

# OHRMD Recognition Award & DHS Supervisor Leadership, Education and Development Academy (LEAD)

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Presentation to: DHS Board

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**Georgia Department of Human Services**

# Vision, Mission and Core Values

## *Vision*

Stronger Families for a Stronger Georgia.

## *Mission*

Strengthen Georgia by providing Individuals and Families access to services that promote self-sufficiency, independence, and protect Georgia's vulnerable children and adults.

## *Core Values*

- Provide access to resources that offer support and empower Georgians and their families.
- Deliver services professionally and treat all clients with dignity and respect. Manage business operations effectively and efficiently by aligning resources across the agency.
- Promote accountability, transparency and quality in all services we deliver and programs we administer.
- Develop our employees at all levels of the agency.

The Office of Human Resources, Management & Development (OHRMD) along with seven other state agencies was honored for outstanding performance in the State FY 2014 HR Audit.

Recognized for **Performance Management**, OHRMD was also one of the three highest scoring agencies across all audit modules in FY2014.



The Office of Human Resources, Management & Development (OHRMD) was asked to develop a training and development program to address the need for enhanced leadership, management, and supervisory skills specifically for supervisors within the Department of Human Services in an effort to align with and transition to Commissioner Horton's vision and to build organizational capacity.



# THE ACADEMY

LEAD

- The first Session will start October 29, 2014 and participants who successfully complete the program will graduate March 25, 2015.
- The Leadership Academy consist 14 days of in-person and group learning activities.
- There will be 25 students enrolled in the first session.



## REQUIREMENTS

- Commit to attend all sessions.
- Completion of course activities to include reading Lincoln on Leadership management book.
- Identify a mentor and actively collaborate on personal leadership development.
- prepare and present an individual assessment of their experience in the academy.



# THE SESSIONS

- The sessions are customized to reflect the DHS culture of quality service by focusing on three different components:
  - **developing self-efficacy in the domain of leadership,**
  - **a broad perspective of the DHS organization, its policies, and each division/office contribution to the organization, and lastly**
  - **developing supervisors and managers with practical skills and knowledge that's needed to perform efficiently, effectively, and ethically.**
- Session 12, participants will go outside the walls of the classroom and shadow their respective peers in their daily work for DHS.
- Session 14, participants are expected to arrive prepared to orally present their final activity "What I will take away from the LEAD Academy".





# Participants Goals

Value lifelong learning and professional development

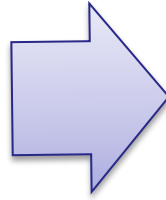
Strive to motivate employees to achieve superior levels of performance and productivity

Desire to make a contribution to DHS and the community.



# Objectives

*The Supervisor LEAD Academy objectives are derived from the Supervisor/Manager section of DHS's Performance Appraisal form. At the conclusion of the Academy, participants will be expected to effectively:*



- Inspire high levels of dedication and commitment among employees to get the job done right the first time and within budget*
- Know and understand applicable policy rules and regulations*
- Know and understand DHS organizational structure and the components of the department*
- Enforce safety standards and procedures to ensure a safe work environment*

# ACADEMY COUNTDOWN

*Nominees  
due Oct 1*

*25 will be  
Selected*

*First session  
dates:  
October 29 &  
October 30,  
2014*

# *Questions?*