

Talent Development Community (TDC)

Frequently Asked Questions (FAQs)

1. Q. What is the Talent Development Community?

A. TDC is an enterprise-wide special interest community that provides the opportunity for professionals to support a shared vision regarding state talent development initiatives.

2. Q. Why was the TDC established?

A. The TDC was established to create an enterprise-wide special interest community with the intent of supporting the talent development needs of agencies and their employees.

3. Q. What is the mission of the TDC?

A. The mission of the TDC is *“to engage a community of professionals with the intent of enhancing performance through strategic partnerships and collaboration.”*

4. Q. What are the five (5) focus areas of the TDC?

A. The five (5) TDC focus areas are:

1. Performance Management
2. e-Learning Technology
3. Communication
4. Training and Development
5. Collaborative Partnerships

5. Q. What is the role of the TDC Steering Committee?

A. The role of the TDC Steering Committee is to assist in developing statewide talent development initiatives by actively serving on one of the following five (5) sub-committees: 1) Performance Management; 2) e-Learning Technology; 3) Communication; 4) Training and Development; and 5) Collaborative Partnerships.

6. Q. How long does a TDC Steering Committee member serve in his/her role?

A. Steering Committee members were selected by their area of expertise and are expected to serve as a member for up to two (2) years or until the respective sub-committee initiatives are developed or a committee member withdraws from the Steering Committee.

7. Q. What is the time commitment of serving as a TDC Steering Committee member?

A. The Steering Committee member should expect to commit to attend the monthly meetings, which are typically 1.5 to 2 hours long. They participate in sub-committee meetings via conference calls or in person (30 minutes, at least twice a month). Also, the Steering Committee member assists in developing monthly status reports for the respective initiative.

“Enhancing Performance through Strategic Partnerships”

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8. Q. What is the role of the agency TDC Liaison and how does this role differ from the TDC Steering Committee members' role?

A. The role of the Agency TDC Liaison is to stay current on the TDC activities via the TDC web page, attend large events when new initiatives are rolled out (every 6 months or as needed, for up to 2 hours). Also, on an as needed basis, the Agency TDC Liaisons may serve as SMEs for specific initiatives (1 hour per month). Essentially, the Agency TDC Liaisons serve as the conduit of information for the TDC and their respective agencies. They are the point of contact for communicating TDC updates and information.

9. Q. How long will the Agency TDC Liaisons serve in their role?

A. The Agency TDC Liaisons were selected by their agencies and each serves as long as their agency permits. Although it is preferred that the liaisons serve at least two (2) years. It is the intent to select from Agency TDC Liaisons as viable candidates to replace Steering Committee members, once a seat becomes vacant.

10. Q. How do I become involved?

A. Involvement in the TDC is based on the area of interest, the agency's recommendation to become an Agency TDC Liaison, expertise and vacant seats of Steering Committee members. For those who express an interest, a form is available via the TDC web page. Names will be placed on the list for consideration as the need arises.

11. Q. Is the TDC similar to the State of Ohio Training Association (SOTA)?

A. One of the primary differences between the TDC and SOTA, is that the TDC is sponsored by the State of Ohio Department of Administrative Services. Also, the key initiatives and work products of the TDC are focused on alignment and support of enterprise-wide training and development.

12. Q. Will the TDC have special events throughout the year? If so, how will agencies be involved?

A. Yes, the TDC will host special events at least every six (6) months or as needed, for the purpose of rolling out key initiatives, training and development, and bringing in special speakers on talent development topics, etc. Your Agency TDC Liaison will receive notification of an event to be shared with your key agency contacts.