	Learning Portal	Franklin Covey	VOALA Training	Readiness Self-Assessment	Readiness-Supervisor Assessment
Execution to Achieve Desired Organizational Results/Outcomes		AAP, J	✔		
Vision, Purpose, Direction, and Strategy: Strategic Thinking		AAP, J	✔		
Engaged Workforce	✔	AAP, J	✔		
Change and Innovation Cultivation		AAP, J	✔		
Decision Quality and Leading in Ambiguity and Complexity		AAP, J	✔		
Succession Planning		AAP, J			

Functional Area Leadership Competencies

	Learning Portal	Franklin Covey	VOALA Training	Readiness Self-Assessment	Readiness-Supervisor Assessment
Professional Expertise & Grant/Job Expertise			✔		
Financial Acumen	✔	AAP			
Grant Compliance – Programmatic, Financial, Audits, Closures			✔		
Excellent Relationships and Collaboration with Stakeholder (External, Internal)		AAP, J	✔		
Community Relations		AAP	✔		
Talent Management and Inclusion (Attracting, Recruiting, Onboarding, Developing, Retaining)		AAP, J	✔		
Program, Performance, and Process Improvement to Excellence		AAP, J	✔		
Position Structure and Design: Leader Span of Control			✔		
Team Leadership (e.g. Best Practices)	✔	AAP, J	✔		
Excellent Interpersonal Skills	✔	AAP, J	✔		
Public Speaking and Presentations	✔	AAP, J	✔		
Authenticity		AAP, J	✔		
Decision Making and Problem Solving		AAP, J	✔		
Change Management & Situational Adaptability		AAP, J	✔		
Systems Thinking		AAP	✔		
Trust, Influence, & Persuasion	✔	AAP, J	✔		

Foundational Leadership Competencies

	Learning Portal	Franklin Covey	VOALA Training	Readiness Self-Assessment	Readiness-Supervisor Assessment
Leadership Presence, Professional Ethics, Personal Integrity, & Courage		AAP, J	✔		
Service Excellence	✔	AAP			
EQ, Mindset, & Objectivity		AAP J	✔		
Supervisory and HR requirements (policies, time, attendance)			✔		
Effective Communication – Written and Verbal	✔	AAP, J	✔		
Employee Grievance and Complaint Management		AAP, J	✔		
Employee Development & Feedback (1:1 meetings)		AAP, J	✔		
Employee Motivation	✔	AAP, J	✔		
Performance Management	✔	AAP, J	✔		
Collaboration (Win-Win)		AAP, J	✔		
Conflict Management	✔	AAP, J	✔		
Grant Finance, Budgets, Expenses, & Procurement			✔		
Drives Results: Accountability, Responsibility, & Resourcefulness		AAP, J	✔		
Initiative and Action Oriented		AAP, J	✔		
Coaching	✔	AAP, J	✔		
Learning Agility		AAP			
Office Software Proficiency: Outlook, Excel, Word, Powerpoint	✔	AAP	✔		
Time – Priority Management	✔	AAP, J	✔		
Resilience and Wellness (Stress Management)	✔	AAP, J	✔		
Legal Issues			✔		
Meeting Effectiveness including Facilitation Ability		AAP, J			
Interviewing and hiring "right fit" candidates	✔	J			
Supervising- Managing off-site staff	✔	J			
IT and Your Program; Tech Understanding, Programmatic Required Software			✔		

AAP = Franklin Covey All Access Pass
J = Jhana
Learning Portal: A check mark indicates at least one online course on the topic is available in the VOALA Learning Portal
VOALA Training: A check mark indicates at least one course available; see second list

Readiness Scoring		
1-Area for Focus	3=Doing Well	5= Excellent

Senior Leadership Competencies	VOALA Training
• Organization Cultural Awareness	Leading at the Speed of Trust The 4 Essential Roles of Leadership
• Execution to Achieve Desired Organizational Results/Outcomes	The 4 Essential Roles of Leadership
• Vision, Purpose, Direction, and Strategy: Strategic Thinking	The 4 Essential Roles of Leadership The 6 Critical Practices for Leading a Team
• Engaged Workforce	The 4 Essential Roles of Leadership The 6 Critical Practices for Leading a Team The 7 Habits of Highly Effective People
• Change and Innovation Cultivation	The 6 Critical Practices for Leading a Team
• Decision Quality and Leading in Ambiguity and Complexity	The 4 Essential Roles of Leadership The 5 Choices to Extraordinary Productivity The 6 Critical Practices for Leading a Team The 7 Habits of Highly Effective People
• Succession Planning	

Functional Area Leadership Competencies	VOALA Training
• Professional Expertise & Grant/Job Expertise	5-Day New People Leadership Program
• Financial Acumen	
• Grant Compliance – Programmatic, Financial, Audits	5-Day New People Leadership Program Workshop (To be developed)
• Excellent Relationships and Collaboration with Stakeholder (External, Internal)	Leading at the Speed of Trust The 7 Habits of Highly Effective People
• Community Relations	Leading at the Speed of Trust The 7 Habits of Highly Effective People
• Talent Management and Inclusion (Attracting, Recruiting, Onboarding, Developing, Retaining)	The 4 Essential Roles of Leadership The 6 Critical Practices for Leading a Team 5-Day New People Leadership Program
• Program, Performance, and Process Improvement to Excellence	The 4 Essential Roles of Leadership The 5 Choices to Extraordinary Productivity The 6 Critical Practices for Leading a Team Workshop (To be developed)
• Position Structure and Design: Leader Span of Control	5-Day New People Leadership Program
• Team Leadership (e.g. Best Practices)	The 4 Essential Roles of Leadership The 6 Critical Practices for Leading a Team Leading at the Speed of Trust 5-Day New People Leadership Program
• Excellent Interpersonal Skills	The 7 Habits of Highly Effective People Leading at the Speed of Trust The 4 Essential Roles of Leadership The 6 Critical Practices for Leading a Team
• Public Speaking and Presentations	Presentation Pizzazz
• Authenticity	The 7 Habits of Highly Effective People Leading at the Speed of Trust
• Decision Making and Problem Solving	The 4 Essential Roles of Leadership The 7 Habits of Highly Effective People

Competency	VOALA Training
• Change Management & Situational Adaptability	The 6 Critical Practices for Leading a Team The 7 Habits of Highly Effective People
• Systems Thinking	The 4 Essential Roles of Leadership
• Trust, Influence, & Persuasion	Leading at the Speed of Trust The 7 Habits of Highly Effective People

Foundational Leadership Competencies

Competency	VOALA Training
• Leadership Presence, Professional Ethics, Personal Integrity, & Courage	Leading at the Speed of Trust The 7 Habits of Highly Effective People
• Service Excellence	
• EQ, Mindset, & Objectivity	The 7 Habits of Highly Effective People The 6 Critical Practices for Leading a Team 5-Day New People Leadership Program
• Supervisory and HR requirements (policies, time, attendance)	New Leaders - Mandated Policy Review and Practices 5-Day New People Leadership Program
• Effective Communication – Written and Verbal	The 7 Habits of Highly Effective People The 4 Essential Roles of Leadership The 6 Critical Practices for Leading a Team
• Employee Grievance and Complaint Management	Leading at the Speed of Trust Workshop (To be developed)
• Employee Development & Feedback (1:1 meetings)	The 6 Critical Practices for Leading a Team The 4 Essential Roles of Leadership The 7 Habits of Highly Effective People Leading at the Speed of Trust
• Employee Motivation	The 4 Essential Roles of Leadership The 6 Critical Practices for Leading a Team Leading at the Speed of Trust The 7 Habits of Highly Effective People
• Performance Management	The 4 Essential Roles of Leadership The 6 Critical Practices for Leading a Team Leading at the Speed of Trust 5-Day New People Leadership Program
• Collaboration (Win-Win)	The 7 Habits of Highly Effective People
• Conflict Management	The 7 Habits of Highly Effective People Leading at the Speed of Trust
• Grant Finance, Budgets, Expenses, & Procurement	5-Day New People Leadership Program
• Drives Results: Accountability, Responsibility, & Resourcefulness	The 4 Essential Roles of Leadership The 6 Critical Practices for Leading a Team The 7 Habits of Highly Effective People
• Initiative and Action Oriented	The 7 Habits of Highly Effective People The 5 Choices to Extraordinary Productivity The 4 Essential Roles of Leadership

- Coaching

The 4 Essential Roles of Leadership The 6 Critical Practices for Leading a Team The 7 Habits of Highly Effective People Coaching Using Feedback 5-Day New People Leadership Program

- Learning Agility
- Office Software Proficiency: Outlook, Excel, Word, Powerpoint

The 5 Choices to Extraordinary Productivity

- Time – Priority Management

The 5 Choices to Extraordinary Productivity The 7 Habits of Highly Effective People The 6 Critical Practices for Leading a Team

- Resilience and Wellness (Stress Management)

The 5 Choices to Extraordinary Productivity The 6 Critical Practices for Leading a Team The 7 Habits of Highly Effective People

- Legal Issues

New Leaders - Mandated Policy Review and Practices 5-Day New People Leadership Program

- Meeting Effectiveness including Facilitation Ability

Facilitator Training

- Interviewing and hiring "right fit" candidates
- Supervising- Managing off-site staff

- IT and Your Program; Tech Understanding, Programmatic Required Software

New Leaders - Mandated Policy Review and Practices 5-Day New People Leadership Program