



Michael Netti 2020

PERFORMANCE GOALS

PROFESSIONAL DEVELOPMENT GOALS

EMPLOYEE SELF REVIEW

- **Accomplishments:**

Our 2019-2020 Buckeyes helped continue Ohio State's rich tradition with several impressive accomplishments. Overall our coaching staff was extremely proud of the development of our veterans, the growth of younger classes and the efforts of the program during an eliminated post season and national pandemic. We won 21 games and beat 4 Conference Champions, were the only team in the nation to go 4-0 vs Top 10 opponents. We excelled in the non conference beating Villanova, North Carolina, and Kentucky all in impressive performances. We ended the season playing arguably our best basketball and preparing for an NCAA Tournament run. Our 9-3 record to end B1G play was outstanding. No B1G team had a better record over the final 12 games. We swept Michigan for the 1st time since 2010-2011 season with two extremely emotional games. Our national ranking reached as high as #2 in the country and we finished ranked #19 with a chance to improve that going into March.

- **Strengths:**

The strength of this team was in our leadership and toughness. We upheld our team values all season of being a great teammate, playing with an edge, dominating effort plays, and setting the rules. The competitiveness began at the top with Coach Holtmann and it continued to the players and managers during a very unique season. Our coaching staff had a set blueprint at the start of the year and we used the strengths of coaches, players, and staff to formulate our vision. The dedication, sacrifice, communication, trust, and toughness that lays inside our program was a joy to watch. We had strengths in the classroom with a successful 2020 academic year that lasted from a normal Aug

to a May of online learning. We proved our strength is in our execution as we finished top 20 in both Offensive and Defensive efficiency - only 5 other teams in the nation were in both categories. Our ability to continue to recruit players committed to play for The Ohio State University and the name on the front of the jersey is at the head of all our recruiting decisions and this is a strength of our program. We embody the values of this University from players, coaches and staff and we are thankful for the opportunity to use our strengths to be successful.

- **Opportunities for improvement:**

Each year I self-assess and reflect on our teams execution and my personal execution. We have an established culture of growth and our commitment to consistently learn is evident. At the conclusion of this season I looked at the 3 things we look at every year in our offseason. Things we did well, things we must improve and things we can change are the studied and reflected on immediately. Those answers will lead you to improvement moving forward and allow your players and staff to continue to adapt and change for future success. Throughout the year I was able to attend NBA training camps, watch practices and games online that helped our strategic approach, read and listened to podcasts, and meet with other head coaches, assistant coaches, and NBA personnel to build our IQ. And then I used the COVID quarantine to discuss, learn, and grow even more. I had multiple meetings to improve my knowledge on leadership, racial injustice, and obviously hoops. During this time I was extremely intentional about growing and I'm honestly more excited that I was able to grow as a person 1st, a father and husband 2nd, and a coach 3rd over the last 3 months.

- **Opportunities for developments:**

I think working in college athletics you have a major responsibility as a leader. You are a living example for your players. When we ask them to be at their very best and improve every day, they must see us doing the exact same. So each year I try to use certain months of the season and off season to develop as a coach. The Off-Season studies are much different than our In-season studies. During the off-season we are studying what may enhance our leadership, the well-being of our student athletes, our style of play, and our relationships with our players. The In-season developments are all in house. We are listening to how teams and coaches are maintaining health, making tactical adjustments and making sure we are playing to our teams strengths. Consistently studying the game with calls to coaches, with vidoes and game clips, and analyzing professional teams all allow us to continue making strategic decisions for our team. These opportunities to develop are needed and the growth is daily in our office.

COMPETENCIES

Job Knowledge

Manager Comments :

Employee Comments :

Overall Rating : No competency rating has been selected.

Employee Rating : No competency rating has been selected.

Productivity & Quality of Work

Manager Comments :

Employee Comments :

Overall Rating : No competency rating has been selected.

Employee Rating : No competency rating has been selected.

Communication

Manager Comments :

Employee Comments :

Overall Rating : No competency rating has been selected.

Employee Rating : No competency rating has been selected.

Teamwork

Manager Comments :

Employee Comments :

Overall Rating : No competency rating has been selected.

Employee Rating : No competency rating has been selected.

Personal Conduct & Accountability

Manager Comments :

Employee Comments :

Overall Rating : No competency rating has been selected.

Employee Rating : No competency rating has been selected.

Leadership

Manager Comments :

Employee Comments :

Overall Rating : No competency rating has been selected.

Employee Rating : No competency rating has been selected.

Management (if applicable)

Manager Comments :

Employee Comments :

Overall Rating : No competency rating has been selected.

Employee Rating : No competency rating has been selected.

Academic Success of Program (Coaches Only)

Manager Comments :

Employee Comments :

Overall Rating : No competency rating has been selected.

Employee Rating : No competency rating has been selected.

Competitive Success of Program (Coaches Only)

Manager Comments :

Employee Comments :

Overall Rating : No competency rating has been selected.

Employee Rating : No competency rating has been selected.

Commitment to Compliance (Coaches Only)

Manager Comments :

Employee Comments :

Overall Rating : No competency rating has been selected.

Employee Rating : No competency rating has been selected.

Student-Athlete Welfare (Coaches Only)

Manager Comments :

Employee Comments :

Overall Rating : No competency rating has been selected.

Employee Rating : No competency rating has been selected.

Budget Management (Coaches Only)

Manager Comments :

Employee Comments :

Overall Rating : No competency rating has been selected.

Employee Rating : No competency rating has been selected.

Public Relations/Donor Relations (Coaches Only)

Manager Comments :

Employee Comments :

Overall Rating : No competency rating has been selected.

Employee Rating : No competency rating has been selected.

YEAR END SUPERVISOR COMMENTS

Mike had another really good year on our staff. He brings great insight on the coaching side of things and his ability to evaluate recruits thru film and bring his perspective is really valuable. I lean on Mike to help me think thru large program wide ideas and thoughts and his connections, curiosity and experience continues to be a great asset.

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 : Michael Netti
Manager signature & date : Chris Holtmann Jul 15 2020 11:52AM
Employee signature & date : Mike Netti Jul 20 2020 1:09PM

The Ohio State University - Performance Management document