



## Performance Management and Development

# Spotlight for Supervisors

**July 2019**

As we begin the new fiscal year, this is a perfect time to review both for yourself and for your

employees the basics of **Performance Management and Development**. This is a dedicated 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, and recognizing and evaluating performance results. In other words, it is a continuous practice of planning, coaching, and engaging, evaluating, and developing employee performance.

PM&D Workshop Series Name	Date	Time	Location
Engaging and Supporting Performance (Engage Phase)	Aug. 14, 2019	12 to 4 p.m.	4200 Surface Road
It's that Time: Evaluating Year-End Performance (Evaluate Phase)	Aug. 21, 2019	8:30 a.m. to 12:30 p.m.	Rhodes Tower

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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.
- [Developing Talent](#) – video, 4 mins.
- [Performance Management Objectives and Benefits](#) – SkillBrief.

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.

## Engaging and Developing Talent