



## Performance Management and Development

# Spotlight for Supervisors

**August 2018**

**Strategic Performance Management** represents a top-down performance management approach as a way to align employee performance to the Governor's vision and mission. This practice also aligns employee goals and performance expectations with the respective agency's strategic priorities. A common way to illustrate this top-down approach is through the practice of strategic alignment, or cascading goals.

The resources below are available through **Learning on Demand** to assist you in exploring more on the topic of *Strategic Performance Management*.

- [Aligning Unit Goals and Imperatives](#) – course, 20 mins.
- [Keys to Performance Management](#) – video, 3 mins.
- [Managing Performance](#) – video, 3 mins.

To learn more about **Strategic Performance Management**, exempt and IT professionals can visit **Learning on Demand** by clicking on the link below.

- Go to [MyOhio.gov](#).
- Sign on with your OH|ID Workforce User ID and Password. User IDs and Passwords are case sensitive. Be sure your caps lock key is off.
- Click **My Workspace**, then select **Applications** and click **Learning on Demand**.

Please review and adhere to your agency's training and development policies, procedures and guidelines regarding the use of Learning on resources and tools.

For more information about **Performance Management and Development**, email [ePerformance@das.ohio.gov](mailto:ePerformance@das.ohio.gov) or call 614-728-8973.

## *Engaging and Developing Talent*