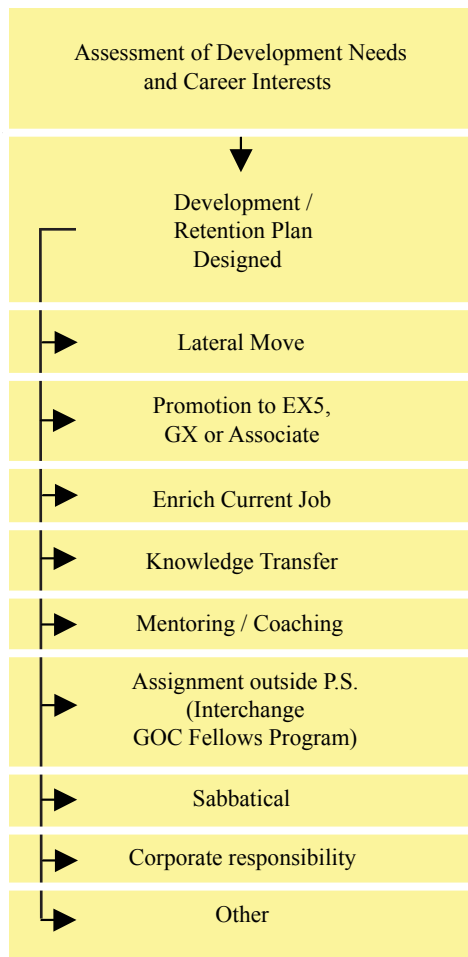




ADM MANAGEMENT MAP BUILDING EXCELLENCE

MAXIMIZE CONTRIBUTION

- Currently demonstrates ADM leadership competencies and effective behaviours above typical position performance levels
- Meets all/exceeds performance rating
- Development based on career interests



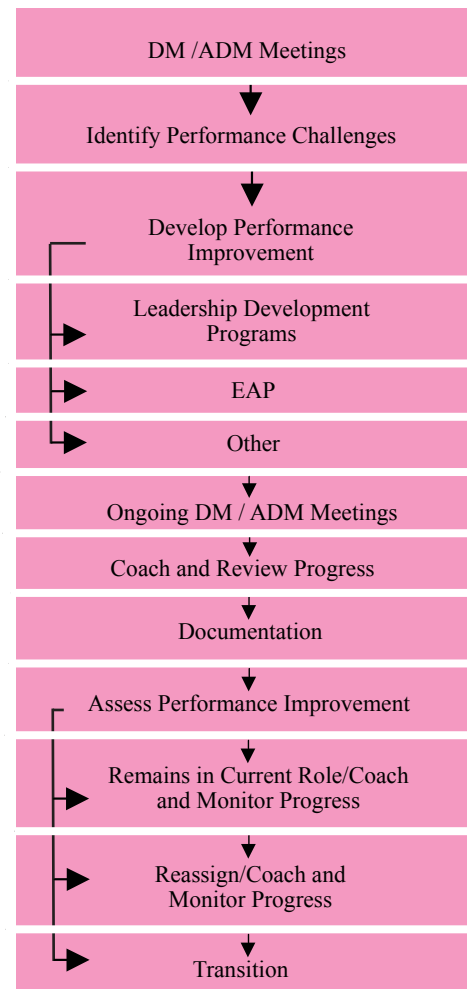
SUPPORT FURTHER DEVELOPMENT

- Currently demonstrating most ADM Leadership competencies and effective behaviours
- Focus on development to succeed in current role
- Regularly assess progress



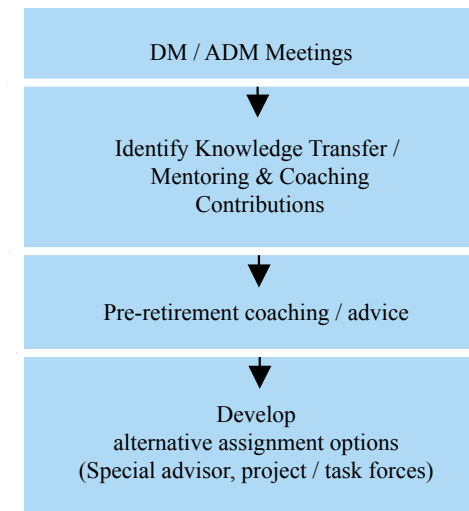
ADDRESS PERFORMANCE

- Currently having difficulty in demonstrating ADM Leadership competencies and effective behaviours
- Focus on identifying reasons for performance challenges and developing performance improvement plan



TRANSITION TO RETIREMENT

- Preparing to retire
- Focus on maximizing contribution pre-retirement



POTENTIAL ADMs

- EX2/EX3 currently demonstrating some or all ADM leadership competencies and effective behaviours
- Meets all / exceeds performance rating
- Readiness & willingness for movement
- Focused development required to prepare for additional challenge/ broader scope within 2 yrs.

