DRIVING A PEOPLE FIRST CULTURE

EFFECTIVENESS

A Learner Satisfaction

4.25 / 5

B Relevance to Job

4.5 / 5

C Commitment to Apply

4.9 / 5

D Participants Trained

82%

APPLICATION

CULTURE ASSESSMENT

ENGAGE

3.4 / 5

- Be passionate and inspire
- Be approachable
- Do the right thing

DEVELOP

2.5 / 5

- Seek opportunities
- Drive change
- Connect

CONNECT

4 / 5

- Take care of each other and customers
- Embrace our purpose

LEADERSHIP BEHAVIORS

EMPOWERMENT

4.25 / 5	PRE
4.5 / 5	POST

BUILDS COLLABORATIVE RELATIONSHIPS

2.5 / 5	PRE
3 / 5	POST

COACHES AND DEVELOPS

3.5 / 5	PRE
3.75 / 5	POST

ACCOUNTABILITY

2.75 / 5	PRE
4 / 5	POST

PERFORMANCE DRIVEN

3 / 5	PRE
4.5 / 5	POST

PEOPLE FIRST IMPACT

A Succession Planning

Key Seat

Vacancy Rate 10% (+2%)

Key Seat Readiness

Developed:	7
Potential:	28
Initiated:	148

Fill Rate

Internal:	70%
External:	30%

B High Potential Development

Identified:	37 (+4)
In Program:	120
Promotions:	3
Completion Rate:	65%

C Performance MGT:

Exceeds	17%	Promotions: 51
Meets	51%	
Developing	20%	Actions: 78
Below	14%	

Training Hits the Mark

Successfully Transferred On the Job

Leading a People First Culture

Driving Results Through People

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