Performance Management and Development
Spotlight for Supervisors

August 2018

Performance Management and Development is a process in which supervisors and leaders are accountable for establishing and adjusting performance expectations and job goals, identifying development opportunities, giving ongoing feedback and coaching regularly, recognizing and evaluating performance results. In other words, it is a continuous practice of planning, coaching, and engaging, evaluating, and developing employee performance.

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

- Creating a Plan for Performance Management – course, 23 mins.
- The Foundation for Developing People – video, 4 mins.
- Managing Your Talent – video, 2 mins.

To learn more about *Performance Management and Development*, 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.

Engaging and Developing Talent