



Paid to THINK[®]

A leader's toolkit for redefining your future



CAREER LADDER DEVELOPMENT GUIDE

Meets Forecasted Talent Requirements

- * Intersects anticipated future skills and staffing acquired to meet forecasted growth or change
- * Clearly stated forecasted Desired Outcomes are met (RIO, ROA, People Cured, etc.)
- * Organic and broad enough to meet future forecasted skills requirements for an organization

Growth Level #6 (\$2/hour raise example)
Displays ability to work from CPM chart
Participated in internal project
Can operate forklift, modify orders, etc.

Growth Level #2 (\$0.50/hour raise example)
Rated 87% or higher by e-mailed customer survey
Successfully passed OSHA training program
Worked in dispatch department for 2 weeks

Growth Level #1 (\$1/hour raise example)
Capable of accurately handing deliveries
Successfully opened store for at least 1 week
Can manage tagging station

Growth Level #6 (area manager simplified example)
Completed with a team three \$10,000+ projects
Completed a mutually-agreed-upon internal NPS
Hit mutually-agreed-upon targets for a department

Growth Level #2 (manager simplified example)
Worked for 3 weeks in two related departments
Completed a mutually-agreed-upon internal NPS
Capable of using CST Model on current challenge

Growth Level #1 (assistant mgr. simplified example)
Must be able to create and use CPM chart
Completed course on financial management
Worked on successful project (ROI, on-time/budget)

PARAMETERS

Guide should be visible to group/organization
Levels should be results and skill based
Allow for an accelerated program
Self motivation built in to guide
Specific metrics established
Organic/flexible to meet forecasts
Allows for crossover to Leadership tracks

Non-Leadership Tracts

A structured approach outlining the steps one should take to achieve upward mobility with the group. For individuals who wish to pursue a future with the organization yet do not wish to be in leadership roles.

Leadership Tracts

A structured approach outlining the steps one should take to achieve upward mobility with the group. For individuals who wish to pursue a leadership role and an enhanced leadership role in the organization.

Human Capital Forecasted Requirements Determined

* Current and future staffing talents, financial, markets, environment, resource, etc.
Tactics put in motion to create growth and succession plan

DEVELOPING PLANS Completed
(All 12 activities of ET addressed)



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