




State of Tennessee Talent Development Strategy

Tennessee Department of Human Resources (DOHR)

Strategic Learning Solutions Division (SLS)

Leadership Development	Talent Management	Performance Management	Professional Skills
<p><i>For executives and current/emerging leaders from all agencies who seek to strengthen state leadership</i></p>	<p><i>For agency leaders who seek to strategically build capability and capacity within their organization</i></p>	<p><i>For people managers accountable for achieving agency results ... engaging one employee at a time</i></p>	<p><i>For all employees who seek to maximize individual performance in a rapidly changing work environment</i></p>
<p>DOHR Statewide Leadership Initiative</p>  <p>Learn → Apply → LEAD</p> <ul style="list-style-type: none"> • International Public Management Association for Human Resources (IPMA-HR) Award Winner • State of Tennessee 12 Leadership Core Competencies • Pre- and Post- 360° Assessments • Individual Development Plan • One-on-One Coaching • Integrating Strategy for Immediate Application • High impact advanced leadership development 	<p>Talent Management Series</p> <p>Learning Focus:</p> <ul style="list-style-type: none"> • System-Thinking • Workforce Development Planning • Strategy Development • Business Results Tied to Agency Mission • Talent Reviews • Succession Planning • Development of an Agency Talent Management Strategy • Creating an organizational landscape <hr/> <p>Customized Profile Assessments</p> <ul style="list-style-type: none"> • Hartman Value Profile • DiSC Profile • SDI – Strength Deployment Inventory 	<p>Performance Management Series</p> <p>Learning Focus:</p> <ul style="list-style-type: none"> • Behavioral Based Interviewing • SMART Performance Objectives • Culture of Continuous Feedback • Situational Leadership • Building A Coaching Relationship • Employee Engagement • On-Boarding • Multi-Generational Workforce <hr/> <p>Management Policies & Procedures Workshops</p> <ul style="list-style-type: none"> • Harassment Intake/Referral Process – On-Line • Interview Practices for Agency Hiring Managers • Investigations: Discrimination and Harassment Claims • Organizational Policies and Practices – On-Line • Performance Evaluation – On-Line • Respectful Workplace: Managers 	<p>Growing in Professional Skills Series (G.P.S.) Workshops</p> <ul style="list-style-type: none"> • Accountability • Change Management • Creating High Performance Teams* • Customer Focus • Effective Skills of Decision-Making* • Fundamentals of Leading an Effective Meeting • Mission-Driven Performance • Project Management • Respectful Workplace: Staff • Time Management • Understanding the New ADA <hr/> <p>On-Line Workshops</p> <ul style="list-style-type: none"> • Building Cohesive Teams* • Conflict Management* • Decision Making* • Respectful Workplace: “Reaffirming My Commitment” • Understanding Employee Benefits <p><small>*Blended: A combination of facilitated and on-line learning</small></p>
<p>Agency Leadership and Alumni Programs Developed and Facilitated by SLS:</p> <ul style="list-style-type: none"> • Education - Tennessee Early Intervention System (TEIS) and Early Intervention Resource Agency (EIRA) – R.E.A.C.H. 3-G Leadership Series • Environment and Conservation – Green Leadership Series • Finance & Administration – Benefits Administration – Organizational Development Series • Human Resources – Growing in Professional Skills Series 2 – Talent Management Initiative • Human Services – Re-Engage Leadership Projects • THDA - Talent Management Development Project • Alumni Development – LEAD Tennessee, Tennessee Government Executive Institute (TGEI) and Tennessee Government Management Institute (TGMI) 			