Performance Engagement Community
Fall Teleconference

October 23, 2019
Meeting Agenda

Welcome & Introductions

PM&D Cycle Chat

Performance Engagement Community – New Format

Focus Area & Deliverable Roundtable

Next Steps
Vision:
Engage agency performance management practitioners in programmatic discussions and networking opportunities to enhance agency performance management culture.

Mission:
Support agencies in their practice of performance management by providing a guided forum in which practitioners can discuss key issues surrounding the culture of performance management while formulating creative solutions.
PM&D Cycle Chat
Performance Engagement Community: Moving Forward
### Performance Engagement Community Implementation Plan

<table>
<thead>
<tr>
<th>(Current Format)</th>
<th>(Revised Format)</th>
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<tr>
<td>• Held, in person, every 2-3 months</td>
<td>• The PEC will function as a remote forum</td>
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<td>• Conducted offsite on rotational basis at various locations</td>
<td>• Teleconferences (1-2 per quarter) where members can share ideas, agency</td>
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<td>perspectives and improvement opportunities</td>
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<td>• PEC Members to work within desired Focus Areas, on Deliverables, at meetings</td>
<td>• PEC All Hands Meetings (1-2 Annually) centered around PM&amp;D applicable to</td>
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<td>or on own time</td>
<td>agency needs and input</td>
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<td>• PEC Members collaborate with DAS personnel to implement new strategies, tools</td>
<td>• DAS OTM personnel will consult with Members on new strategies, ideas and best</td>
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<td>and workarounds</td>
<td>practices.</td>
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<td>• DAS will implement and deliver</td>
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Focus Area & Deliverable
Roundtable
GOALS/MEASUREMENTS

MOST ACHIEVABLE
Gather examples of more effective SMART Goals

LEAST ATTAINABLE
Establish standardized goals for high-volume classifications

COMMUNICATIONS

MOST ACHIEVABLE
Education on location of current and existing material

LEAST ATTAINABLE
Gather manager testimonials on performance management and development
ACCOUNTABILITY

MOST ACHIEVABLE
Create checklist to guide supervisors and employees in their cycle-based tasks

LEAST ATTAINABLE
Establish ePerformance Labs moderated by HR/Performance Management & Development SME, ensuring evaluation criteria has been completed

Establish a follow-up schedule (e.g., targeted communications; checkpoints during cycle)

COACHING

MOST ACHIEVABLE
Praise supervisors who do performance management well (e.g., use them as supervisory SMEs; use them as source for testimonials)

LEAST ATTAINABLE
Praise supervisors who do performance management well (e.g., use them as supervisory SMEs; use them as source for testimonials)
• What are some tools, processes, or content that can be created and/or modified to assist supervisors, HR, etc.?

• How would you like OTM to deliver this information?
  – Headlined on Toolkit? Performance Management page?
  – HR Newsletters?

• How is your agency marketing the Performance Management & Development Workshop Series?
  – Does the current strategy work?
  – What can OTM do to enhance this process?
Next Steps

• Meeting Recap

• Next Teleconference

• 1\textsuperscript{st} All Hands Meeting

• Phone Lines: OPEN
Roadmap for Managing and Developing Performance: FY20 Training Plan

1. The Starting Point: Planning, Exploring Expectations, Goals, and Competencies

2. Engaging and Supporting Performance

3. It’s that Time: Evaluating Year-end Performance

4. Coaching Employees Toward Development
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