

VISION & VALUES

I will make a difference in the lives of children who suffer from abuse or hunger.

- Integrity
- Honesty
- Faith in God
- Kindness
- Family
- Respect

CAREER MISSION

I will ensure a work environment which recruits and retains the best employees

- Orderly
- Supportive
- Results oriented
- Recognition
- Independent
- Innovative

ASSUMPTIONS

- Effective Teams are really about individual commitment
- Trust builds when you keep your word
- Innovation is the answer to everything
- All business problems are people problems
- Just Decide and Go!

STAKEHOLDERS

- **Leadership-** Develop world-class leadership development program/ develop and maintain succession plan that ensures a continuum of leadership
- **People Services Lead Team-** Create benchmark department
- **Associates-** Create a work environment where associates are happy to come to work and satisfied when they leave work
- **Freddy** Continue the adventure/ nurture and support relationship to help each achieve their dreams
- **Family-** Have a family reunion with all children at least once each year
- **Friends-** Make time for friends each week
- **Church-** Develop a spiritual life that includes regular worship
- **Board of Directors-** Ensure that People Services is recognized as a driving force in meeting the mission and vision of Munroe

OBJECTIVES

- Achieve employer of choice recognition
- Serve on Comity board
- Achieve additional professional certification
- Retire comfortably at 62
- Maintain excellent health
- Key role in child organization

S.W.O.T ANALYSIS

STRENGTHS

- Knowledge
- Intelligence
- Interpersonal skills
- Responsible/ dependable
- Conflict resolution
- Problem solver

WEAKNESSES

- Detail oriented
- Too self- controlled
- Holding team accountable
- Delegation

OPPORTUNITIES

- Professional development opportunities
- Increasing strategic role of HR

- Workforce development board/ Economic development initiatives
- “ best places to work” application
- Employer of choice initiative

THREATS

- New CEO
- Deceasing financial resources
- Increasing competition for manpower
- Parent’s declining health
- Increasing compensation and benefits expense

KEY DECISIONS

Facilitate the CEO transition to ensure a positive outcome for the organization – Read The Last Word of Power, Story Factor, and How to Put Power in Your Voice/ Research organizational transition process/ identify human resource’s and my role in transition, (what is possible?)

Department structure/ support- Reassign front desk responsibilities/ secure executive assistant FTE

Balance personal goals –Regular exercise routine/ oral autobiography with mother