

Leadership NOTES

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Learning Paths Help Your Employees Succeed

Want to help your employees learn, grow and meet their career goals? The answer is Learning Paths!

Learning Paths are a professional growth and development program available to all employees. The program offers a more tailored approach to learn and grow and make progress toward an employee's goals. The Paths also provide a framework for development conversations with your employees. The program is flexible by design, including a mix of instructor-led and self-paced learning from [ULearnIT](#) (courses, videos and books).

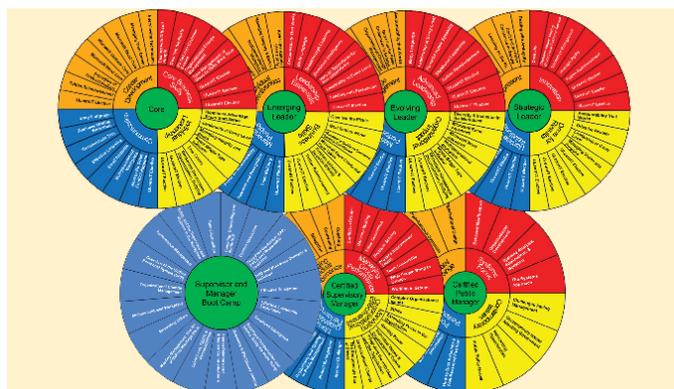
There are seven Learning Paths:

1. **Core:** Foundational courses in career development, core business skills, communication, and individual leadership (*recommended for all employees*). Although the Core Learning Path is valuable for all, it is not a prerequisite for Paths 2 to 4.
2. **Emerging Leader:** Fundamental courses in individual effectiveness, leadership essentials, managing people, and business skills (*recommended for those seeking to move into leadership*).
3. **Evolving Leader:** Principal courses in change management, advanced leadership, managing performance, and organizational impact (*recommended for leaders at all levels*).
4. **Strategic Leader:** Accelerated courses in omnipresence, innovation, managing diverse relationships, and driving for results (*recommended for experienced leaders*).
5. **Supervisor & Manager Boot Camp (formerly the Supervisory and Management Competencies Series or SMCS):** Required for all newly hired or promoted supervisors, and available for those wanting a refresher.
6. / 7. **Certified Supervisory Manager and Certified Public Manager:** Offered by Florida State University. These paths require a nomination by the department director.

All Learning Paths except Supervisor & Manager Boot Camp have four focus areas. These focus areas were identified by learning and development leaders in various industries as areas of critical competencies necessary to succeed in a particular role. There are courses listed for each focus area to build knowledge and skills in that competency. It is recommended that employees complete one focus area at a time; however, they can elect to work on several if they so choose.

Certificates and microcertifications are available for successful completion. A **microcertification** is awarded after an employee completes 75% of the courses listed in one focus area. **Certificates** are awarded once an employee completes at least 75% of each of the four focus areas within the entire Learning Path. Employees always have the option to complete each focus area 100% if desired.

Supervisors can use Learning Paths as a valuable coaching tool. Choose the Path which best matches your employee's current role and determine which competencies to further develop based on their skills, abilities, and knowledge. Then create their unique learning priorities for the coming year. See the [Manager's Guide to Building a Successful Learning Path Using ULearnIT](#).



Visit the Learning Paths Guide at www.pinellascounty.org/hr/learning-path.