

Leadership NOTES

SIGN UP: Any employee may request a new issue be emailed each month by [subscribing to Leadership Notes newsletter](#).

MAY 2018

Learning Paths - Success for Tomorrow

Human Resources is excited to share our new Leadership Paths initiative. Our Organizational & Talent Development Center of Excellence created this new program to offer more opportunities for employees to learn, grow and meet their career goals.

Learning Paths offer a sequence of activities and resources designed to support all learners as they build their knowledge and skills progressively over time. Learning Paths meet employee needs in a number of timely and engaging ways. The Paths are flexible and blended by design, including a mix of instructor-led and self-paced online learning from [ULearnIT](#) (courses, videos and books). This gives employees control over their own experience, so that they can more effectively acquire needed knowledge and skills.

A Learning Path provides a self-paced learning experience. It puts the employee in the driver's seat. Our Learning Paths are intended to be progressive from building core skills to the more advanced strategic leader. The Learning Paths are:

- **Core Learning Path:** A foundation for *all* employees.
- **Emerging Leader Learning Path:** Individuals who aspire to move into leadership positions and want to start learning right now.
- **Evolving Leader Learning Path:** Accomplished supervisors with three or more years' experience who would benefit from refresher training on best practices and current leadership challenges.
- **Strategic Leader Learning Path:** Experienced managers or directors who would benefit from a refresher on best practices and current leadership challenges.

- **Certified Supervisory Manager and Certified Public Manager Paths:** Offered by Florida State University. These paths require a nomination from your director.
- **Supervisory and Management Competencies Series Path (SMCS):** Required for all newly hired or promoted supervisors, managers and directors.

All Learning Paths except SMCS have four focus areas. These focus areas have been identified by learning and development leaders in various industries as areas of critical competencies necessary to succeed in a particular role, such as individual contributor or manager. There are then courses listed for each focus area to build your 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.

A **microcertification** is awarded after an employee completes 75% of the courses listed in a focus area either by attending a scheduled course or completing an equivalent amount of electives in ULearnIT. **Learning Path 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 they like.

Still not sure why this is so exciting? It's a chance to do more, achieve more and be more. When it comes to learning, there is no end date. Come grow with us!

Find out more by visiting our Learning Paths Guide at: www.pinellascounty.org/hr/learning-path.

