

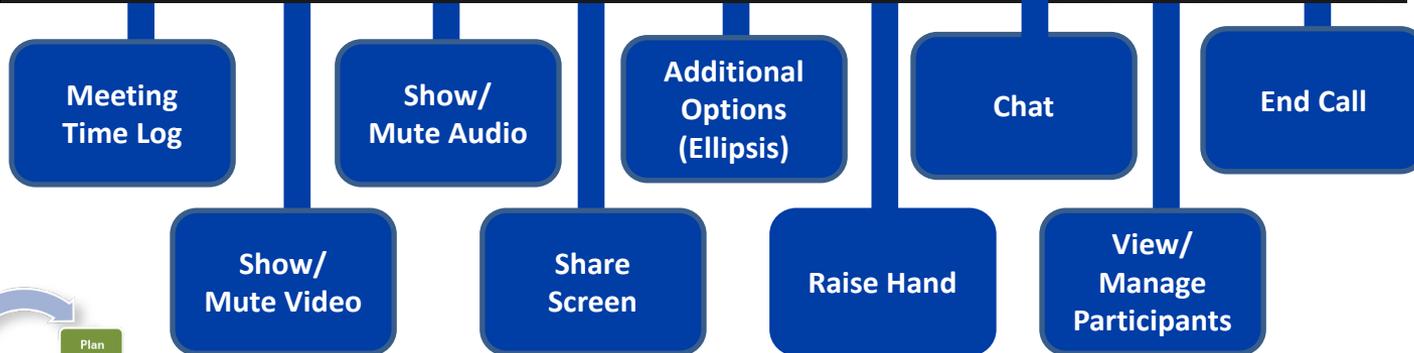
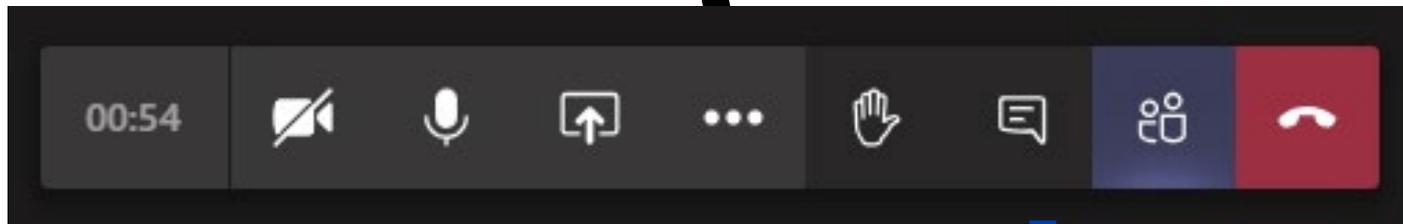
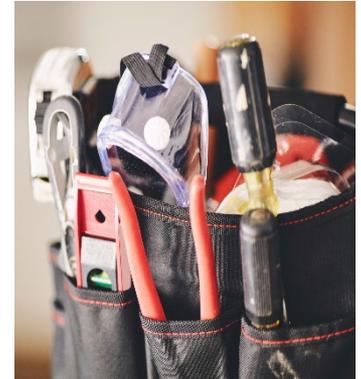


# **Performance Engagement Community Summer Meeting**

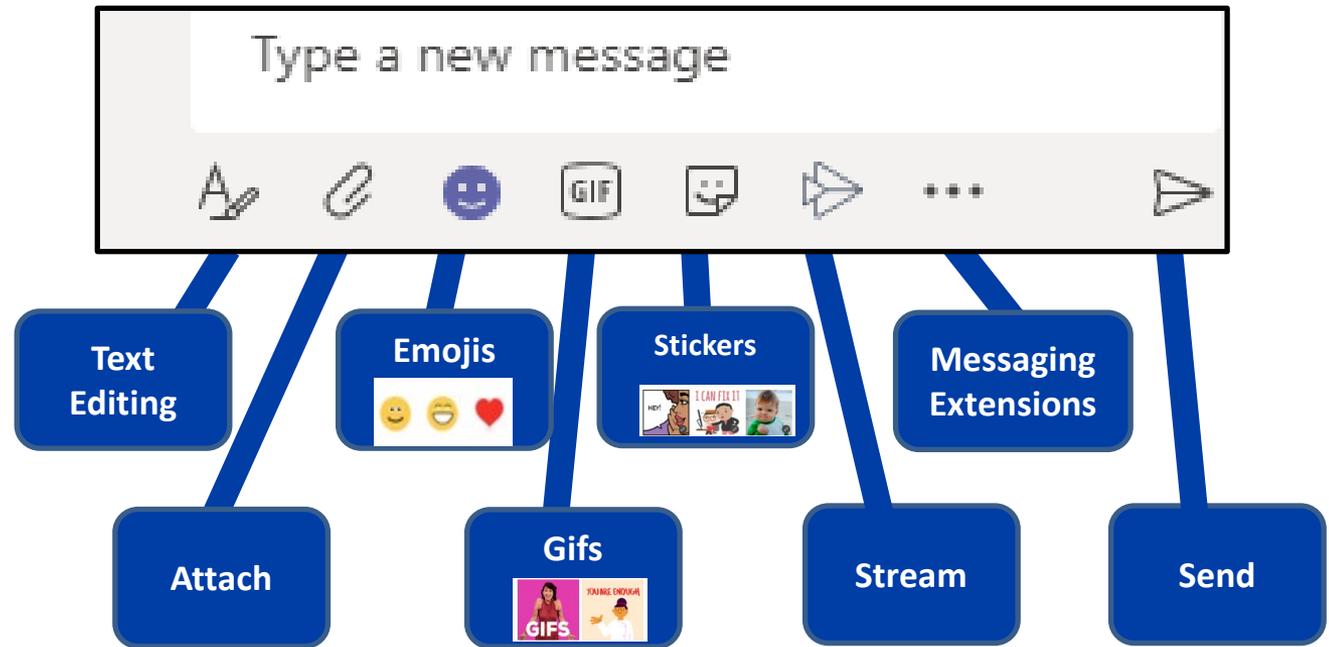
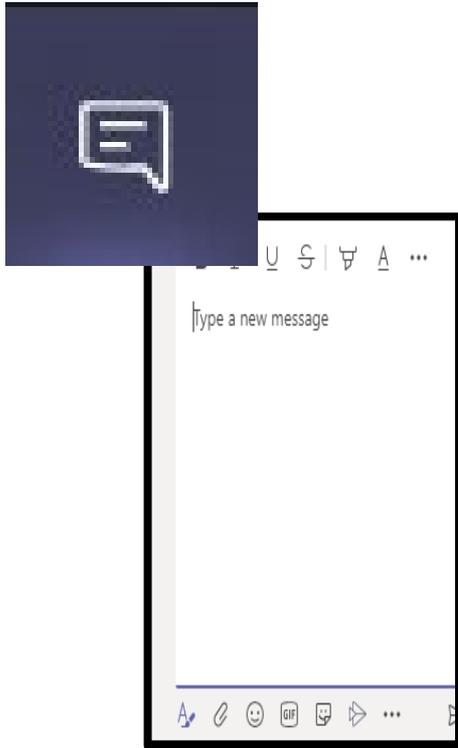
**August 20, 2020**

# Meeting Tools

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



# Chat Tools



# Meeting Agenda

**Welcome & Introductions**

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**PM&D Cycle Timing**

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**Competency News & Updates**

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**HCM 9.2 Upgrade**

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**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

Learning Demand  
Ohio's e-Learning Resource

My Learning Plan **The Learning Library** Learn & Share It

Search Content

Content Language: English (All) My Profile

Content Language: English (All) You are browsing all of the English (All) language content in the library. To access content in another language, you will need to change the content language.

Skillsoft Library	Skill Building Fundamentals	Professional Development
Business Skills	Well-being	Tips For the Virtual Team Member
Compliance	Certification	Basic Customer Service
Productivity & Collaboration Tools	Collections	An Insight into Emotional Intelligence
Engineering	Skillsoft Aspire	Are You an Innovative Thinker?
Government	Business Continuity	Exploring Diversity in the Workplace
	Developing Employee	Tips for Effective Customer Service
	Improving Microsoft	Working with Virtual Teams
		Developing and Maintaining Workplace Relationships
		Emerging Leaders: The Beginning of Your Leadership Journey
		Executive Leadership Program
		Lean Six Sigma Green Belt
		If You are Human, You are Biased
		Coaching from Any Level
		Skills for Managing and Developing Performance
		Information Technology Resources
		Exploring Personal Biases & Diversity

**Your Role in Workplace Diversity**

Status Recommend (9)

[Details](#) [Launch](#) [More Actions](#)



# Statewide Competency

ePerformance



# Competency Assessments

- Employee and Supervisor Templates
- Updated Rating Scale
- New Features
  - Drop-Downs
  - Average Calculation



# Competency Resources

- Be

Competencies

Competency Clusters *UPDATED*

- Co

List of Competencies and Descriptions *UPDATED*

Position Competency Mapping

[das.ohio.gov/performance](https://das.ohio.gov/performance)

Position Competencies FAQ

- Co

Competency Behavioral Anchors *UPDATED*

[das.ohio.gov/ePerftoolkit](https://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

## Goal and Overall Ratings

**Exceeds**      Achieved More Than Expected Results

**Meets**      Fully Achieved Expected Results

**Does Not Meet**      Did Not Achieve Expected Results



# 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

Plan

2

Engaging and Supporting Performance

Engage

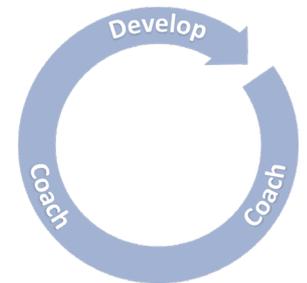
3

It's that Time: Evaluating Year-end Performance

Evaluate

4

Coaching Employees Toward Development



# Roadmap for Managing and Developing Performance: FY21 Training Plan

**1**

10/21/20, 12:00pm

Plan

**2**

11/18/20, 8:30am

Engage

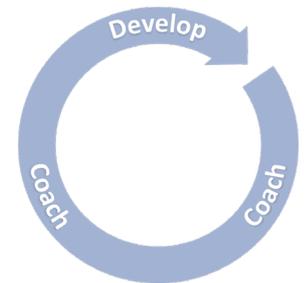
**3**

10/28/20, 12:00pm

Evaluate

**4**

10/7/20, 8:30am







## Contact Information

Email

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