



Performance Management and Development

Spotlight for Supervisors

November 2019

The last component of the *Performance Management and Development Cycle* is **Coaching and Development**.

Coaching 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 a coaching conversation, 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.

PM&D Workshop Series Name	Date	Time	Location
Coaching Employees Toward Development	1/15/2020	12 P.M. to 4 P.M	GSD, Beech/Banyan
The Starting Point: Planning, Exploring Expectations, Goals and Competencies	1/22/2020	8:30 A.M to 12:30 P.M	Rhodes Tower, 231
It's That Time: Evaluating Year-End Performance	1/29/2020	8:30 A.M to 12:30 P.M	Rhodes Tower, 231

ENROLL NOW via [myOhio](#) > [MYWORKSPACE](#) > [myLearning](#)

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.

Engaging and Developing Talent