

Talent Development Community

Office of Talent Management



Agency Liaison Meeting | February 22, 2018



Agenda

Welcome – Rod Cheatham

General Updates

TDC Sub-Committee Updates

Community Sharing



Talent Development Community (TDC)

Vision

To support a statewide high-performance workplace.

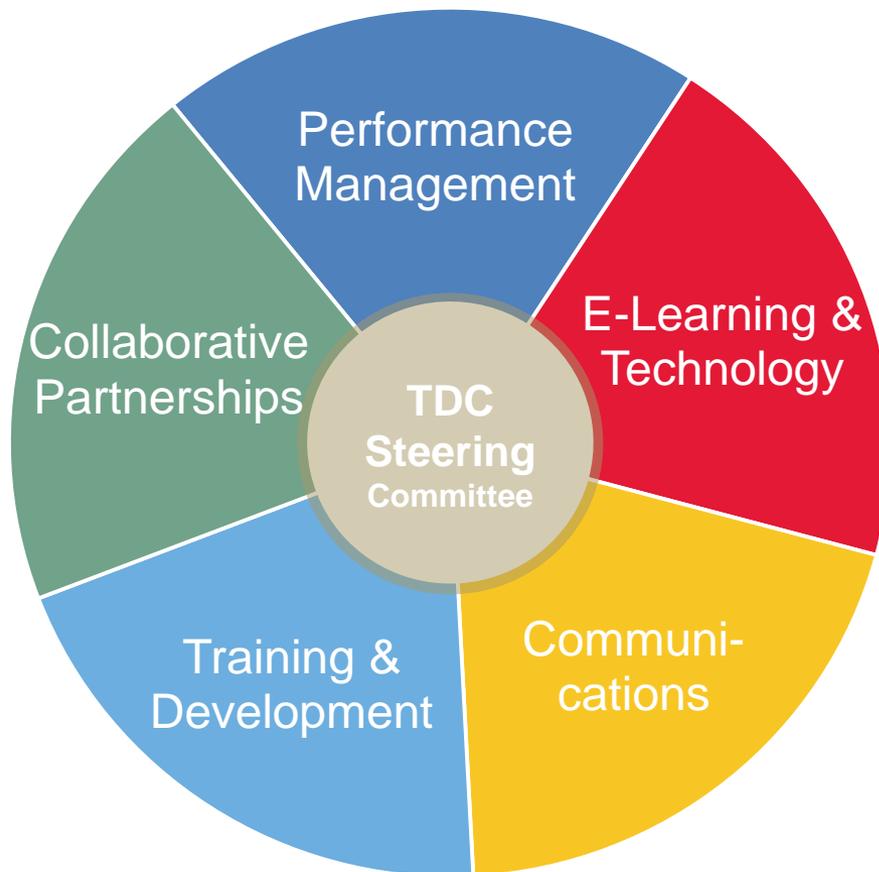
Mission

To enhance employee development and organizational performance through a community of collaborative and strategic partnerships.





Five Focus Areas





General Updates



Manager Interview Training

- Course materials
- Instructors needed



Instructional Skills Training for Trainers

Coming Soon!





Save the Dates

- 5/10: DAS-OPERS Retirement Education Event
- 6/19: Training & Education Fair
- 7/1: FY19 DAS Course Catalog



Sub-Committee Updates



Training & Development

Abbie Frase, MCD





Current Initiative:

Instructional Skills Training

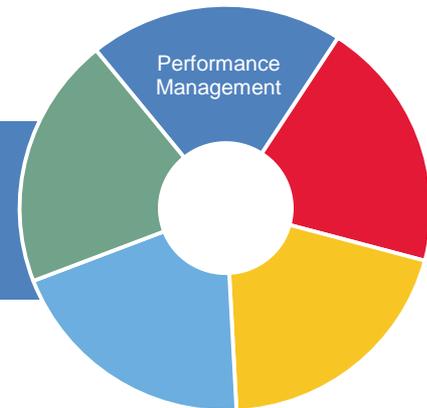
- Held train-the-trainer on 2/21/18;
- 6 new trainers in addition to the committee
- Next steps develop the communication plan
 1. HRD Newsletter
 2. HCM News
 3. TDC Newsletter
- Training dates: April 19th & 20th





Performance Management

Ray Justice, DAS





Current Initiative:

Competency Assessments

- Narrowed to ten (10) competencies
- Pilot ended: 2/14
- Currently assessing feedback
- Initial rollout anticipated: 4/1





Future Opportunity: Performance Management Workshops

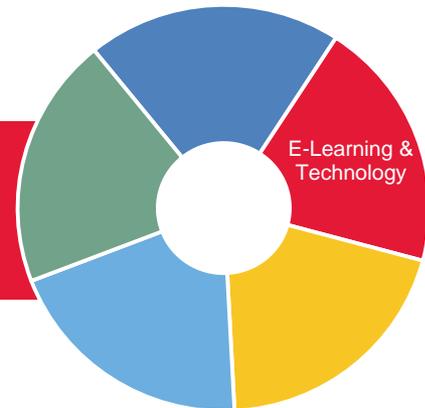
- Currently under development
- Series of six (6) workshops – reinforce Lead Ohio: Foundations principles
- One (1) web-based pre-requisite





E-Learning & Technology

Stan Sikorski, DAS





Current Initiative:

Statewide E-Learning Catalog

- Repurpose existing WBT in ELM
- 13 candidates for inclusion in DAS Course Catalog
- Boilerplate title page will introduce trainings

Status: Courses identified, boilerplate complete, obtaining permissions to use, target release is July



Future Opportunity: Instructional Skills for E-Learning

- Online training on fundamental e-learning skills
 - Instructional design for e-learning
 - Deciding what to convert
 - Translating instructor-led activities for online use
- Complements TDC e-learning guide

Questions and feedback?



Communications

Matthew Dyer, OBM





Current Initiative: TDC Newsletter

- 4th Edition Distributed 2/2
- Year-End Meeting Summary
 - OSU Certificate in Public & Nonprofit Leadership
- Available on TDC site





Collaborative Partnerships

Rod Cheatham, DAS





Community Sharing



Lead Ohio: Inspirational Leaders

A Conversation with Terri Vetter & Becky Grace



What is LO:IL



LEADERSHIP
IS ABOUT MAKING OTHERS
BETTER AS A
RESULT OF YOUR PRESENCE
AND MAKING **SURE**
THAT IMPACT LASTS IN YOUR
ABSENCE.

Improved Coaching



“I also found that assessing my strengths and weaknesses via Next Level Coaching has helped me improve how I coach my employees.”

“By using what I have learned, I feel I have become a more relatable, open, and approachable leader.”



**Enhanced
Self-confidence**

Shared Team Vision



“Everyone got on the same page and helped the program run as smoothly as possible.”

“The staff felt they were an important part of the team and more appreciated”



**Consistent
Team
Performance**

Want more info?
Download docs in
handouts or visit:

das.ohio.gov/LeadOhio





Talent Development Community

Enhancing Performance through Strategic Partnerships