type: none">▪ Focus: To gather, share and create information to assist the TDC in keeping pace with industry best practices related to talent development e-learning trends. Also, to develop innovative ways for promoting and engaging employees in e-learning training and development.▪ Key Initiative: e-Learning Design and Development Guide▪ To develop an e-Learning Design and Development Guide that provides a resource for the development of e-learning training content. <p>Update: Provided a high level walk-through of the e-Learning Design and Development Guide, highlighting the features and benefits of the guide for developers. Next steps include sending a copy to all of the Steering committee members and a test group of State of Ohio e-learning developers, soliciting feedback from test group via SurveyMonkey and publishing guide to TDC web page.</p>
Community Sharing	<p>Guest Speaker Joe Banicki from the OAKS Agency Employee Engagement Center shared brief presentation about the mission and vision of the AEC with the attendees. He discussed AEC's alignment with supporting OAKS projects. He also mentioned the Prosci Change Management training and the class was starting the week of 12/12/16.</p>
Next meetings	Steering Committee 1/13/17