



# Performance Management and Development Spotlight for Supervisors

**February 2019**

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](mailto:ePerformance@das.ohio.gov) or call 614-728-8973.

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