



Ohio National Guard

Welcome

Technician Personnel
Management Course Module 1

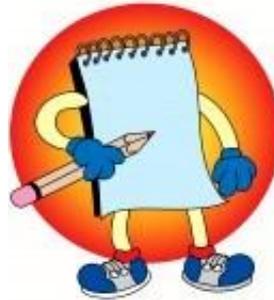


Administrative Notes

Ground Rules

Parking Lot

Expectations



Facilities

Smoking

Breaks/Lunch



The Ohio National Guard Strategy Map



VISION

"To be a relevant operational reserve powered by a diverse team of engaged Soldiers, Airman and Civilians, and to be respected for its leadership and ability to produce and employ ready units."

MISSION: "When called, we respond with ready units to execute federal, state and community missions."

STRATEGIC THEMES: Operational Readiness, Enhancing Capabilities, Maintaining Relevancy, Earning Stakeholder Trust

External Stakeholders – core competencies that we must deliver

1.1 Deliver federal mission capability

1.2 Provide DSCA capability

1.3 Be a trusted organization

1.4 Be Engaged in Our Communities

Internal Processes – that at which we must excel

2.1 Manage readiness for the federal mission

2.4 Develop and strengthen key external relationships

2.6 Develop and maintain a strategic communications program

2.2 Manage readiness for the Defense Support to Civil Authorities Mission

2.7 Improve organizational results

2.3 Improve measurements, analysis and knowledge management

2.5 Acquire flexible and relevant future capabilities

2.8 Ensure strong governance

Resources – the physical resources we need to obtain and manage

3.1 Equip the force to meet Federal and DSCA requirements

3.2 Optimize financial resources

3.3 Optimize infrastructure to meet future needs

People, Learning, & Growth – the human resources we recruit, develop and manage

4.1 Build an engaged diverse workforce to achieve organizational success

4.2 Ensure wellbeing

4.3 Ensure we have qualified personnel and develop their skills for the future

Foundations

Purpose: "To serve the citizens of Ohio and The United States by fulfilling our state and federal military role of providing public safety when ordered by the Governor or support of the National Military Strategy when ordered by the President."

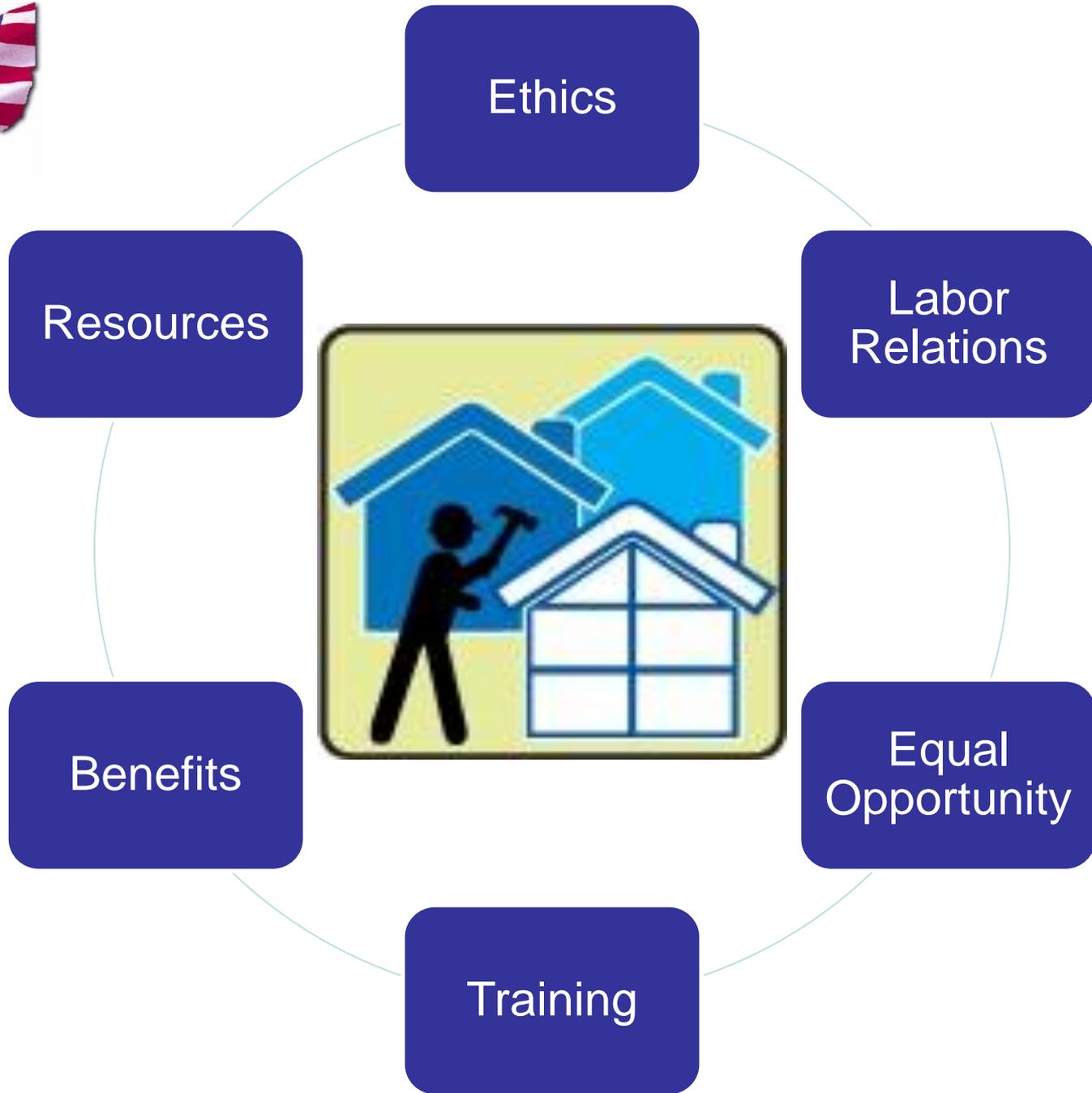
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Core Values: Integrity | Excellence | Reliability | Diversity & Inclusion | Global Team Work | Trust



Expectations

- Write down at least 1 expectation for the course on a sticky note
- When done, raise your hand and we will collect it
- Group Review
- Post to the board
- Revisit thru the course



Ethics

Labor
Relations

Equal
Opportunity

Training

Benefits

Resources



Participate!

Tell me...I'll forget

Show me...I'll remember

Involve me...I'll understand

-Some smart guy



Supervision

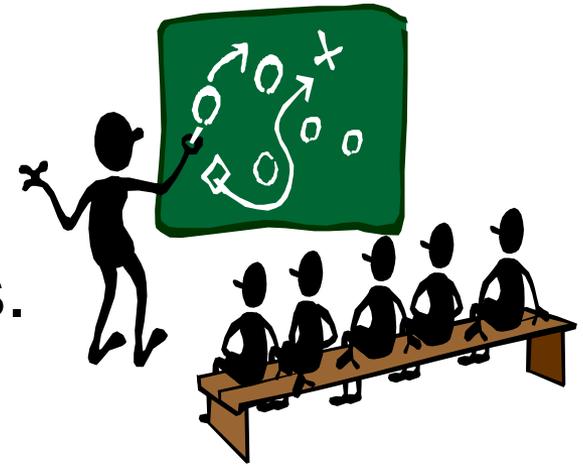
Meeting the needs of your customers by getting the technical work of the unit done on time, with resources available, in a way that meets or exceeds standards...by coaching others rather than doing it yourself.





1. Getting Started

- Overcome initial anxieties.
- Learn the ropes.



2. Establishing Authority

- Dealing with friends and peers you now supervise.

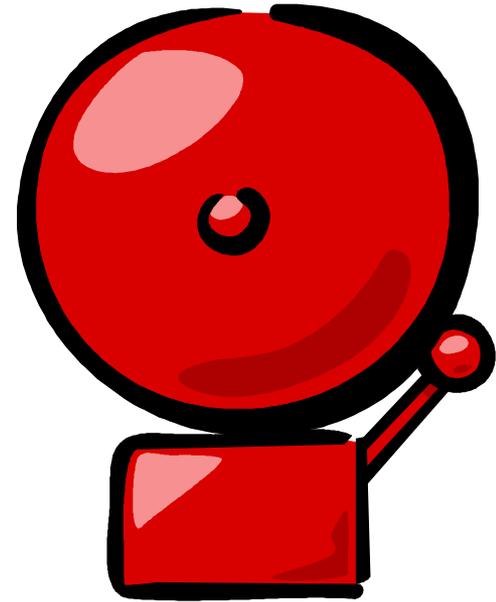


3. Identify Priorities

- Be available and visible
- Identify employee abilities

4. Communication

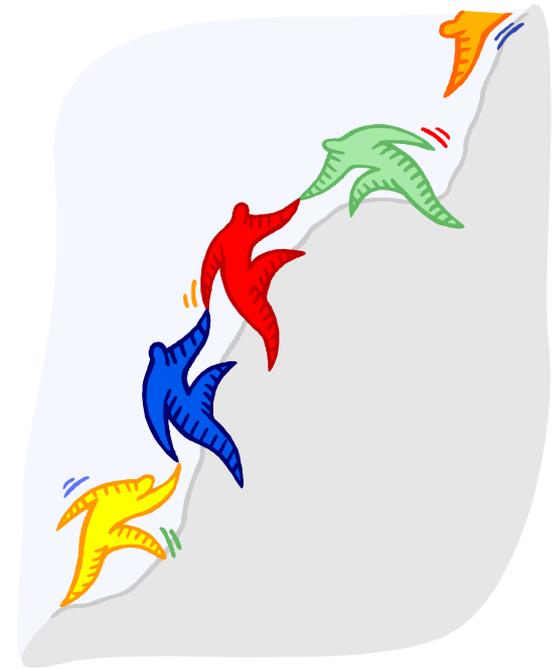
- Become a good observer
- Know the difference between orders, requests, and suggestions
- Document your day





5. Employee Concerns

- Build trust with your employees
- Learn to say “no”
- Resolve squabbles



6. How To Work With Others

- Working with your supervisor
- Working with your peers
- Accepting responsibilities for your group

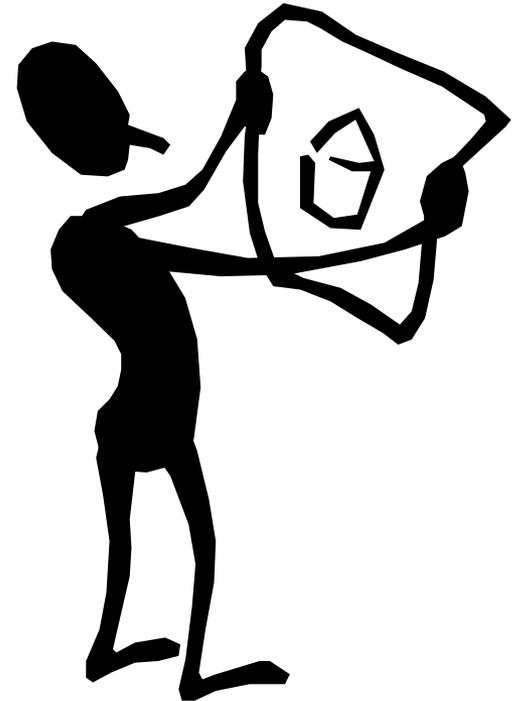


7. Mistakes to Avoid

- Getting Angry
- Appearing to Play Favorites
- Other mistakes

8. Supervisory Success

- Establish a daily routine
- Lead by example
- Deal with problems immediately
- Be firm but fair
- Ask for help when you need it





Exercise-Skills





On to the Course!

