Performance Management and Development

September 2019

The **Performance Management and Development Cycle** is a process that illustrates the components of a complete performance year via three major phases: **Plan**, **Engage**, and **Evaluate**. During the **Plan** phase, supervisors collaborate with employees in setting their goals and expectations for the performance year. **Engage** involves providing scheduled and in-the-moment feedback to reinforce positive behavior. Finally, the **Evaluate** phase involves summarizing and delivering each employee’s annual evaluation.

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

- **Performance Management: Be Clear on the Goals** – video, 3 mins.
- **Better Feedback** – video, 4 mins.
- **The Elements of an Effective Performance Appraisal** – SkillBrief

The resources below are available through **Learning on Demand** to assist you in exploring more on the Performance Management and Development Cycle, exempt and IT professionals can visit **Learning on Demand** by clicking on the link below.

- Go to [MyOhio.gov](http://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.