

# Talent Development Community

Enhancing Performance through Strategic Partnerships

Talent Development Community - Steering Committee Meeting Minutes		
5.6.2016	1:30-3:00	Rhodes 231
Meeting called by	DAS-HRD Office of Talent Management	
Type of meeting	Steering Committee	
Facilitator	Roderick Cheatham, DAS	
Note taker	Roderick Cheatham	
Timekeeper		
Attendees	Jessica Schuster, DAS      Daveen Goodman, ODOT Debora Branham, DAS      Leslie Hannah, DAS Rod Cheatham, DAS      Ray Justice, DAS Helena Carter, AGE      Cindy Hill, BWC Judith Cosgray, Library      Stan Sikorski, DAS Matthew Dyer, OB      Patrick Wilson, DPS	
OTM Strategic Focus		
5 Minutes	Debora Branham	
Discussion	OTM strategy	
TDC Project Overview		
10 minutes	Roderick Cheatham	
Discussion	TDC	
Walked the committee through the project scope document. Covered Strategic goals/ objectives; Business opportunity; plan/ approach to implement TDC; High level Communication plan.		
Defining Sub-groups		
15 minutes	Roderick Cheatham	
Discussion	Overview of 5 components of TDC Performance Management; E Learning; Communications; Training and Development; Collaborative Partnerships	
Conclusions	There will be 5 sub-committees for steering committees to serve on (See above)	
Action Items		
Committee members identified sub-group to serve		
Activity: Refining and Identifying Sub-group Priorities		
40 minutes	In teams of 2	
Discussion	In pairs, the sub-group members refined the groups focus.	
<p><b>Performance Management</b> Focus: The Performance Management team will gather agency information and insight into performance management issues creating new and innovative ways to ensure that organizational, departmental and employee related goals are being met. Competencies, training needs and assessments are to be considered in within the scope of this committee.</p> <p><b>Sub Group:</b> Ray Justice, DAS, Helena Carter, AGE</p> <p><b>Priorities:</b></p> <ol style="list-style-type: none"> <li>1. Improve soft skills (i.e. tailoring feedback).</li> <li>2. Gather best practices.</li> <li>3. Look to future innovations.</li> <li>4. Pre/post assessments test to identify needs: a) Training Development b) Professional Development</li> <li>5. Cultural shift - PM acceptance and buy-in.</li> </ol>		

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**E Learning Focus:** The e-Learning Technology team will gather, share and create information to assist the TDC members in keeping pace with industry best practices related to Talent Development e-learning trends. Also, they will develop innovative ideas on how to promote and engage employees in e-learning development.

**Sub Group:** Stan Sikorski, DAS, Daveen Goodman, ODOT

**Priorities:**

1. Move more state offered trainings into the eLearning.
  - Shorter module length
2. Research trends in the training industry.
3. Ensure eLearning trends are commensurate with learner's ability.

**Communications Focus:** The Communications team will assist in creating and maintaining effective means of sharing information amongst TDC members, utilizing tools such as SharePoint, email, and other appropriate electronic media platforms. **Sub Group:** Matthew Dyer, OBM, Katherine Nichols, DAS-OCB

**Priorities:**

1. Blow up the walls - Increase visibility of training.
2. Create user friendly messages/ list serve.
3. Periodic push/advertise information.
4. Self-sustaining communication.

**Training & Development Focus:** The Training and Development team will aid the TDC in identifying internal and external professional development resources. This team will brainstorm and create on-going train-the-trainer opportunities for those who deliver training within state government as well a clearing house of available training materials and resources that can be shared throughout the TDC to leverage state resources.

**Sub Group:** Leslie Hannah, DAS, Patrick Wilson, DPS, Judith Cosgray, State Library

1. Priorities: Identify existing resources.
2. Identify sharable resources.
3. Review T-t-T currently at DRC.
4. Report current progress to other committees

**Collaboration and Partnership focus:** The Collaborative Partnership team will connect and establish relationships between the TDC and local colleges/universities *and other agencies* to collaborate and provide speakers on new talent development topics and trends.

**Sub Group:** Debra Branham, DAS, Cindy Hill, BWC

1. Partner with agencies to identify key executive leadership competencies
2. Partner with agency leaders to identify critical leadership behaviors
3. Partner with agencies to develop statewide coaches to support leaders
4. Partner with agencies, universities and colleges to develop curriculum and identify speakers.
5. Partner with agencies to identify and establish metrics for ROI.

Action Items	Person Responsible	Deadline
The Steering Committee is to review all sub-group's priorities to become familiar with each group's focus. Next meeting	Steering Committee	6. 10.16

### Community Sharing

10 minutes	Patrick Wilson	
Discussion	Franklin Covey All access pass and training certification	
Conclusions	Patrick will discuss further with Debora and Jessica.	
Action Items		
Review materials provided by Patrick		
<b>Next meeting:</b> June 10, 2016; <b>Focus:</b> Sub Group Strategies		