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| Dissatisfaction   | <p><b>Individually:</b><br/>Write down your area of improvement (from the strengths analysis matrix) in terms of your dissatisfaction. Why are you unhappy with your current ability?</p> | <p><i>Interpret global business context: It has happened in the past that we have missed significant changes in the market that have influenced how we make our products, costing us in vendor changes and lost market share. I want us to be continually on top of those potential problems from the external environment.</i></p>   |
| Vision  | <p>Rewrite your so that statement. This statement serves as your vision: "What will I achieve if I improve in this area?"</p>   | <p><b>So That:</b><br/><i>I can understand what other factors (besides milk vendors) are going to affect our production as the economy changes.</i></p>   |
| <p>Identify the first steps you will take in each of the three development areas based on the ideas you got or the suggestions in the appendix. (Be sure to identify a deadline for these actions.)</p> |   |   |
| First Steps   | <p><b>On-the-Job</b><br/>(projects, special assignments, work mentors, etc.)</p>  | <ul style="list-style-type: none"> <li>-Meet with my manager to get traction on significant trends (June 10, identify two or three major trends/implications/actions for addressing).</li> <li>-Get more face-to-face contact with the customer and their concerns (July 1, 2 visits to work in our stores and talk to customers).</li> <li>-Meet more often with the stats team on the status of our vendors (June 11—first meeting; schedule higher frequency meetings).</li> </ul> |
|   | <p><b>Education</b><br/>(internal training, external training, professional certifications, reading, etc.)</p>  | <ul style="list-style-type: none"> <li>-Read "HR Transformation" to understand better the outward role of HR (finish by July 15).</li> <li>-Sign up for an HR journal to stay abreast of advances in HR practices (by June 1).</li> <li>-Sign up for a food journal to know trends affecting our industry (by June 1).</li> </ul>   |
|   | <p><b>Life Experience</b><br/>(volunteer experiences, community leadership positions, etc.)</p>   | <ul style="list-style-type: none"> <li>-Be more observant when I am the "customer" at home. How can those experiences help me in my work? (Consciously thinks as a customer once a week—take 30 minutes at work to contemplate my experience.)</li> </ul>   |
| Resistance  | <p><b>Potential Resistance</b><br/>Finally, identify resistance you anticipate and ways you could overcome it.</p>  | <ul style="list-style-type: none"> <li>-Spending too much time with people in the organization that I don't make time to connect with others and trends outside the organization. Maybe take more time to talk with people in the organization about things going on outside. What do they know? What have they heard? Combine the efforts.</li> </ul>  |