



Leadership Development Network

08/09/2012

LDN

Project Summary

This project was a product of the Ohio Certified Public Manager Program (OCPM) offered by the Ohio Department of Administrative Services (DAS). The goal was to develop a Leadership Development Network that could be used as an online learning tool for exempt employees. The project team identified potential online tools that could be used for the LDN, developed criteria and scoring for each, evaluated them, and made the decision to use the LearnIT Ohio as the avenue for the LDN. Specifically, the LDN will utilize the wiki feature within LearnIT Ohio and Books24x7[®] as a learning environment where aspiring leaders can gain access to some of the best business and self-development books. Participants can then read applicable books on topics directly relating to their current roles and join in on discussions with other aspiring leaders about the topics. With this, the Leadership Development Network (LDN) is envisioned to become an e-learning tool designed for innovative online learning to develop tomorrow's Leaders among State of Ohio employees.

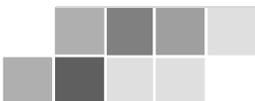
Project Goals

The overall goal of this project, as discussed in the project charter in more detail below, was to develop an online learning tool for participants to discuss various topics of management and leadership. Our concept and main purpose of the project, regardless of the subject matter, was to be cognizant of and understand the applicability of as many project management tools and mechanisms as appropriate in our day-to-day operations.

The milestones of the project team were to first decide on a topic and then complete a project charter that would set the guidelines and possible parameters of the project. Next, the team needed to identify potential tools and criteria to evaluate those tools. Once the tools and criteria were identified, the team completed meticulous evaluations of each tool through online demos, discussions with subject matter experts, and some independent research. The conclusion of the project would be realized by a pilot program of participants in the LDN. Once completed and implemented, the team sought the widespread use of the training tool and high satisfaction of course content among participants.

Project Methodology

The methodology used to gather information for this project was designed to give us data to individually evaluate each tool that we identified as being a possible solution. The first step was to identify the potential tools that would be available to us and had potential to be used in a State Government environment. The tools initially identified in our assessment were, SkillSoft (LearnIT Ohio or Books 24x7), SharePoint, Moodle, Blackboard, listsrv, and Google. After



evaluation and discussions, Google was discounted because of the potential issues with all that Gmail offers including access to personal emails on state computers. The listsrv option was also discounted because we could not identify a potential hosting site that did not cost a large amount of money. For our detailed informational gathering we focused on SharePoint, SkillSoft, Moodle, and Blackboard.

To gather information for this project, we conducted independent web research to find high level information about the potential of each software solution. In addition, we made contacts with subject matter experts of each of the four potential solutions.

To conduct these evaluations, we needed to come up with criteria and scoring parameters to effectively compare the possible solutions. We eventually spoke with a couple of subject matter experts (SME's) from DAS who provided insight which helped us move forward.

In addition to the criteria, a weighted scoring system was applied to each of the criteria. The scores that we used was a scale of 1, 0.5, or 0. A 1 was given if the criteria was met, a 0.5 if part of the criteria was met, and a 0 was given when the criteria was clearly not met. We then totaled up the weighted scores and narrowed the list down to decide which options we would further investigate. After a full evaluation was completed, the project team moved to implementing the chosen online tool.

Project Team

For more information about this project, contact team members:

| NAME | AGENCY | TITLE | EMAIL | PHONE |
|----------------|--|--------------------|--|--------------|
| Steve Friedman | Ohio EPA – Div. of Air Pollution Control | Fiscal Officer | Steve.friedman@epa.state.oh.us | 614-644-4842 |
| Chad Wissinger | Ohio Dep. Of Commerce – Div. of State Fire Marshal | Forensic Lab Chief | cwissinger@com.state.oh.us | 614-752-7135 |

