The last components of the Performance Management and Development Cycle are Coaching & Development. This portion is a participative development process between the employee and the supervisor with the aim of providing targeted guidance in achieving measurable improvement toward a stated goal, objective or performance issue. During this time, the employee and supervisor meet regularly to assess progress, discuss changes in expectations and/or goals, and determine if additional support is needed. It is important that supervisors begin to shift from a corrective approach to one that supports the development of employees.

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

- Coaching Techniques That Inspire Coachees to Action – course, 25 mins.
- Coaching and Mentoring are Key to Leadership Development – video, 3 mins.
- Good Coaches Ask Questions – video, 4 mins.

To learn more about Performance Management and Development, exempt and IT professionals can visit Learning on Demand by clicking 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.