




# 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><b>DOHR Statewide Leadership Initiative</b></p>  <p><b>Learn → Apply → LEAD</b></p> <ul style="list-style-type: none"> <li>International Public Management Association for Human Resources (IPMA-HR) Award Winner</li> <li>State of Tennessee 12 Leadership Core Competencies</li> <li>Pre- and Post- 360° Assessments</li> <li>Individual Development Plan</li> <li>One-on-One Coaching</li> <li>Integrating Strategy for Immediate Application</li> </ul>  | <p><b>Talent Management Series</b></p> <p>Learning Topics:</p> <ul style="list-style-type: none"> <li>System-Thinking</li> <li>Workforce Development Planning</li> <li>Strategy Development</li> <li>Business Results Tied to Agency Mission</li> <li>Talent Reviews</li> <li>Succession Planning</li> <li>Development of an Agency Talent Management Strategy</li> </ul> <hr/> <p><b>Customized Profile Analysis</b></p> <ul style="list-style-type: none"> <li>Hartman Value Profile</li> <li>DiSC Profile</li> <li>SDI – Strength Deployment Inventory</li> </ul> | <p><b>Performance Management Series</b></p> <p>Learning Topics:</p> <ul style="list-style-type: none"> <li>Tips for Interviewing</li> <li>Behavioral Based Interviewing</li> <li>SMART Performance Objectives</li> <li>Culture of Continuous Feedback</li> <li>Situational Leadership</li> <li>Building A Coaching Relationship</li> <li>Employee Engagement</li> <li>On-Boarding</li> <li>Multi-Generational Workforce</li> </ul> <hr/> <p><b>Management Policies &amp; Procedures Workshops</b></p> <ul style="list-style-type: none"> <li>Harassment Intake/Referral Process – On-Line</li> <li>Interview Practices for Agency Hiring Managers</li> <li>Investigations: Discrimination and Harassment Claims</li> <li>Organizational Policies and Practices – On-Line</li> <li>Performance Evaluation – On-Line</li> <li>Respectful Workplace: Managers</li> </ul> | <p><b>Growing in Professional Skills Series (G.P.S.) Workshops</b></p> <ul style="list-style-type: none"> <li>Accountability</li> <li>Change Management</li> <li>Creating High Performance Teams*</li> <li>Customer Focus</li> <li>Effective Skills of Decision-Making*</li> <li>Fundamentals of Leading an Effective Meeting</li> <li>Mission-Driven Performance</li> <li>Project Management</li> <li>Respectful Workplace: Staff</li> <li>Time Management</li> <li>Understanding the New ADA/AA</li> </ul> <hr/> <p><b>On-Line Workshops</b></p> <ul style="list-style-type: none"> <li>Building Cohesive Teams*</li> <li>Conflict Management*</li> <li>Decision Making*</li> <li>Respectful Workplace: “Reaffirming My Commitment”</li> <li>Understanding Employee Benefits</li> </ul> <p><small>*Blended: A combination of facilitated and on-line learning</small></p> |
| <p><b>Agency Leadership and Alumni Programs Developed and Facilitated by SLS:</b></p> <ul style="list-style-type: none"> <li>Education - Tennessee Early Intervention System (TEIS) and Early Intervention Resource Agency (EIRA) – R.E.A.C.H. 3-G Leadership Series</li> <li>Environment and Conservation – Green Leadership Series</li> <li>Finance &amp; Administration – Benefits Administration – Organizational Development Series</li> <li>Human Services – Re-Engage Leadership Projects</li> <li>Revenue - Revenue Leadership Academy (RLA)</li> <li>THDA - Talent Management Development Project</li> <li>Alumni Development – LEAD Tennessee, Tennessee Government Executive Institute (TGEI) and Tennessee Government Management Institute (TGMI)</li> </ul> |  |   |   |