

**“WE WON’T STOP
UNTIL HEALTHCARE
IS BETTER FOR ALL”**



**HR ALL HANDS
SHOWCASE**

**READY NOW
GROW IN ROLE**

APRIL 21, 2022

WORKFORCE OF THE FUTURE

Our workforce is trending toward one of employee voice and choice for growth and development, fluidity in workstyles, and career experiences that align with each individual's purpose. This trend requires intentional vision, focus, and action in support of becoming a workforce of the future.

At Blue Cross North Carolina, we are ready to engage. That's why our company launched a talent process, Ready Now Grow in Role, to understand every person's aspiration for mobility and development and to promote an environment of trust and engagement. Ready Now Grow in Role's success is dependent upon our Fearless Leadership principles of meaningful conversations, perspective taking, and growth mind-set.

By combining the Ready Now Grow in Role process with other organizational strategies, we are positioning ourselves with an engaged workforce ready to take on current and future demands of Blue Cross North Carolina.

To learn more about Ready Now Grow in Role, check out the process for leaders and employees and important dates to remember.

READY NOW GROW IN ROLE PROCESS

- Open Q2 Performance Discussion Task in Workday
- Answer Ready Now- Grow in Role question
- Add comments as necessary
- Submit Task
- Leader answers same question for each team member
- Add comments as necessary
- Leader circles back with each team member to hear and share perspectives on chosen responses

Ready Now Grow In Role Important Dates to Remember:

June 20

Task is launched in Workday

June 20 - August 12

- Employee answers questions
- Leader answers questions
- Employee and leader share perspectives through meaningful conversations

August 12

Workday task closes

