2024 LEARNING FRAMEWORK

INSTRUCTION MANUAL

LEARNING FRAMEWORK
YOUR MOVE TO EXCEPTIONAL LEADERSHIP

ACCOUNTABILITY

CONTINUOUS IMPROVEMENT

LEADERSHIP

DIRECTION

PROFESSIONAL DEVELOPMENT

ENGAGEMENT

MOTIVATION

EXTERNAL ORIENTATION

CHALLENGE

SELF

JULY — QPS CHECK-IN

OCTOBER — QPS CHECK-IN

MAY — QPS CHECK-IN

CHECK STATS HERE

Space	Value
PERSONAL OWNER-SHIP	$220
CONSE-QUENCE CLARITY	$220
PERFOR-MANCE MANAGEMENT	$240
ROLE CLARITY CONTRACT	$240
ANALY-TICS	$200
TEAM EFFI-CIENCIES	$260
PERSONAL EFFI-CIENCIES	$280
EMPLOYEE INVOLVE-MENT	$300
STRA-TEGIC CLARITY	$320
SHARED VISION	$350
TABLEAU	$200
CONTRI-BUTION	$400
CITIZEN INSIGHT	$60
COMPET-ITIVE INSIGHT	$60
DATA 101	$200
REWARD & RECOG-NITION	$100
CAREER OPPOR-TUNITIES	$100
INSPIRING LEADER-SHIP	$120
MEAN-INGFUL VALUES	$120
TALENT DEVEL-OPMENT	$140
INTER-PRETING PERSONAL DATA	$200
SUPPORT-IVE LEADER	$180
CHAL-LENGING LEADER	$180
CONSUL-TATIVE LEADER	$200
AUTHOR-ITATIVE LEADER	$200

BONUS

2024 Learning Framework

Missouri Leadership Academy Learning Framework Team

Crystal Baraboo - Department of Revenue
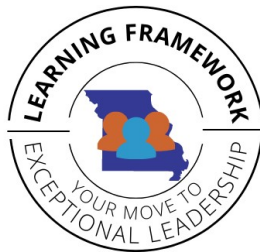
Daniel Epler - Department of Economic Development

Brad Gerling - Department of Commerce and Insurance

Lauren Hildreth - Department of Conservation

Elizabeth Schulte - Department of Mental Health

Ben Terrell - Department of Commerce and Insurance

Hannah Wilson - Department of Revenue

LEARNING FRAMEWORK RULES

OBJECT: The object of this game is for all State of Missouri team members to utilize the Learning Framework for the purpose of professional development, building upon or enhancing existing leadership skills, and/or working towards future leadership opportunities.

PREPARATION: To optimize their learning experience, players should set aside time on their calendars in advance to complete their chosen content. Players should let co-workers and others know that they will be unavailable during this time. They should close out of any applications that may distract them. Once the player is ready to start, they will go to https://engage2.mo.gov/2022-learning-framework/ and either click through the introduction or click on the box under To Get Started.

THE PLAY: The game will start off with players moving their way through QPS practices for quarter one. Each quarter more game tiles will be added to the board that reflect that quarters QPS practices. Players will click on the game tile they would like to start off with. For example, players should click on the Citizen Insight tile for their starting point in quarter one. Players do not have to complete all the content in each section, but it is highly recommended that they complete all of them. Players will have the ability to go back to previous quarters game tiles.

COLOR TILES: Each color tile has a course that is directly tied to QPS practices and are intended to enhance or build upon player's interpersonal skills.

MO-BUCKS: Players will be able to earn MO-Bucks by completing game tiles as they move along the board. The amount of MO-Bucks a player can earn is listed at the bottom of each game tile. Each player will be able to trade their MO-Bucks in to get tickets for chances to win prizes throughout the year.
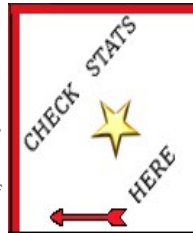
BONUS: Opportunity for OA to add more content or use for in-person events that they want special attendance at such as the Operational Excellence Summit, our proposed Leadership Summit, and other similar events.

DATA TILE: These tiles contain coursework that is specific to learning more about data analysis.

CHECK STATS TILE: This tile gives players the opportunity to see their progress throughout the game. Players can see the number of badges earned, number of colored tiles completed, number of courses completed, how many MO-Bucks they've collected, and some of their Departments stats.

SELF-CARDS: These cards will have links to self-assessments that players can complete for their own benefit.

CHALLENGE CARDS: These cards are for players that are motivated to excel professionally. When a player selects one of these game tiles, it will take them to a bank of Challenge Card pathways from which the player will select from various exceptional leadership topics. In order to fully complete a Challenge Card, players must complete a competency check to demonstrate their understanding of that topic. After the player passes the competency check, they will earn a badge.

BADGES: Players can only earn badges by completing Challenge Cards. These badges will be displayed on each players badge page. Badges can be added to resumes and something to show off to co-workers and supervisors.

QPS CHECK-IN TILE: These tiles give players the opportunity to review the progress that their agency has made in the previous quarter.

AGENCY COMPETITION: To encourage participation, we recommend agencies hold Department versus Department competitions. Departments could compete for which Department has the most Learning Framework hours completed, the most team members participating, or the most Challenge Card Pathways completed, etc.

Contact Us

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