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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 or call 614-728-8973.