



# OMES | OEDP ASCEND

The OMES program that takes your self-awareness, team performance and professional skills to a whole new level.

## 1 ESTABLISH PARTNERSHIP WITH OEDP

An intentional partnership will be formed through written requests from the division/departmental director or through contact from OEDP. This partnership is meant to create a space for the division/department to work with OEDP on recognizing training needs and creating a training plan.

## 2 RESEARCH DIVISION/DEPARTMENT NEEDS

- What is the desired performance standard or business outcome?
- What is the training history of the division/department?
- Assess which "needs" will be addressed by training.
- Any recent process or procedure changes?
- What resources are available for training?
- Who needs to be trained?
- Who can serve as subject matter experts?
- Knowledge, Skills, & Abilities of staff
- Review job descriptions & organization chart
- Review data from SEES and Team Performance Metrics

## 3 INTERVIEW DIRECTOR & KEY SUPERVISORS

Once goals have been identified, OEDP will schedule a sit-down interview with the Division or Department Director and key supervisors. What skills has the Director identified as needs for their division or department? What are the foundational goals of their division or department? This can happen in direct communication or a specific request.

## 4 CREATE TRAINING PROPOSAL

After research and interviews, OEDP will compile a training proposal to address the goals of the division or department. The proposal will be a fillable PDF sent to the division or department director and key supervisors for feedback, priority, and approval. A follow-up meeting might be needed to address follow-up questions or concerns.

## 5 PRESENT TRAINING PLAN & MENU

Once the training proposal has been reviewed and approved by the Director, the training plan and menu will be created by OEDP to serve as the "marketing" pieces for the division or department and the timeline for training dates and deadlines.

## 6 MEASURE & REVIEW

OEDP will measure progress for division or department training participants and review deadlines, meeting expectations, and any feedback evaluations for the ASCEND program.



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The ASCEND program for OMES divisions and departments is a continuous training, development, measuring outcomes and review loop. These learning loops can occur in quarterly, biannual, or annual cycles, depending on the needs and goals of the team.



## ON-GOING:

### LINKEDIN LEARNING

OEDP will create customized eLearning tracks offered through LinkedIn learning.

## MONTH ONE:

### TECHNICAL TRAINING

Technical training can be provided by OMES vendors and could include experts in Microsoft, Peoplesoft, etc.

## MONTH TWO:

### 5 VOICES - 100X LEADER

Continued GiANT worldwide 5 Voices training

## MONTH THREE:

### PEER-TO-PEER

Can be technical or essential skills training shared between departmental or agency peers.

## MONTH FOUR:

### 5 VOICES - 100X LEADER

Continued GiANT worldwide 5 Voices training



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