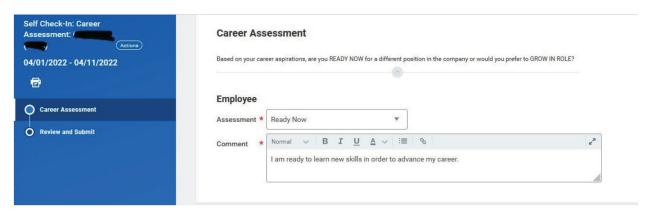
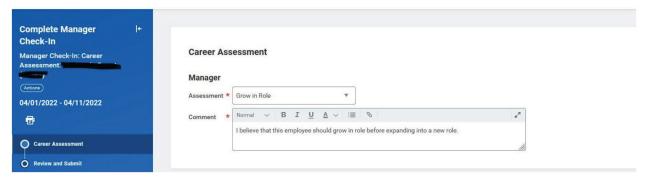
READY NOW GROW IN ROLE PROCESS



Step 1: Answer Ready Now- Grow In Role question in Workday (Q2 performance task)



Step 2: Leaders answer Ready Now- Grow In Role question in Workday (Q2 performance task) for each employee



- Step 3: Leaders circle back with employees to share and hear perspectives on choice then submit task.
- Step 4: Leaders receive Ready Now- Grow In Role Summary Report

First Name	Job Family	Employee Assessment	Employee Comment	Manager Assessment	Manager Comment	Aligned during review?	Manager Assessment During Calibration
Lisa	Operations					◆No	Ready now
DeRhonda	Operations	Ready Now	I am transition into a new career path	Grow in Role	I believe that this employee should grow in role before expanding into a new role.	♠No	Ready now
Shaun	Operations					●No	Ready now
Melissa	Operations	Grow in Role	TESTING	Grow in Role	TEST	Yes	Ready now
Gerald	Risk Management					♦No	Ready now
Diana	Operations	Ready Now	I am ready			◆No	Grow in role
Tina	Operations					♦No	Grow in role
Yvette	Operations					♦No	Grow in role

Step 5: Talent acquisition receives Ready Now report to begin reaching out to employees to ascertain interests and skillsets. Note: Communications will only go to those who along with their leader selected Ready Now in the Workday performance task.