



Talent Development Community

News & Resources from the TDC

Edition 4-January 2018



Introduction

The TDC wrapped up 2017 by completing several major projects as follows: released the [Competency Development Guide](#), an [e-Learning Design and Development Guide](#), the 2-day pilot Instructional Skills Training, and three (3) editions of the [TDC Newsletter](#). On behalf of the TDC Steering Committee, we hope these resources have been helpful for the employees in your agency who are committed to talent development. We look forward to more successes in 2018.

This edition of the TDC Newsletter contains Communications Sub-Committee member Matthew Dyer's experience at the year-end meeting. Matthew provides his insight about guest speaker Maria Mone's overview of the Certificate in Public and Nonprofit Leadership program, offered by the John Glenn College of Public Affairs at OSU.

Also, in this issue are links to several Learning on Demand courses related to the competency: [Performing for or Working Directly with the Public](#).

The TDC appreciates your support and wishes you the best in the new year.

TDC Year-End Meeting Update

Matthew Dyer, Office of Budget and Management/TDC Communications Sub-Committee Chair

On December 12, 2017, the TDC held its year-end meeting for Steering Committee members and agency liaisons. The meeting was kicked off with a networking session. It was great to reconnect with colleagues and reflect on the accomplishments of the past year.

The guest speaker for the meeting was **Maria Mone**, Director of Management Development Programs at the John Glenn College of Public Affairs at OSU. Maria provided an overview of a new program at OSU: the Glenn College's **Certificate in Public and Nonprofit Leadership**.



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For Your Improvement

[Learning on Demand](#) has an immense online library of courses available to State of Ohio employees (both exempt and IT professionals). **Please log-in to LOD to access these courses.**

Performing for or Working Directly with the Public

COURSE: [Performing for or Working Directly with the Public](#)

RESOURCE: [Ethical Responsibilities and Corporate Governance](#)

EBOOK: [Reframing Organizations: Artistry, Choice, and Leadership \(6th Ed.\)](#)

TDC Year-End Meeting Update (Cont'd)



Maria provided a high-level overview of the program, which consists of four (4) separate courses divided into 14 in-person class sessions. All are held on the main OSU campus. The program courses are Leadership Development, Managing People, Leading People, and Leadership Development Application. Maria also explained some of the details about the program's goals, the application process, how the courses are structured, and more. Many of the program details are on the Glenn College's website (<http://glenn.osu.edu/training/leadership-certificate/>), but here are a few things that caught my interest.

First, the Certificate in Public and Nonprofit Leadership **offers college credit** - up to 6 credit hours for completing the program. In certain cases, the credits earned can then be applied toward a bachelor's or master's degree, depending on the degree program's requirements. If one is thinking about whether or not to pursue a degree, this program might be a great way to help you decide.

Next, the Glenn College works with the state's tuition reimbursement programs (both union and exempt). This means that state employees who are accepted into the program may have **no upfront out-of-pocket costs**. Of course, that would only apply if the participant passed the class, but it's still a great way to reduce barriers for participants.

Finally, it was interesting to learn that **participants don't have to be a supervisor** to go through the program. Maria mentioned the coursework might be more immediately relevant to current supervisors, especially since some HR-related information is covered. However, the program has a "lead-from-where-you-are" philosophy, which is beneficial to anyone interested in developing themselves as a leader.

Once Maria completed her overview of the Certificate in Public and Nonprofit Leadership, she shared more about the program first-hand from graduate **Amanda Parsons**. Amanda appreciated the networking components of the program, she states, the courses were very interactive, which kept her engaged. She also said she could immediately apply what she learned back at her home agency, Mental Health and Addiction Services. Hearing from a participant who had been through the program was a very nice supplement to the information Maria covered during her presentation.

The year-end meeting concluded with special acknowledgements from Debora Branham, DAS-HRD. Debora acknowledged the TDC participants for their service, time, dedication and talent. She also presented certificates of appreciation to the Steering Committee members. This was a positive way to close out a year of successful TDC initiatives.

To view the TDC Strategic Plan for the remainder of FY18, [click here](#). The plan includes priorities, strategies and timelines for many projects that will benefit state agencies as well.



Photos from the TDC Year-End Meeting



Debora Branham with (from left to right) Jonathan Rollings, Michelle Peasley, and Raquel Dowdy-Cornute