



Ryan Pedon 2020

PERFORMANCE GOALS

Performance goal #1

Do everything I can to ensure that [REDACTED] have the greatest year of their lives on the court, in the community, and in the classroom. It is important to our staff that our players leave our program with a feeling of growth and investment in something bigger than themselves.

- Coaching notes
- Year-end supervisor comments

Performance goal #2

Help to finish off our 2021 recruiting class with a bang. It is important that we take advantage of our two early commitments in this class and add to this class with talented player(s) that best fit the growth of our program.

- Coaching notes
- Year-end supervisor comments

Performance goal #3

Make concerted efforts to build strong relationships with all of our players, especially our new ones.

This has been such an unusual spring/summer, and has potential to become a very non-traditional fall as well. We will be integrating 5 new players into our program, re-integrating [REDACTED], and welcoming [REDACTED]. The trust, connection, and relationships that we are able to build will be crucial.

- Coaching notes
- Year-end supervisor comments

Performance goal #4

Help to build a strong foundation of leadership within of our program. We have a large junior class, and their ability to grasp our values and lead by example will become increasingly important in the months ahead.

- Coaching notes
- Year-end supervisor comments

PROFESSIONAL DEVELOPMENT GOALS

Professional development goal #1

Push myself more than ever before to learn/grow/evolve as a coach, leader, and communicator

- Coaching notes
- Year-end supervisor comments

EMPLOYEE SELF REVIEW

- Accomplishments:
 - Helped our players grow/develop on and off the court
 - Helped our offense to significantly improve from the 2018-19 season
 - Assisted with recruiting efforts in the 2020, 2021, 2022, and 2023 classes

- Strengths:
 - Versatility
 - Work ethic

- Opportunities for improvement:
 - Building more relationships outside of our men's basketball office
 - This includes people on campus and in our community
 - Slow Down
 - I have a real tendency to become hyper-focused on the task at hand, too much at times. This can impact my connections with those around me and in my life. At the end of the day, I believe relationships are everything. My actions should better reflect my beliefs in this area.
 - Commit to a more healthy lifestyle during the season
 - Consistent exercise
 - Commitment to sleep
 - Continued improvement in the area of time management
 - I recognize the need for me to be even more disciplined with my time

- Opportunities for developments:
 - Go visit with other coaches/coaching staffs
 - Find 2-3 programs that I want to learn from and go observe them
 - Would be good for me to see others practice

COMPETENCIES

I feel that I have a knowledge and understanding of what my job requires at the highest level of college basketball

Manager Comments :

Employee Comments :

Overall Rating : No competency rating has been selected.

Employee Rating : Performance Meets Expectations

I believe in the quality of work I have completed. I continue to push myself with my organization in order to be as productive as I can.

Manager Comments :

Employee Comments :

Overall Rating : No competency rating has been selected.

Employee Rating : Performance Meets Expectations

I feel that I am an effective communicator, but recognize the importance of continuing to improve in this area.

Manager Comments :

Employee Comments :

Overall Rating : No competency rating has been selected.

Employee Rating : Performance Meets Expectations

Being a part of a team is one of the things I love most about coaching. I feel like I have been a good teammate, and recognize my desire to continue to evolve in this area. Moving forward, I would like my positive approach, appreciation for others, and encouragement of those around me to emerge even more.

Manager Comments :

Employee Comments :

Overall Rating : No competency rating has been selected.

Employee Rating : Performance Meets Expectations

I believe I have conducted myself in a way that positively represents my family, my boss, and our university.

Manager Comments :

Employee Comments :

Overall Rating : No competency rating has been selected.

Employee Rating : Performance Meets Expectations

I am always looking to improve my leadership skills. I believe that I have been effective, but always want to challenge myself to grow in this area. I

recognize that our world is constantly changing, and our methods of leadership should always continue to evolve.

Manager Comments :

Employee Comments :

Overall Rating : No competency rating has been selected.

Employee Rating : Performance Meets Expectations

I feel like I have managed the areas that I am directly responsible for to the best of my abilities

Manager Comments :

Employee Comments :

Overall Rating : No competency rating has been selected.

Employee Rating : Performance Meets Expectations

I think we have a tremendous academic staff that has been a big part of our program's academic success. I am very supportive of their efforts and am very connected with the academic situations of the players in my skill group. I feel good about the success we have had and our entire staff's commitment to our players' academic growth.

Manager Comments :

Employee Comments :

Overall Rating : No competency rating has been selected.

Employee Rating : Performance Meets Expectations

I feel good about the competitive success of our program. We have worked our way into a position where I believe we can compete with (and beat) any team in the country.

Manager Comments :

Employee Comments :

Overall Rating : No competency rating has been selected.

Employee Rating : Performance Meets Expectations

Our staff is committed to a culture of compliance at the highest level. I am thankful to work for a boss that does not play around with this, and that means a lot to me. We do things the right way, and will always be very committed to our values.

Manager Comments :

Employee Comments :

Overall Rating : No competency rating has been selected.

Employee Rating : Performance Meets Expectations

We are very strongly committed to the welfare of our student athletes. We pride ourselves on the holistic development of our student-athletes and support their growth in all areas.

Manager Comments :

Employee Comments :

Overall Rating : No competency rating has been selected.

Employee Rating : Performance Meets Expectations

Honestly, I do not have much involvement in the area of budgets in our program.

Manager Comments :

Employee Comments :

Overall Rating : No competency rating has been selected.

Employee Rating : Performance Meets Expectations

As coaches, we are all involved with donor relations to some extent. I believe our staff's participation and willingness to assist in this area has been effective.

Manager Comments :

Employee Comments :

Overall Rating : No competency rating has been selected.

YEAR END SUPERVISOR COMMENTS

Ryan continues to do good work for our program. He is complete in his efforts as a coach and recruiter. He is very gifted in both areas. We look forward to Ryan's continued excellent contributions to Ohio State Basketball.

YEAR END PERFORMANCE RATING

Performance Exceeds Expectations

YEAR END EMPLOYEE COMMENTS

Year-end employee comments have not been entered.

ELECTRONIC SIGNATURES

Manager name : Christopher Holtmann
Employee name : Ryan Pedon
Manager signature & date : Chris Holtmann Jul 20 2020 2:21PM
Employee signature & date : Ryan Pedon Jul 16 2020 12:48PM