

LEAD OHIO

Competency Framework

STATEWIDE
COMPETENCY
CUSTOMER
FOCUS

Shared Leadership Competencies

- Coaching and Developing Others
- Communicating with People Outside the Organization
- Communicating with Supervisors, Peers and Subordinates
- Coordinating the Work Activities of Others
- Developing and Building Teams
- Developing Objectives and Strategies
- Establishing and Maintaining Interpersonal Relationships
- Guiding, Directing and Motivating Subordinates
- Organizing, Planning and Prioritizing Work
- Resolving Conflicts and Negotiating with Others
- Scheduling Work Activities
- Selling or Influencing Others
- Staffing Organizational Units
- Strategic Leadership

DEVELOPING
LEADERS AT
EVERY LEVEL
OF THE
ORGANIZATION



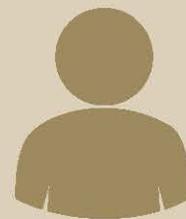
FOUNDATIONS OF SUPERVISION

DEVELOPMENT FOCUS:
Supervising with Consistency
and Purpose



INSPIRATIONAL LEADERS

DEVELOPMENT FOCUS:
Achieving Results while
Developing People



VISIONARY LEADERS

DEVELOPMENT FOCUS:
Leading the Way to Advance
State Government