**Weekly Focus**

**November 2, 2012**

**Kevin L. Miller, Executive Director**

The mission of the Ohio Rehabilitation Services Commission is to ensure individuals with disabilities achieve quality employment, independence and disability determination outcomes through integrated services, partnerships and innovation.

66th Annual Convention of the NFB

I am pleased to have the opportunity to address those gathered for the 66th Annual Convention of the National Federation of the Blind of Ohio (NFB) this afternoon. The NFB is a statewide organization of people who are blind providing peer support for one another.

More than 500,000 people in the United States are legally blind, and each year at least 50,000 more will become blind. RSC, through its Bureau of Services for the Visually Impaired (BSVI), is devoted to the mission of helping people with low vision and blindness succeed in the workforce.

NFB is a key partner with RSC in assuring those with low vision and blindness have a voice, and I am looking forward to addressing this group of individuals today to update them on recent developments at RSC including the newly implemented fee schedule.

Manager Training

 Over the past few months, RSC has been providing development to assist with the daily responsibilities of a supervisor.

Vince Lombardi, National Football Hall-of-Fame football coach, says it best. He says that “leadership rests not only upon ability, not only upon capacity – having the capacity to lead is not enough. The leader must be willing to use it. His leadership is then based on truth and character. There must be truth in the purpose and will power in the character.”

These manager training sessions are part of my commitment to invest in developing leadership of our RSC team. Most recently, supervisors have attended a program on Accountability which reviews the content of the book; *The OZ Principles, Getting Results through Individual and Organizational Accountability* by Roger Connors, Tom Smith and Craig Hickman. The program gives supervisors the opportunity to discuss the definition of accountability as well as identify how they can create an environment of accountability with their teams.

The second program, Integrity Management, is facilitated by Jim White of Performance Consulting Services. Jim covers topics such as: dealing with difficult situations, the nature and sources of conflict and understanding how individuals react to conflict. I know that supervisors have enjoyed great discussions of ways to resolve conflict in the workplace.

These sessions are meant to teach leadership skills and are meant to show that leadership is ongoing. As I say often, we are on a journey and we will never get to the finish line. Together, we are transforming the way that each of us look at our position at RSC and how we can improve ourselves so that we can help improve the lives of individuals with disabilities. I am glad to join you in embracing change and traveling on this journey with you.

If you are a manager and have not attended these training sessions, I encourage you to contact Kathy Boss and get signed up today!

Social Media

Did you know that RSC has a social media presence? (Note: since we have but only 382 “likes”, I assume that many of you did not know this!) Social media continues to grow and provides instant access to information thus giving businesses and agencies the ability to share exciting news about their services with people that were once difficult to reach by traditional methods.

Of all the benefits of recent technology, social media is easily one of the fastest growing (free) benefits today. Not so very long ago, we were limited to contacts within our neighborhood or at best, our local communities. Now, we can reach people across the state of Ohio instantly.

So this begs the question, “How does this apply to RSC? People seek us out for services.” Well…no. Remember, social media opens RSC up to a large percentage of Ohioans who may not know we exist. To explore how that can work for you, consider your current network of connections, both personal and professional. For instance, your Facebook friends include family like Aunt Sherry, high school friend Stu, and the business owner across Campus View Boulevard. These people, known as social media connections, are your core network. They interact with connections that you don’t necessarily have within your core network.

As the result of your core relationships, other relationship opportunities become available within the various social media platforms of Facebook, Twitter, LinkedIn, et al. Social media offers the ability to meet people online that RSC may never have the opportunity to meet in person. Through social media interaction, RSC cannot only develop new relationships with potential clients, but also establish relationships with businesses and potential vendors. Social media can help in developing relationships.

As RSC grows our social media presence, I hope that you will take the time at home to “friend” RSC on Facebook and follow us on Twitter (@OHRSC).

Go Vote

One of the great privileges and responsibilities we have as Americans is the right to vote. Voting is taking an active step in helping to shape the direction of our state and nation. Regardless of who you choose to vote for, I hope that you take the opportunity to vote this year. I’m Kevin Miller and I approve this message.

Area Manager Meeting

A follow up meeting was held this week to discuss steps to move forward on our meeting with Governor Kasich.

As you may remember, on September 28, Governor Kasich met with RSC Vocational Rehabilitation (VR) Field Staff to discuss ongoing efforts and how he could best be of assistance. In the meeting, Governor Kasich sought to understand the roles that we play in helping people with disabilities to become employed and what resources they need to help consumers gain employment.

Governor Kasich desires a follow-up meeting with the Field team. He would like to discuss what steps RSC has chosen to undertake to help him achieve his goal of making sure that qualified and skilled individuals, individuals who happen to have a disability, are not living in the shadows but are fully engaged in Ohio’s workforce.

RSC area managers are developing an action plan to present to Governor Kasich that will help create opportunities to take advantage of his willingness to be involved. Improving the business climate for all Ohioans - especially people who have a disability - will push forward the agenda of increasing employment opportunities in Ohio.

For more information or questions on stories in this publication please call Shirley Marchi, Community Relations Liaison, at 614. 438.1477.

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**RSC’s Facebook website:**

[**https://www.facebook.com/pages/Ohio-Rehabilitation-Services-Commission/155300754532533?sk=wall**](https://www.facebook.com/pages/Ohio-Rehabilitation-Services-Commission/155300754532533?sk=wall)

**RSC’s YouTube website:**

[**https://www.youtube.com/user/OhioRSCTV**](https://www.youtube.com/user/OhioRSCTV)

**RSC’s Twitter website:**

[**https://twitter.com/#!/OHRSC/**](https://twitter.com/#!/OHRSC/)