

Pathways for Leadership Development

| Pathway | Program Options | Program Components | Competency |
|---|--|---|--|
| Leading Self: Individual Contributor | <ul style="list-style-type: none"> • LOD Evolving Leaders (04.05.2021) • LOD Project Management • Catalog Courses • Lean Ohio (Process Improvement) • Diversity, Equity & Inclusion | <ul style="list-style-type: none"> • Delivery method: ILT / Online / Virtual • Audience: Exempt • Assessment Tools: DISC, Conflict Management, Emotional Intelligence, Motivators, Competency Self-Assessments | <ul style="list-style-type: none"> • Analyzing Data or Information • Diversity and Inclusion • Evaluating Information to Determine Compliance with Standards • Judging the Qualities of Objects, Services or People • Making Decisions and Solving Problems • Providing Consultation and Advice to Others |
| Leading Others: Frontline Supervisor | <ul style="list-style-type: none"> • Lead Ohio: FoS • LOD Evolving Leaders (04.05.2021) • LOD Project Management • Catalog Courses • Roadmap to Performance Management Workshops • LeanOhio (Process Improvement) • Diversity, Equity & Inclusion | <ul style="list-style-type: none"> • Delivery Method: ILT / Online / Virtual • Audience: New hires, recently promoted supervisors and existing supervisors/managers • Assessment Tools: Conflict Management, DISC, Motivators, Competency Self-Assessments | <ul style="list-style-type: none"> • Coaching and Developing Others • Communicating with Supervisors, Peers and Subordinates • Coordinating the Work Activities of Others • Diversity and Inclusion • Establishing and Maintaining Interpersonal Relationships • Guiding, Directing, and Motivating Subordinates • Organizing, Planning and Prioritizing Work • Scheduling Work Activities |
| Leading Managers: Middle Manager | <ul style="list-style-type: none"> • Lead Ohio: Inspirational Leaders • LOD Evolving Leaders • LOIL Community Forum • LOD Project Management • Roadmap to Performance Management Workshops | <ul style="list-style-type: none"> • Delivery Method: ILT / Online / Virtual • Audience: see classification listing • Assessment Tools: DISC Coaching, Motivators, Competency Self-Assessments | <ul style="list-style-type: none"> • Coaching and Developing Others • Developing and Building Teams • Developing Objectives and Strategies • Diversity and Inclusion • Resolving Conflicts and Negotiating with Others • Strategic Leadership |
| Leading a Division: Senior Leader | <ul style="list-style-type: none"> • Lead Ohio: Visionary Leaders (pilot-June 2020) • VL Community of Practice (pilot-2020) • Roadmap to Performance Management Workshops • LOD Project Management | <ul style="list-style-type: none"> • Delivery Method: ILT / Online / Virtual • Audience: see classification listing • Assessment Tools: 360, DISC Coaching, Motivators, Competency Self-Assessments | <ul style="list-style-type: none"> • Coaching and Developing Others • Communicating with People Outside the Organization • Diversity and Inclusion • Selling or Influencing Others • Strategic Leadership |
| Leading an Agency: Executive Leader | <ul style="list-style-type: none"> • Lead Ohio: Visionary Leaders (pilot-June 2020) • Community of Practice (pilot-2020) • Project Management • Roadmap to Performance Management Workshops | <ul style="list-style-type: none"> • Delivery Method: ILT / Online / Virtual • Audience: see classification listing • Assessment Tools: 360, DISC Coaching, Competency Self-Assessments | <ul style="list-style-type: none"> • Coaching and Developing Others • Communicating with People Outside the Organization • Diversity and Inclusion • Selling or Influencing Others • Strategic Leadership |

Leadership Development Pipeline

