AUG 2014

Policy
- 8/28 - The Performance Management (PM) Policy was approved by the State Human Resources Commission (SHRC).

Training
- 8/12 and 8/13 - Training on the PM technology, Cornerstone OnDemand (CSOD), was conducted with PM Project Team members from the Talent Management Division within the Office of State Human Resources (OSHR), as well as PM Administrators and Back-up Administrators, representing six agencies.

SEPT 2014

Communication
- Mid-SEPT – Agency executives will receive a communication packet via e-mail from the PM Project Team regarding the PM Project.
- Mid-SEPT – Agency Human Resources Directors (HRDs), PM Coordinators, and PM Administrators will receive a communication packet via e-mail from the PM Project Team regarding the PM Project. This packet will be the same as the one agency executives will receive.

Technology
- Mid-SEPT – User acceptance testing (UAT) will begin with the three pilot agencies: Information Technology Services (ITS), Office of the Commissioner of Banks (OCOB), and Office of State Human Resources (OSHR).

Change Management
- Phase I - Agencies (with a **January** date) go live with the CSOD PM technology; will increase their change management efforts related to PM.

OCT 2014

Change Management
- Phase I - Agencies will continue their change management efforts related to PM.
- Phase II - Agencies (with a **February** date) go live with the CSOD PM technology; will increase their change management efforts related to PM.

Communication and Training
- PM communications video will launch statewide.
- Phase I - Agencies will increase their communication and training efforts related to PM.

NOV 2014

Change Management
- Phase I and Phase II - Agencies will continue their change management efforts related to PM.
- Phase III - Agencies (with a **March** date) go live with the CSOD PM technology; will increase their change management efforts related to PM.

Communication and Training
- Phase I - Agencies will continue their communication and training efforts related to PM.
- Phase II - Agencies will increase their communication and training efforts related to PM.

DEC 2014

Change Management
- All agencies will continue their change management efforts related to PM.

Communication and Training
- Phase I and Phase II - Agencies will continue their communication and training efforts related to PM.
- Phase III - Agencies will increase their communication and training efforts related to PM.

JAN 2015

Change Management
- Phase II and Phase III - Agencies will continue their change management efforts related to PM.

Communication and Training
- Phase II and Phase III - Agencies will continue their communication and training efforts related to PM.

Technology Rollout
- The following agencies in Phase I will go live with the CSOD PM technology:
  - o DENR
  - o DOT

FEB 2015

Change Management
- Phase III - Agencies will continue their change management efforts related to PM.

Communication and Training
- Phase III - Agencies will continue their communication and training efforts related to PM.

Technology Rollout
- The following agencies in Phase II will go live with the CSOD PM technology:
  - o AGR
  - o DOI
  - o DOL
  - o DST
  - o WRC

MAR 2015

Technology Rollout
- The following agencies in Phase III will go live with the CSOD PM technology:
  - o AOC
  - o COMMERCE
  - o COMMUNITY COLLEGES
  - o CULTURAL RESOURCES
  - o DHHS
  - o DOA
  - o DOJ
  - o DOR
  - o DPI
  - o DPS
  - o OAH
  - o OSA
  - o OSBM
  - o OSC
  - o SOS