

DRIVE YOUR DEVELOPMENT LEADER OVERVIEW

DRIVE Your Development is our new initiative that encourages employees to take charge of their career development by completing their **self-assessment** and **development items** in Workday.

With this initiative, we aim to provide our team with the tools and resources to identify skill gaps, set goals, and unlock their full potential in alignment with the new skills and capabilities model.



What is DRIVE Your Development?

- DRIVE Your Development is our new development program aimed at empowering employees to take charge of their professional growth by assessing their skills and creating a development plan based on aligned upon skills and capabilities.

Will this program be used for performance management purposes?

- No, this program is specific designed to aid employees with their professional development.

What is the role of the employee?

- Complete the self assessment in Workday beginning on July 17th and rate themselves on their proficiency level for each capability/skill. Based on their rating, create a develop plan based on the results.
- Employees should also talk with their leader about their development plans and career aspirations.

What is the role of the leader?

- Review your employee's assessment in Workday (*it will be automatically share with you, once your employee completes their self assessment*). Provide feedback and support your employees in their development journey.

Is this for all employees?

- This does not apply to Drivers, Monitors and Mechanics at this time.

What resources are available?

- **For Leaders:** Check out the new [Leadership Tools microsite](#) for resources to support your development conversations.
- **For Everyone:** Check out the [new e-learning pathways](#) in BeaconU/Udemy with learning content specific to the Skills and Capability Model.

What are the key dates:

- Employee Self-Assessment and Development Plans: complete by **July 31st**
- Manager Assessment and Employee Conversations: completed by **September 6th**

How long does the assessment and development plan take to complete?

- Less than 10 minutes.

Who do I contact for questions?

- Reach out to the Talent Team at BeaconU@gobeacon.com.