



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
Washington, DC 20415

Employee Services

Friday, October 6, 2017

MEMORANDUM FOR: HUMAN RESOURCES DIRECTORS

FROM: MARK D. REINHOLD
ASSOCIATE DIRECTOR, EMPLOYEE SERVICES

Subject: OPM's Web-based Training Course, "Performance Management Plus—Engaging for Success"

I am pleased to announce the release of the newly-developed, web-based training course entitled, *Performance Management Plus—Engaging for Success*. The U.S. Office of Personnel Management (OPM) developed this course to support agencies in maximizing employee performance, an area of focus of the U.S. Office of Management and Budget, *Comprehensive Plan for Reforming the Federal Government and Reducing the Federal Civilian Workforce*, issued on April 12, 2017.

This one-hour, interactive course helps employees, human resources (HR) practitioners, supervisors, managers, and executives understand and apply Performance Management Plus (PM+) with an emphasis on engaging employees to enable their excellence in performance. Specifically, PM+ conveys the importance of focusing on employees rather than just the completion of a few performance management activities – it is the people and the process. By taking this approach, agencies will empower high employee performance where the "Plus" in PM+ prioritizes the establishment and reinforcement of solid, positive supervisor-employee relationships – leading to mutual trust and providing a key to unlocking individual and organizational success. PM+ reminds us that the success of performance management critically depends upon continuous and meaningful interactions between supervisors and employees, informed by real-time data, with an emphasis on employees' strengths and developmental needs, all aligned to the success of the organization.

The course is available at no cost on HR University. Agencies may also upload the course to their Learning Management Systems. If you have questions or would like additional information about the course, please contact Executive Resources and Performance Management at Performance-Management@opm.gov or (202) 606-2720.

cc: Chief Human Capital Officers, Chief Learning Officers, Council of the Inspectors General on Integrity and Efficiency, and the Small Agency Council