

Fighting for your “Life”:

Addressing an existential threat to your programs

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Agenda

Welcome & Introduction

American Family Overview

My Journey to Saving My Programs

Closing Remarks



Are you
prepared to
save your
program?

My journey to save my programs.



Background



7 Rotation Development Programs focused on developing high-potential and diverse early to experienced career professionals in Finance, IT, Marketing, Operations/Quality, R&D and Sales and serving as a pipeline of top talent for the organization.



Attract

a diverse cohort of participants across



Develop

participants by providing them with breadth of experiences



Build

a network of experts and brand ambassadors, to succeed



Retain

successful participants after program ends

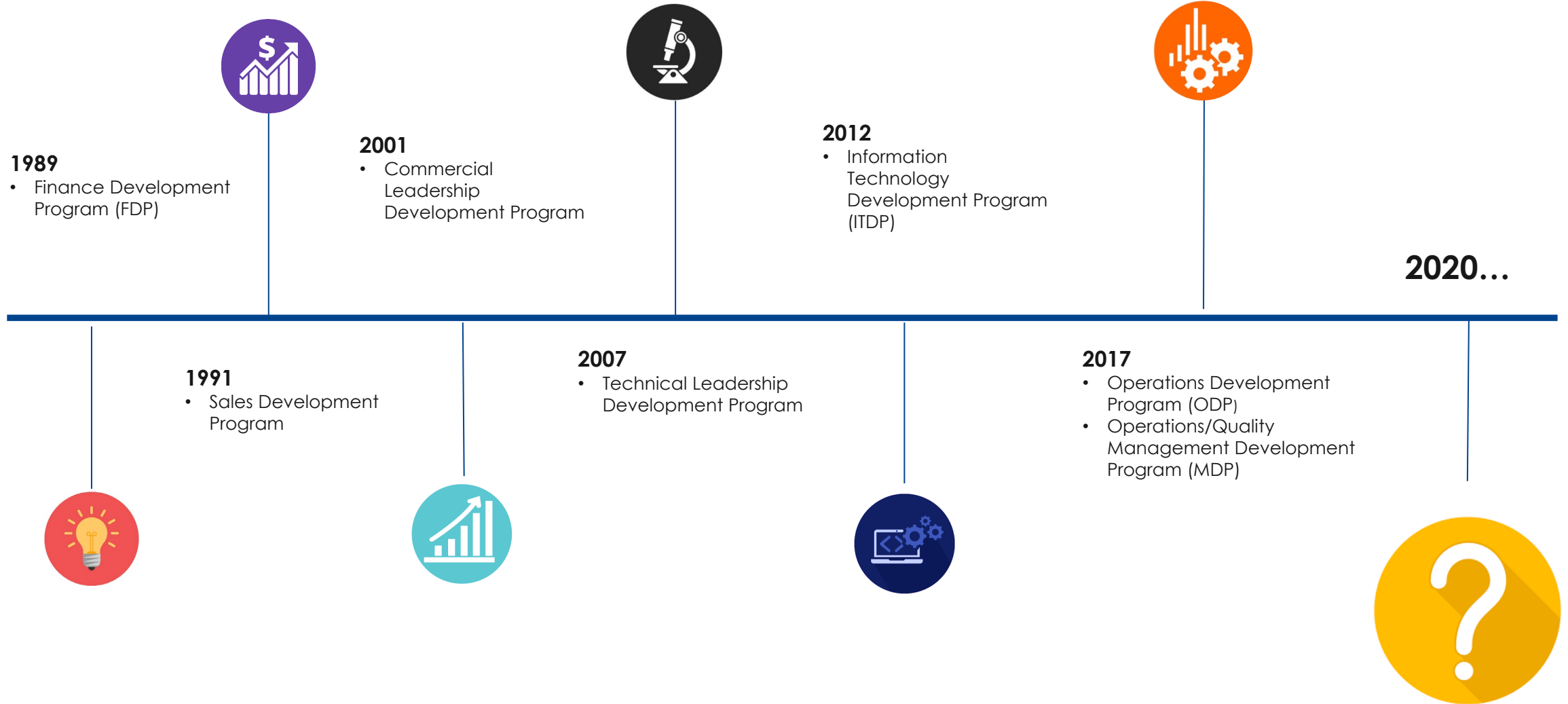
- University & Diverse Organization Partnerships
- Sophomore Leadership Program
- Intern Program

- Rotation Assignments
- Formal Training
- Mentor Program
- Performance Assessments

- Senior Leadership
- Program Participants
- Alumni

- Post Program Placement
- Value added work
- Mentoring
- Work / Life Balance
- People / Culture

Journey: Rotation Development Programs





THINGS ARE GOING WELL....

**EXCITEMENT, EXPOSURE,
AND
PROGRAM GROWTH**

CHANGE

Leadership

Business Priorities

Culture Shift

Talent Needs



DEFEND YOUR PROGRAM

What would you include in your defense?
Who would you involve in your defense?

MY DEFENSE



Value:

- Recruit and Retain
- Talent Pipeline
- Diversity



Metrics:

- Retention
- Diversity
- Promotion/Lateral Movement
- Performance
- Alumni / Leaders



Budget:

- Recruiting
- Learning & Development
- Program Management
- Abroad Assignments



Sponsors
Steering Committee
HR

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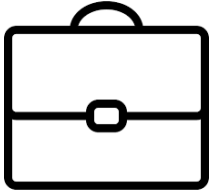
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WHAT ARE THE IMPACTS IF YOUR PROGRAM IS CANCELED?

IMPACT

internal and external



Organization

- Culture
- Inclusion & Diversity
- Community Outreach
- Employees
- Resources/Budget



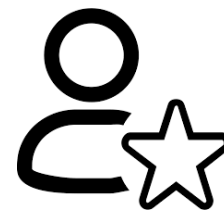
Program Community

- Program members (current and incoming)
- Sponsors
- Alumni
- Managers



Recruiting

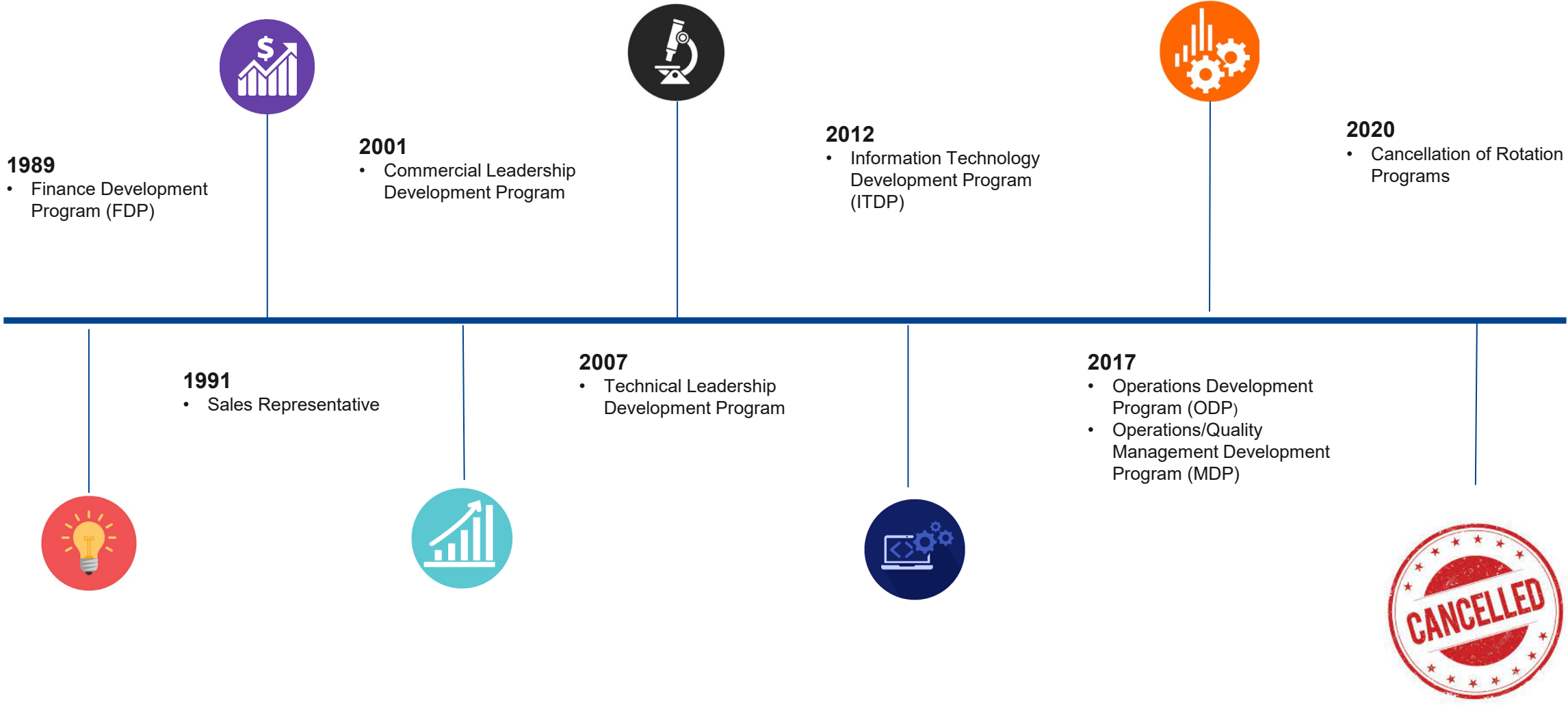
- Internship Program
- Brand / Reputation
- Talent Acquisition Shift in Efforts



Talent

- Pipeline
- Difficult roles to fill
- Diversity of experiences
- Innovation

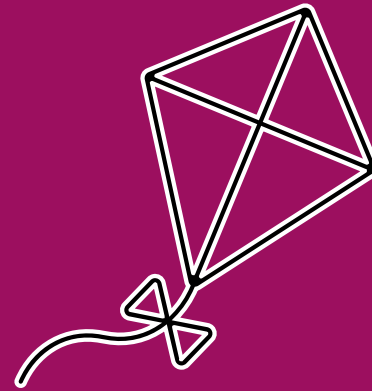
Journey: Rotation Development Programs



The PAST is in your head
The FUTURE is in your hand
Take CONTROL of it

Autumn Calabrese

Thank you



Let's connect

