Performance Engagement Community
Summer Meeting
August 20, 2020
Meeting Tools

- Show device settings
- Show meeting notes
- Show meeting details
- Enter full screen
- Show background effects
- Keypad
- Start recording
- Turn off incoming video

Meeting Time Log
Show/ Mute Audio
Additional Options (Ellipsis)
Chat
End Call

Show/ Mute Video
Share Screen
Raise Hand
View/ Manage Participants

Evaluate
Plan
Engage
Chat Tools

Text Editing

Emojis

Stickers

Messaging Extensions

Attach

Gifs

Stream

Send
Meeting Agenda

Welcome & Introductions

PM&D Cycle Timing

Competency News & Updates

HCM 9.2 Upgrade

Next Steps – Future Plans
PM&D Cycle Timing

• Fiscal Year Cycle
  – 2020 Concluding
  – Planning for 2021

• October Cycle
  – Approaching Evaluation Period
Statewide Competency

- Work began last April

Displaying and developing understanding of individual differences and viewpoints and the impact of each on the workplace and how we serve others.
Statewide Competency

**Individual**
Demonstrates principles of diversity and inclusion when serving internal or external customers.

**Supervisor**
Models principles of diversity and inclusion when interacting with employees, customers, and other work teams.

**Manager**
Creates departmental goals to ensure full support of the objectives of the work unit's diversity and inclusion practices.

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**Your Role in Workplace Diversity**

- **Status**: Recommend 🌟 (9)
- **Details**
- **Launch**
- **More Actions ▼

**Exploring Personal Biases & Diversity**
Statewide Competency

ePerformance

CONSISTENCY
Competency Assessments

• Employee and Supervisor Templates

• Updated Rating Scale

• New Features
  – Drop-Downs
  – Average Calculation
Competency Resources

- Behavioral Anchors
- Competency Development Guide
- Competency Development Worksheet

Competencies

Competency Clusters  **UPDATED**

List of Competencies and Descriptions  **UPDATED**

Position Competency Mapping  [das.ohio.gov/performance](das.ohio.gov/performance)

Position Competencies FAQ

Competency Behavioral Anchors  **UPDATED**  [das.ohio.gov/ePerftoolkit](das.ohio.gov/ePerftoolkit)

Competency Development Guide  **UPDATED**

Competency Development Worksheet  **NEW**

The Competency Assessment Tools are organized by cluster below.

**UPDATED June 2020**
HCM 9.2 Upgrade

**New Features**

<table>
<thead>
<tr>
<th>Competency Ratings</th>
<th>Goal and Overall Ratings</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Exceeds</strong></td>
<td>Achieved More Than Expected Results</td>
</tr>
<tr>
<td><strong>Meets</strong></td>
<td>Fully Achieved Expected Results</td>
</tr>
<tr>
<td><strong>Does Not Meet</strong></td>
<td>Did Not Achieve Expected Results</td>
</tr>
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Next Steps

• Meeting Recap

• All Hands Meeting – Future Plans

• Workshop Series Training
Roadmap for Managing and Developing Performance: FY21 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
Roadmap for Managing and Developing Performance: FY21 Training Plan

1. 10/21/20, 12:00pm
2. 11/18/20, 8:30am
3. 10/28/20, 12:00pm
4. 10/7/20, 8:30am

Plan
Engage
Evaluate

Develop
Coach
Coach
Evaluate
Plan
Engage
Email
ePerformance@das.ohio.gov