Talent Development Community

"Enhancing Performance through Strategic Partnerships"

December 14, 2018

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Our Agenda…

1. Welcome / Kick-off
2. Project Overview
   - Project Statements
3. Evolution of HR
   - What is Talent Management?
4. Panel Discussion
5. Wrap-up

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TDC Project Overview

Purpose …

To create an online central repository of training resources for the consistent and ongoing development of state Human Resources professionals.

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Project Charter Statements

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Statement #1: Key Objectives

1. Develop and maintain an easily accessible online repository with a common curriculum that not only supports new Human Resources (HR) professionals, but also bolsters the overall knowledge base for all HR professionals.

2. Develop a HR competency model, identify and provide a variety of learning modules that focuses on strengthening the skills of HR professionals, to ensure proficiency, at any level.

3. Develop business and consulting competence that emphasizes strategic partnerships between HR professionals and agency leadership.

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Statement #2: Key Deliverables

1. Develop a project plan with timelines to ensure key deliverable are met.

2. Design and develop a technology platform to meet the needs of HR professionals through populated content and resources.

3. Design and develop a communication/marketing strategy to create buy-in for successful implementation and promotion of the new resource tool.

4. Design and develop a plan for sustainability of platform, including maintenance, evaluation and resources (owner).

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Statement #3: In Scope

1. The centralized HR repository will be tested by customer users through UAT, focus groups and online surveys.

2. Resources within the repository will include evaluation methods including surveys, assessments and web traffic data reports.

3. The HR repository will consist of online activities including web-based training (e-learning), electronic job aids, video tutorials and other HR related resources.

4. The HR repository will provide a virtual environment where HR professionals can collaborate to include: blogs, wikis and communities of practice.

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Statement #4: Out of Scope

1. The HR repository will **NOT** include agency specific initiatives, processes and requirements.

2. The HR repository is **ONLY** for state HR employees and is not a resource for non-state employees.

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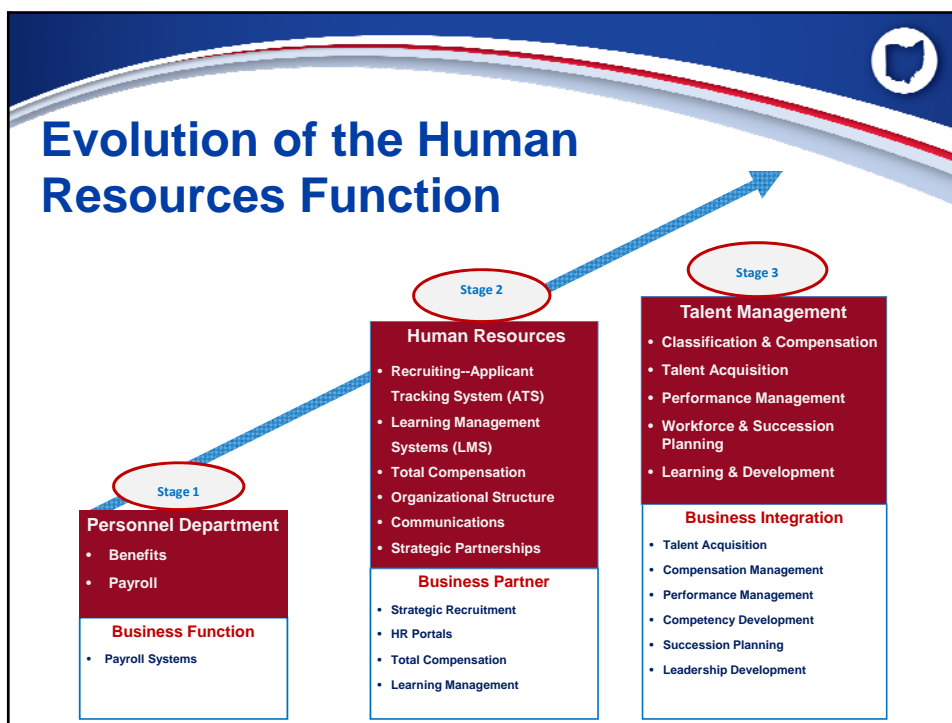
Statement #4: Constraints

1. The change in administration may present a risk or constraint because new leadership may or may not support the concept of the TDC or its initiatives.

2. TDC must rely on resources outside of the training community for completion of its initiatives (e.g., website development, myOhio, DAS-IT, agency training departments, DAS Communications, DAS-HRD, etc.).

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Statement #4: Constraints

3. Due to organizational cultural differences across agencies, departments, and organizations, the TDC may face different levels of resistance to the new ideas it presents.

4. TDC members may experience increase(s) in workload, which may impact their ability to participate in the Council or project activities.

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Evolution of the Human Resources Function

Stage 2

Stage 3

Talent Management
- Classification & Compensation
- Talent Acquisition
- Performance Management
- Workforce & Succession Planning
- Learning & Development

Business Integration
- Talent Acquisition
- Compensation Management
- Performance Management
- Competency Development
- Succession Planning
- Leadership Development

Human Resources
- Recruiting--Applicant Tracking System (ATS)
- Learning Management Systems (LMS)
- Total Compensation
- Organizational Structure
- Communications
- Strategic Partnerships

Business Partner
- Strategic Recruitment
- HR Portals
- Total Compensation
- Learning Management

Stage 1

Personnel Department
- Benefits
- Payroll

Business Function
- Payroll Systems

What is Talent Management?

- Talent Management is a continuous and integrated process for recruiting, **training and developing,** managing performance, supporting and compensating employees.

- ASTD defines talent management as:

  "**A holistic approach** to optimizing human capital, which **enables an organization to drive short- and long-term results** by building culture, engagement, capability, and capacity through integrated talent acquisition, development, and deployment of processes **that are aligned to business goals.**"

Panel Discussion

Moderator:

- Debora Branham DAS-OTM

Panel Members:

- Carolyn Groves, DAS-OTM
- Maggie Toal, DAS-OTM
- Patricia Winbush, DAS-OTM
- Ray Justice, DAS-OTM
- Jennifer Adair, DAS-EOD
- Matt Gill. BWC- Training
- Kate Nicholson, DAS-OCB

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Panelist Questions

Talent Acquisition:

What is the difference between recruitment and talent acquisition? How can you help HR professionals to understand the difference?

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Panelist Questions

Class and Compensation:

Can you explain whether training will be available on how state jobs are classified and why?

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Panelist Questions

Benefits:

I have been in HR at the state for 22 years, but I still get confused about the process for Disability Leave Management. Will there be resources available to help educate me on that benefit?

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Panelist Questions

Performance Management:

Do you expect to offer training on employee development and coaching?

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Panelist Questions

Workforce and Succession Planning:

What training or tools are available to assess competencies?

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Panelist Questions

Equal Opportunity Division (EOD):

I understand that EOD has been revamping their training program. Can you explain how you see your training initiative supporting HR professionals in the future?

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Panelist Questions

Bureau of Workers' Compensation (BWC):

What type of training do you think HR professionals could benefit from considering the upcoming change in administration?

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Panelist Questions

Office of Collective Bargaining (OCB):

What training does OCB offer for the agencies?

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Panelist Questions

Talent Acquisition:

Is there a strategy for Talent Acquisition in the future, if so, how will it be communicated to HR professionals? Will your strategy include training?

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Panelist Questions

Class and Compensation:

What type of resources are available for HR Professionals on the State's Compensation?

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Panelist Questions

Benefits:

I frequently have employees who are struggling with mental or medical issues and are missing a lot of time from work. What kind of information will be available to help advise employees in this situation?

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Panelist Questions

Performance Management:
Besides Lead Ohio, what other opportunities are there to learn more about the components of the Performance Management and Development cycle?

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Panelist Questions

Workforce and Succession Planning:
What training resources are available for workforce and succession planning needs?

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Panelist Questions

Equal Opportunity Division (EOD):

What specific areas of EOD training would be made available to HR professionals?

Panelist Questions

Bureau of Workers' Compensation (BWC):

As state agencies are moving into the diversity and inclusion space, what type of D&I educational opportunities are offered by your agency to support HR professionals? How can state agencies share resources to work toward developing additional training?

Panelist Questions

Office of Collective Bargaining (OCB):

How does OCB facilitate best practices in the agencies?

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Open Questions

Office of Talent Management

Talent Development Community

Thank you