

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

Assessment of Development Needs and Career Interests

Lateral Move

Mentoring / Coaching

Development / Retention Plan Designed

Promotion to EX5, GX or Associate

Enrich Current Job

Knowledge Transfer

Assignment outside P.S. (Interchange

GOC Fellows Program) Sabbatical

Corporate responsibility

Other

SUPPORT FURTHER DEVELOPMENT

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

DM / ADM Meetings **Identify Learning Needs** to Enable Success in Current Role Leadership Development Programs Mentoring / Coaching Plan next assignment Other DM / ADM Meetings Implement and Monitor 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

DM /ADM Meetings

Identify Performance Challenges

Develop Performance

Improvement Leadership Development Programs EAP

Other Ongoing DM / ADM Meetings

> ▼ Coach and Review Progress **♦** Documentation

Assess Performance Improvement Remains in Current Role/Coach

and Monitor Progress

Reassign/Coach and Monitor Progress

↓ Transition

TRANSITION RETIREMENT

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

DM / ADM Meetings

Identify Knowledge Transfer / Mentoring & Coaching Contributions

Pre-retirement coaching / advice

Develop

alternative assignment options (Special advisor, project / task forces)

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.

Assessment of Development Needs

> Development Plan Designed

Mentoring / Coaching

Leadership Development Programs

Development Assignment within P.S.

Development Assignments outside P.S. (Interchange, GOC Fellows)

Other