



Performance Management and Development Spotlight for Supervisors

December 2018

The second phase in the *Performance Management and Development Cycle* is **Engage**. During this phase, supervisors are expected to engage employees as much as possible in their performance by providing scheduled feedback at regular intervals as well as sharing “in-the-moment” feedback and recognition to ensure positive behaviors are reinforced and the right skills are acknowledged. When employees are noticed, appreciated and empowered, they are more likely to become and remain engaged, which leads to higher levels of performance.

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

- [Polishing Your Feedback Skills](#) – course, 35 mins.
- [Feedback Fatigue: Too Much of a Good Thing](#) – video, 3 mins.
- [Better Feedback](#) – video, 4 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