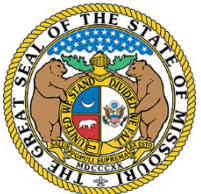


State of Missouri Learning Framework

Missouri Leadership
Academy

Fall 2022- Class 9



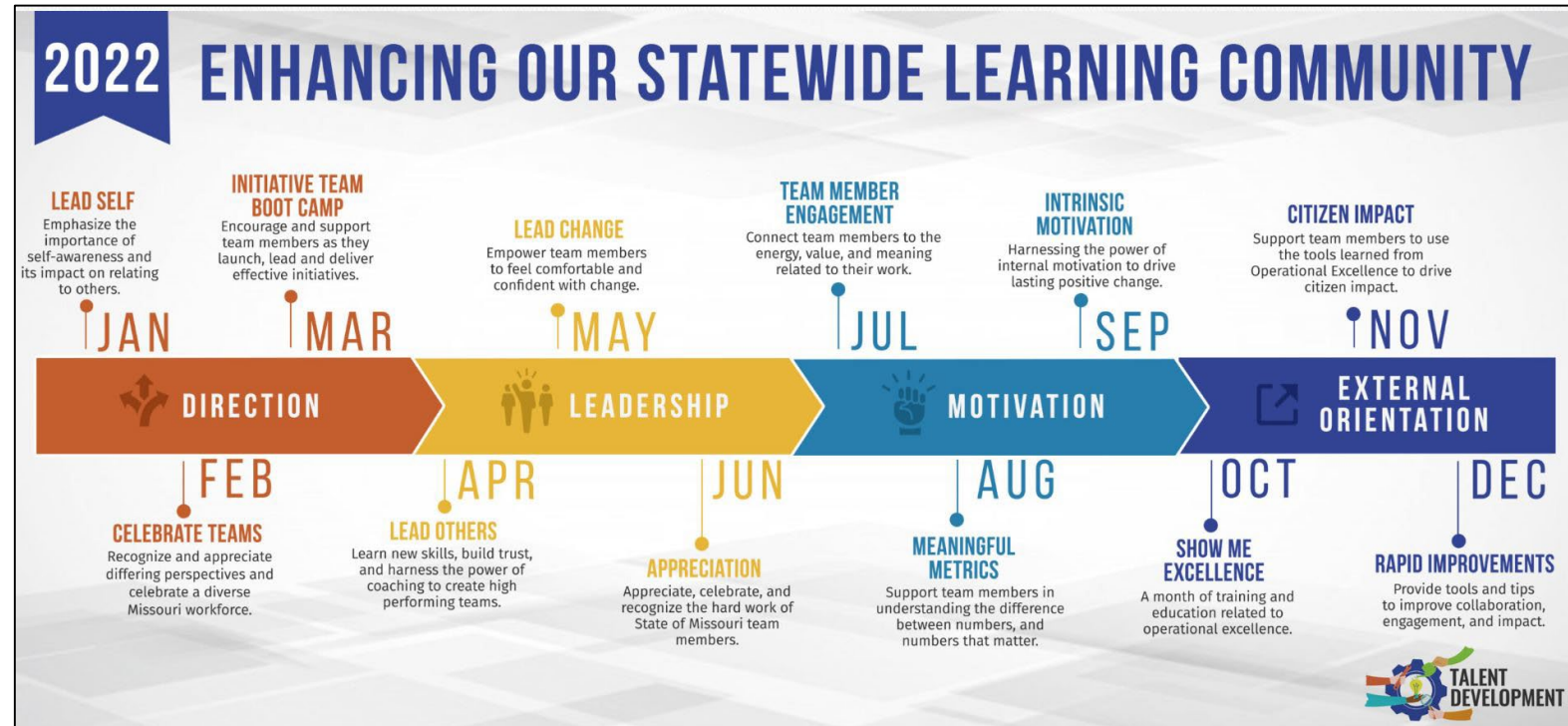


Elizabeth Schulte- DMH, Brad Gerling- DCI, Crystal Baraboo- DOR, Hannah Wilson- DOR
Daniel Epler- DED, Ben Terrell- DCI, Lauren Hildreth- MDC



History of the Learning Framework

- Created in 2021 by Office of Administration: Division of Personnel
- Three different paths: Supervisors, Non-supervisors, and Everyone
- Current messaging focuses on supervisors meeting LDR goals



Data 101

Surveys and QPS

- Survey within our departments
 - Only 3% of the team members surveyed had used the framework before (n=242)
- Desire for Professional Development (QPS)
 - Professional Development: **40%** disagreed/neutral
- Improve Leaders Interpersonal Skills (QPS)
 - Supportive Leadership: **38%** disagreed/neutral
 - Motivation: **55%** disagreed/neutral
 - Inspirational Leadership: **54%** disagreed/neutral



Solution Strategy

- Fun and Engaging Professional Development
- Content ties to QPS
- Rebranding and Increased Communication



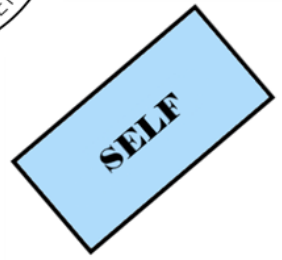
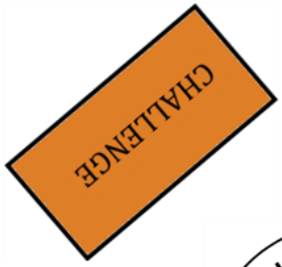
QPS CHECK-IN MAY	MEANINGFUL VALUES \$ 120	INSPIRING LEADERSHIP \$ 120	CAREER OPPORTUNITIES \$ 100	REWARD & RECOGNITION \$ 100	DATA 101 \$ 200	SELF \$ 60	COMPETITIVE INSIGHT \$ 60	CHALLENGE	CITIZEN INSIGHT \$ 60	CHECK STATS HERE
QPS CHECK-IN JULY	INTER- PRETING DATA \$ 200	CHALLENGE \$ 140	TALENT DEVEL- OPMENT \$ 140	CHALLENGE \$ 400	TABLEAU \$ 200	SELF \$ 300	SHARED VISION \$ 350	STRA- TEGIC CLARITY \$ 320	BONUS \$ 300	EMPLOYEE INVOLVE- MENT \$ 300
QPS CHECK-IN OCTOBER	PERSONAL EFFI- CIENCIES \$ 280	CHALLENGE	PERSONAL EFFI- CIENCIES \$ 260	SELF	TEAM EFFI- CIENCIES \$ 240	ANALY- TICS \$ 200	ROLE CLARITY \$ 240	PERFOR- MANCE CONTRACT \$ 240	CONSE- QUENCE MANAGING \$ 220	PERSONAL OWNER- SHIP \$ 220

ACCOUNTABILITY
LEADERSHIP

CONTINUOUS
IMPROVEMENT
DIRECTION

PROFESSIONAL
DEVELOPMENT
MOTIVATION

EXTERNAL
ORIENTATION
ENGAGEMENT



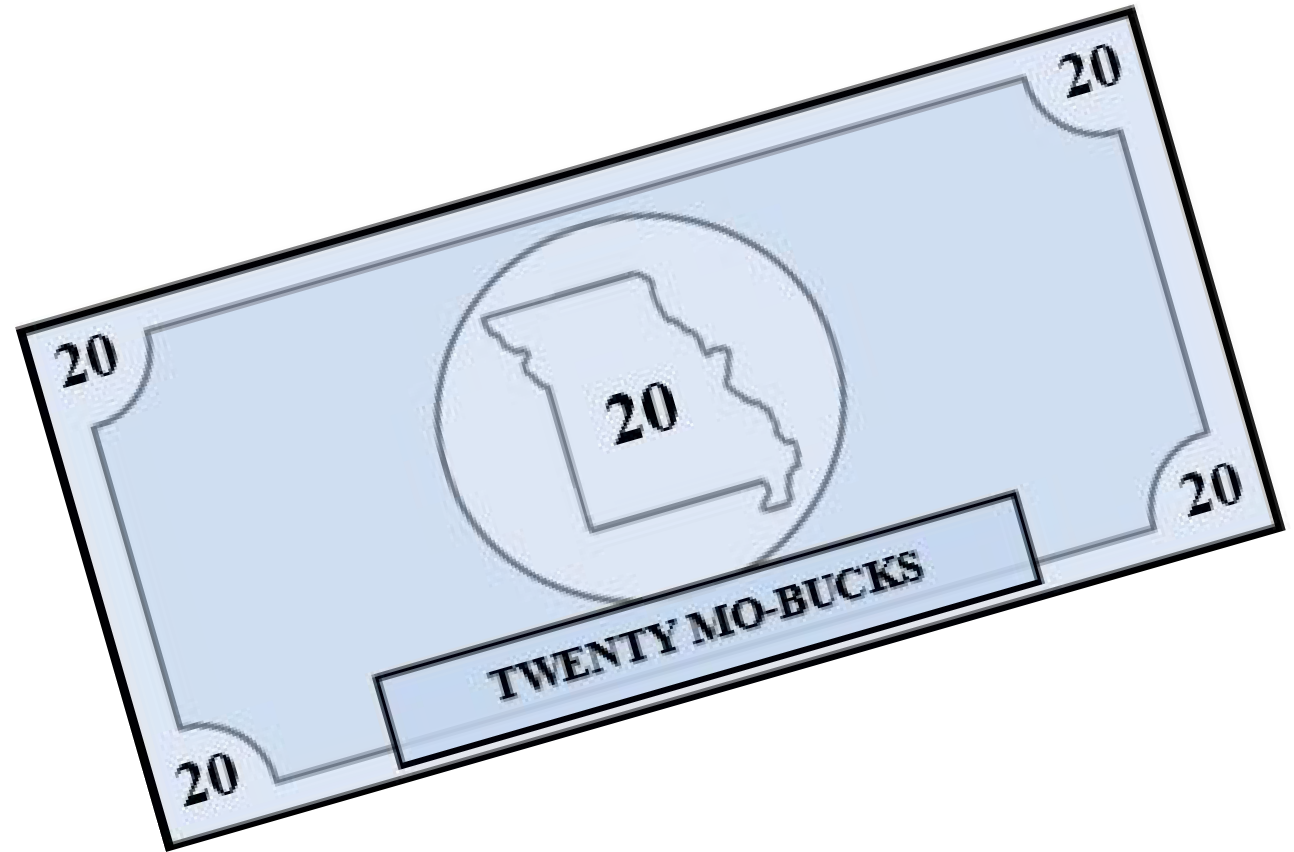
QPS Based Trainings

- Each color is a QPS outcome
- Each card is a QPS practice
- Completing these cards gives players MO-Bucks to be used for incentives

QPS CHECK-IN JULY	PERSONAL OWNERSHIP \$ 220	CONSEQUENCE MANAGING \$ 220	PERFORMANCE CONTRACT \$ 240	ROLE CLARITY \$ 240	ANALYTICS \$ 200	TEAM EFFICIENCIES \$ 260	SELF \$ 280	PERSONAL EFFICIENCIES \$ 280	CHALLENGE	QPS CHECK-IN OCTOBER								
AUTHORITATIVE LEADER \$ 200	CONSULTATIVE LEADER \$ 200	CHALLENGING LEADER \$ 180	SUPPORTIVE LEADER \$ 180	INTER-DEPT DATA \$ 200	DRILLERIE	BONUS	TALENT DEVELOPMENT \$ 140	SELF	MEANINGFUL VALUES \$ 120	INSPIRING LEADERSHIP \$ 120	CAREER OPPORTUNITIES \$ 100	REWARD & RECOGNITION \$ 100	DATA 101 \$ 200	SELF	COMPETITIVE INSIGHT \$ 60	CHALLENGE	CITIZEN INSIGHT \$ 60	CHECK STATS HERE
 <p>CLICK LOGO TO REVERSE BOARD</p>										<p>EMPLOYEE INVOLVEMENT \$ 300</p> <p>BONUS</p> <p>STRATEGIC CLARITY \$ 320</p> <p>SHARED VISION \$ 350</p> <p>TABLEAU \$ 200</p> <p>SELF</p> <p>BONUS</p> <p>CHALLENGE</p> <p>CONTRIBUTION \$ 400</p>								

Incentives

- Prizes
 - Departmental swag
 - Parking passes
- Department vs. Department competition potential
- Content based badges



Challenge Cards

- Takes you to courses that teach Exceptional Leadership
- Allows for deeper learning that staff can use to develop more and prepare for future leadership roles

WHICH EXCEPTIONAL LEADERSHIP CHALLENGE DO YOU CHOOSE?

Lead Self	Leading the Team	Leading the Culture	ENGAGE 2.0
Motivating Your Team	Importance of Developing Your Team	The Importance of Communication	

BACK TO HOME PAGE:

CLICK HERE

Select Players

Who Uses This



All Team Members

- Universal Content
- Self Paced, Location Flexible



Aspiring Leaders

- Challenge Cards have Deeper Knowledge
- Badges Can be Used for Leadership Positions



Supervisors

- Trainings tied to QPS -> Assign trainings based on QPS needs
- Tool for Team Member Professional Development



Call to Action

Request to play the game

- Rebranding and increased communication lead to:
 - Increased excitement and utilization
 - Expanded skillsets for supervisors
 - Better outcomes for the citizens we serve
- Fun and interactive opportunities for all leaders
- Opportunity for leadership to recognize team members



Your move to Exceptional Leadership is here...

QPS CHECK-IN	MEANINGFUL VALUES	INSPIRING LEADERSHIP	CAREER OPPORTUNITIES	REWARD & RECOGNITION	DATA 101	SELF	COMPETITIVE INSIGHT	CHALLENGE	CITIZEN INSIGHT	CHECK STARS HERE	CONTROL BUTTON	TABLEAU	SHARED VISION	STRATEGIC CLARITY	BONUS	EMPLOYEE INVOLVEMENT	QPS CHECK-IN
MAY	\$120	\$120	\$100	\$100	\$200	\$60	\$60	\$400	\$200	\$350	\$320	\$300	CHALLENGE	CHALLENGE	CHALLENGE	CHALLENGE	OCTOBER
QPS CHECK-IN	INTERPRETING DATA	CHALLENGE	BONUS	TALENT DEVELOPMENT	SELF	CHALLENGE	CHALLENGE	CHALLENGE	CHALLENGE	CHALLENGE	CHALLENGE	CHALLENGE	CHALLENGE	CHALLENGE	CHALLENGE	CHALLENGE	JULY
QPS CHECK-IN	ANALYTICS	ROLE CLARITY	PERFORMANCE CONTRACT	CONSEQUENCE MANAGING	PERSONAL OWNERSHIP	PERSONAL EFFICIENCIES	TEAM EFFICIENCIES	PERSONAL EFFICIENCIES	PERSONAL EFFICIENCIES	PERSONAL EFFICIENCIES	PERSONAL EFFICIENCIES	PERSONAL EFFICIENCIES	PERSONAL EFFICIENCIES	PERSONAL EFFICIENCIES	PERSONAL EFFICIENCIES	PERSONAL EFFICIENCIES	QPS CHECK-IN
QPS CHECK-IN	ANALYTICS	ROLE CLARITY	PERFORMANCE CONTRACT	CONSEQUENCE MANAGING	PERSONAL OWNERSHIP	PERSONAL EFFICIENCIES	TEAM EFFICIENCIES	PERSONAL EFFICIENCIES	PERSONAL EFFICIENCIES	PERSONAL EFFICIENCIES	PERSONAL EFFICIENCIES	PERSONAL EFFICIENCIES	PERSONAL EFFICIENCIES	PERSONAL EFFICIENCIES	PERSONAL EFFICIENCIES	PERSONAL EFFICIENCIES	QPS CHECK-IN



LEADERSHIP

PROFESSIONAL DEVELOPMENT

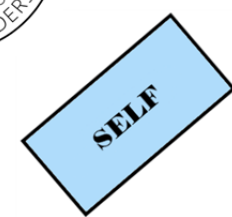
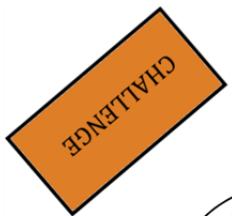
MOTIVATION

CONTINUOUS IMPROVEMENT

DIRECTION

ENGAGEMENT

EXTERNAL ORIENTATION



Questions?

