

**Ohio**

Department of  
Administrative Services



**Talent Development Community  
Quarterly Meeting**

**September 22, 2020**

# TDC Meeting Agenda

- **Welcome / Kick-Off**
- **Talent Development Community Updates**
- **Learning and Talent Development Updates**
- **Ohio University, Voinovich Academy for Excellence**
- **John Glenn College of Public Affairs**
- **Training Delivery Updates**
- **Community Sharing**
- **Next Steps / Wrap-up**

# **Welcome / Kick-off**

**Debora Branham**

**Learning and Talent Development  
Administrator**

**Department of Administrative Services**

# **TDC Updates**

**Vincent Williams**

**Talent Development  
Program Manager**

**Department of Administrative Services**

# HR Learning Connection

- **Feedback on 1<sup>st</sup> Quarter courses for Coaching Category**
- **Feedback on 1<sup>st</sup> Quarter courses in the General Courses Category**
- **October Release of 2<sup>nd</sup> Quarter Courses for Diversity and Inclusion Category**

# LTD Updates

- **Lead Ohio**
- **Learning on Demand**
- **Performance Management Workshops**
- **Ohio Learn**
- **Catalog Courses**

# State of Ohio Leadership Development Series

- **OU, Voinovich Academy for Excellence**
- **Cohort leadership development series**
- **Six virtual sessions**  
**October 8, 2020 to December 17, 202**
- **Register by October 2, 2020**
- **Cost: \$759**
- **Spring Cohort – Dates to be determined**
- **Employee Development Fund - Direct Payment**



# **John Glenn College of Public Affairs**

**Greg Moody**

**Interim Executive Director  
State of Ohio Leadership Institute**





**THE OHIO STATE UNIVERSITY**

JOHN GLENN COLLEGE OF PUBLIC AFFAIRS

# Professional Development

September 2020

# MAPS Courses

**Our team.** Committed to delivering continuing education for public and nonprofit professionals across a lifetime of leadership in public service.



**Greg Moody**  
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Marketing*



**Dr. Tina Pierce**  
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*Instructor Liaison  
Participant Liaison  
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**Gina Gest**  
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*Member Contracts  
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**Jillian Newman**  
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*Online Administrator  
On Campus Assistant  
Participant Liaison*



**Sandra Miller**  
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*Online Administrator  
On Campus Assistant  
Participant Liaison*

MAPS Program Role:



# MAPS Courses

**Good leaders never stop learning.** For more than 50 years, public and nonprofit professionals have relied on MAPS to become better leaders.

*Designed for:*

- Public and nonprofit professionals at all career levels
- Anyone can register – there is no application process
- Rising leaders who want to nurture a passion for public service

*Program highlights:*

- One-day courses focused on practical management and leadership skills
- Opportunity to interact with other public and nonprofit professionals
- Earn continuing education unit (CEU) credits

**FIND YOUR COURSE**

<http://glenn.osu.edu/training/maps/>

100% online through  
December 2020.

Courses resume on campus  
in January 2021.

# MAPS Courses

**Flexible payment options.** Whether you are an individual interested in one course or an agency interested in 100, we are priced for value.

## Individual Self-Pay

- \$275 per course
- Participant pays for the course during registration
- Cancel with a full refund up to 5 days before the course

[REGISTER HERE](http://glenn.osu.edu/training/maps/)

<http://glenn.osu.edu/training/maps/>

## Member Subscription

- \$225 per course
- Participant's employer prepays 12 or more courses and receives a MAPS membership number
- Free for employees who register using employer's membership number

[BECOME A MEMBER](https://osu.az1.qualtrics.com/jfe/form/SV_b9hMzjyF5YSTzD)

[https://osu.az1.qualtrics.com/jfe/form/SV\\_b9hMzjyF5YSTzD](https://osu.az1.qualtrics.com/jfe/form/SV_b9hMzjyF5YSTzD)



# MAPS Courses

## **DIVERSITY, EQUITY AND INCLUSION**

[Examining Race and Racism in the United States \(Part 1\)](#)  
[Examining Race and Racism in the United States \(Part 2\)](#)  
[Mastering a Multigenerational Mindset](#)  
[LGBTQ+ Belonging: A Culture of Inclusion](#)  
[In Living Color: How and Why to “See” Color](#)  
[Poverty Matters: Learn Strategies to Help](#)  
[Leading with Inclusion and Cultural Agility](#)  
[Reflecting on Privilege and Positionality](#)  
[Did I Really Hear That? Strategies for Responding to Bias](#)  
[Moving Beyond Diversity to Equitable and Inclusive Work](#)  
[Strategic Inclusive Leadership](#)  
[Leadership Strategies to Create Socially Just Organizations](#)

## **COMMUNICATION**

[Social Media and Self-Branding for Beginners](#)  
[Social Media and Self-Branding for Intermediate/Advanced](#)  
[Communicating with IMPACT: Achieving Greater Results](#)  
[The Secrets to Powerful Presentations](#)  
[Meetings that Work](#)  
[Crisis Communication](#)  
[Public Information Law](#)

## **CONFLICT MANAGEMENT**

[Addressing Conflict Professionally and Productively](#)  
[Difficult Conversations, Positive Outcomes](#)  
[Teamwork: Moving from Dysfunction to High Performance](#)  
[Mediation Skills](#)



# MAPS Courses

## **FINANCE AND BUDGETS**

[Overview of Public Budgeting](#)

[Engaging Educators in Ohio's Policy and Budget Process](#)

[Managing the Cost of Policing](#)

[Budgeting for Results](#)

[Participatory Budgeting: Gather Input for Difficult Choices](#)

## **PROGRAM MANAGEMENT**

[Basics of Project Management](#)

[Project Management Made Simple](#)

[Project Management for Researchers and Post Docs](#)

## **POLICY ANALYSIS**

[Public Policy Analysis for Practitioners](#)

[Visualizing Data for Decision-making](#)

## **HUMAN RESOURCES**

[Current Trends in Human Resources](#)

[We Can All be a Diversity Officer](#)

## **BUSINESS AND GRANT WRITING**

[Effective Business and Technical Writing](#)

[Navigating Complicated Professional Writing Situations](#)

[My Team Can't Write!: How to Be a Better Writing Coach](#)

[Grants Plus Fundamentals of Finding and Securing Grants](#)

[Grants Plus Finding and Winning Federal Grants](#)

[Grants Plus Advanced Writing Techniques](#)

## **TECHNOLOGY**

[Mitigating Unintended Impacts of Emerging Technology](#)

[Excel for Beginners and Intermediate](#)

[Excel Advanced](#)



# MAPS Courses

## **LEADERSHIP**

[Empowered Women's Leadership](#)

[Crisis Leadership](#)

[Emotional Intelligence: What Makes a Good Leader?](#)

[Becoming a "Kaizen" Leader](#)

[Principle Based Leadership: Lead with Integrity and Ethics](#)

[Leadership Resilience: Maintain Flexibility and Focus](#)

[Leadership Behaviors During Disruptive Times](#)

[Bold Leadership](#)

## **PERSONAL DEVELOPMENT**

[The Path of Most Resilience](#)

[Stock Your Toolbox: Pre-Supervisory Skills and Practices](#)

[Coach Yourself to Success](#)

[Construct Your Credibility](#)

[Charge-Up Your Motivation](#)

[Balance Work and Family and Be Positive in Both](#)

[The Art of Influencing Others](#)

## **SUPERVISION**

[Change Management for Leaders](#)

[Setting and Achieving Performance Goals](#)

[Creating J.O.Y in the Workplace: Inspire Inclusive Teams](#)

[Workplace Strategies for High-Performance Behavior](#)

[Leading through Times of Transition](#)

[Managing Professional Relationships](#)

[Effective Delegation](#)

[Fostering Energy, Enthusiasm, and Creativity](#)

[Creating a Culture of Innovation](#)

[Planning with Purpose and Vision](#)

[Ethical Decision-Making: Concepts and Law](#)



# MAPS Courses

## Don't Miss These Courses Coming in October 2020:

[Communicating with IMPACT: Achieving Greater Results](#)

October 20

[Project Management Made Simple](#)

October 21

[Empowered Women's Leadership](#)

October 27

[Teamwork: Moving from Dysfunction to High Performance](#)

October 29





# Certificate in Public and Nonprofit Leadership

You accepted the call to public service and now you want to become a **better leader**. The Glenn College Leadership Certificate can help you gain practical skills to lead others and demonstrate your skills to employers.

## *Designed for:*

- Mid-career professionals
- Individuals who work for a public or nonprofit organization
- Graduates with at least a Bachelor's or equivalent degree

## *Program highlights:*

- Build lasting relationships with other public and nonprofit professionals
- Deepen your self awareness about leadership and how to lead others
- Earn six hours of graduate credit from The Ohio State University

**APPLY NOW FOR  
SUMMER 2021**



# Certificate in Public and Nonprofit Leadership

## ***Program Cost:***

- \$4,650
- Includes enrollment as a graduate student at The Ohio State University
- Assistance is available to cover program costs, for example through the State of Ohio Development Fund for Exempt Employees and The Ohio State University Staff Tuition Assistance Program, and other employer-sponsored professional development programs

## ***Coursework:***

- Online and on campus
- 12 one-day classes held every week over three months
- [2 graduate-level courses](#) (6 credit hours total)
- Credits can be applied to a graduate program at Ohio State or another university
- Class size capped at 30 participants

## ***Application Process:***

- Use the online application to submit a personal statement and resume
- Identify a person to write a letter of recommendation and upload it to the website
- Applicants will receive an email letting them know their application has been accepted
- We do our best to accommodate everyone who wants to participate but the program is competitive, and the class size is limited to 30 students

**Application due  
March 26, 2021**

**APPLY NOW FOR  
SUMMER 2021**

Class meets May 14-July 30, 2021  
(on campus 5/21, 6/11, 7/2, 7/23 and  
7/30 plus seven times online)





**THE OHIO STATE UNIVERSITY**

JOHN GLENN COLLEGE OF PUBLIC AFFAIRS

## Questions?

*Contact us anytime:*

[Glenn-Training@osu.edu](mailto:Glenn-Training@osu.edu)

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# **Public and Nonprofit Leadership Program**

**Testimonial**

**Jeff Hazelton**

**Senior HCM Analyst**

**Department of Administrative Services**

# **Public and Nonprofit Leadership Program**

## **Testimonial**

**Kitty Hollingshead Mancil**

**Senior HCM Analyst**

**Department of Administrative Services**

# **Training Delivery Updates**

**Shawn Garrett**

**Talent Development Consultant**

**Department of Administrative Services**

# **Community Sharing**

**Jordan Harder**

**HCM Senior Analyst**

**Department of Administrative Services**

# **Next Steps / Wrap-up**

**TDC Winter Event**

**Tentative Date: December 8, 2020**