

FAQs for Learners

1. Q: What is Lead Ohio?

A: Lead Ohio is an enterprise-wide leadership development program that provides the “state voice” for supervision, management, and leadership. It is a multi-tiered program designed to nurture the skills and competencies needed for consistent supervisory and managerial effectiveness. In September 2014 the Lead Ohio program was launched with the Foundations of Supervision classes.

2. Q: What is Lead Ohio: Foundations of Supervision?

A: Lead Ohio: Foundations of Supervision is Governor John R. Kasich’s initiative to focus on investing in our internal talent by providing professional development opportunities. The objective is to standardize supervisor expectations and to provide outlets to explore the expectations through networking, skill-building and practical applications.

3. Q: Who is eligible to take Lead Ohio: Foundations of Supervision?

A: State supervisors and managers with two (2) or more direct reports.

4. Q: What topics are offered through Lead Ohio: Foundations of Supervision?

A: The courses include classes such as Labor Relations, Communicating for Results, Coaching, Goal Setting, Evaluating Your Employees and Appreciating Our Differences, among others.

5. Q: How were the Lead Ohio: Foundations of Supervision courses determined?

A: The courses were designed based on agency best practices and input from the Lead Ohio Advisory Council. The Council was established in 2014 and is made up of representatives of agency

HR offices. Focus groups comprised of supervisors and managers were also held.

6. Q: How long are each of the Lead Ohio: Foundations of Supervision courses?

A: Depending on the topic, each Lead Ohio: Foundations of Supervision course is either a full-day (8-hour) or half-day (4-hour) course.

7. Q: How long will it take for me to complete the entire Lead Ohio: Foundations of Supervision program?

A: New supervisors will be assigned to a cohort and will take one session per week for approximately eight (8) weeks. Existing supervisors may take Lead Ohio: Foundations of Supervision courses when they choose.

8. Q: Where will the Lead Ohio: Foundations of Supervision courses be delivered?

A: Most of the sessions for the pilot will be held in Central Ohio. Classroom events will be held either at the Rhodes State Office Tower, 30 E. Broad Street, Room 231, Columbus, Ohio 43215 or the DAS facility at 4200 Surface Road, Columbus, Ohio 43228.

9. Q: Are there any pre-assessments or pre-requisites to the Lead Ohio: Foundations of Supervision Program?

A: Yes. The Introduction to DISC course is a pre-requisite to the remaining courses. DISC is a behavioral assessment used to help supervisors understand themselves and their direct reports by recognizing the characteristics associated with the four behavior styles: **D**ominance, **I**nfluence, **S**teadiness and **C**ompliance. DISC will be referred to throughout the program's courses.

10. Q: Are the courses all instructor-led? In other words, do they require classroom attendance?

A: Yes. However, there will be some pre-work for almost every Lead Ohio: Foundations of Supervision course (e.g., reading articles, reviewing eLearning content, etc.). In addition, the Ohio Department of Administrative Services will provide an online toolkit to house post-course activities to keep your skills fresh.

11. Q: Where are the Lead Ohio: Foundations of Supervision courses be delivered?

A: Most of the courses will be held in Columbus, either at the Rhodes State Office Tower or the DAS facility at 4200 Surface Road, Columbus. Courses also will be offered in the Cleveland, Cincinnati and Toledo areas.

12. Q: How do managers/learners enroll in the Lead Ohio: Foundations of Supervision?

A: Please contact your Human Resources department or Learning and Professional Development at das.hrd.training.staff@das.ohio.gov to request enrollment in the program.

13. Q: Can non-managers take Lead Ohio: Foundations of Supervision courses?

A: No. Currently, Lead Ohio is being offered only to managers who have two (2) years of state management experience and two (2) or more direct reports.

14. Q: Who will deliver the Lead Ohio: Foundations of Supervision courses?

A: Classroom courses will be delivered by instructors from DAS Learning and Professional Development. Each instructor has been fully trained in the content of the Lead Ohio courses.

15. Q: What is DISC? Why is it a part of the Lead Ohio: Foundations of Supervision program?

A: DISC is a behavioral assessment used to help supervisors understand themselves and their direct reports by recognizing the

characteristics associated with four behavior styles: **D**ominance, **I**nfluence, **S**teadiness and **C**ompliance. Through DISC principles, supervisors can better communicate with their direct reports as well as their own management team, thereby reducing stress and improving productivity. Because DISC is a theme carried out in several of the program courses, DAS is offering it to all state supervisors as a pre-requisite to the program.

16. Q: How long has the Lead Ohio: Foundations of Supervision program been running?

A: The Lead Ohio: Foundations of Supervision program was piloted in the fall of 2014. Cohorts for new supervisors began in June 2015.

17. Q: I am not a State of Ohio supervisor. Can I still take the Lead Ohio: Foundations of Supervision program?

A: Right now, Lead Ohio: Foundations of Supervision is only being offered to State of Ohio supervisors.