



AOC FY15 Career Week

December 1 – 5, 2014

Kristen Martyka, project lead

Chad Guldin, project lead

Kathie Taylor, marketing strategy and execution

Lyndsey Kemper, event management



We Heard you!

Career Week was the result of the 2014 MS Poll – the annual workgroup health index study. The purpose of the MS Poll is to develop an understanding of employee attitudes about their experiences working at Microsoft so that actions can be taken that lead to improved engagement and retention, which in turn drive business success.

Focus Areas

Manager Excellence

Career Development

Performance Feedback

Career Opportunities

What We Did



Career Week



LinkedIn



Energy Project



GM Panel



Career Speed Dating



Women in Technology



MEC Training


Career Week – December 1 - 5

Supercharge
Your
CAREER



Career Speed Dating

Career Development
Collaboration/Education Referral



CareerLeader Assessment

Learn your critical satisfaction factors to develop your career




The Energy Project

Inspirational!
Change the way you work for higher performance



LinkedIn

Maximize your profile
Become a Microsoft ambassador to attract top talent



Q2 MEC

Get the best from your people



Mentoring Relationships

Selecting a mentor
Being a mentor/mentee




Wired for Success

Assess the current state of your career
Create your action plan



Women in Technology Networking

Career Development
Mentorship programs



Panel: Career Path of a Leader

Hear the career stories of our GMs



Marketing Assets

Objective: Drive traffic to central SharePoint site for event registration

Strategy: Leverage all available channels of communication to create impressions, increase awareness and drive registration

Tactics:

- SharePoint
- Yammer
- Site plasma TVs
- MSLink Blog
- Email
- Registration table in MS Café
- Posters

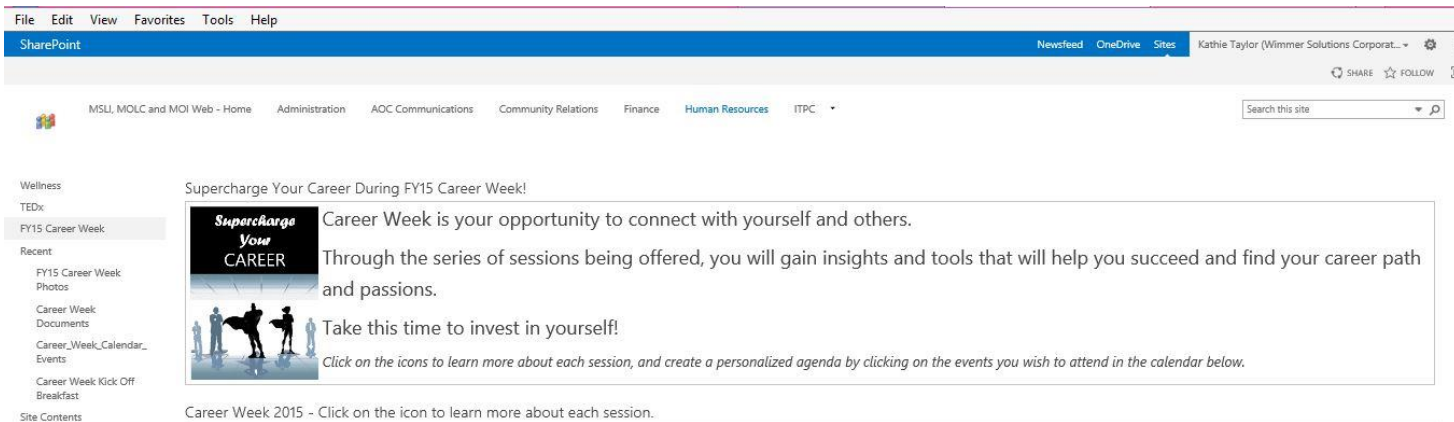
Obstacles:

New event – had previously done one half-day event in some years prior

Week long – to ask MS employees to give up several hours in a work week is indeed a big ask!

Virtual – AOC employees in Ft. Lauderdale, Fargo and field needed to have a great virtual experience





Supercharge Your Career During FY15 Career Week!

Career Week is your opportunity to connect with yourself and others. Through the series of sessions being offered, you will gain insights and tools that will help you succeed and find your career path and passions. Take this time to invest in yourself! Click on the icons to learn more about each session, and create a personalized agenda by clicking on the events you wish to attend in the calendar below.

Career Week 2015 - Click on the icon to learn more about each session.

- Career Week Kick-Off Breakfast**: Even superheroes need to eat.
- Wired for Success**: Assess the current state of your career. Create your action plan.
- Mentoring Relationships**: Selecting a mentor. Being a mentor/mentee.
- The Energy Project**: Inspirational! Change the way you work for higher performance.
- Panel: Career Path of a Leader**: Hear the career stories of our GVs.
- LinkedIn**: Maximize your profile. Become a Microsoft ambassador to attract top talent.
- CareerLeader Assessment**: Learn your critical satisfaction factors to develop your career.
- Career Speed Dating**: Career Development: Collaboration/Education Referral.
- Q2 MEC**: Get the best from your people.
- Women in Technology Networking**: Career Development: Mentorship programs.

Your Action -- Create your own personalized agenda here by clicking on the activity to register.

Date	Time	Room/Location	Activity	Facilitator	Audience
1 January 2015	7:30 a.m. - 8:30 a.m.	MS Cafe	Kick Off Breakfast and Registration	Kristen Martynka	All FTEs, Rano
	8:30 a.m. - 12:30 p.m.	MS Cafe	Kick-Off Event: The Energy Project	Leate Cokle	All FTEs, Rano
	1:00 p.m. - 2:00 p.m.	Virtual	The Energy Project Keynote - Virtual	Leate Cokle	All FTEs, Virtual
2 January 2015	9:00 a.m. - 10:30 a.m.	Training Room/Virtual	CareerLeader Assessment	Dr. Jim Walkdep	All FTEs
	11 a.m. - 12 p.m.	TBD	Mentoring Relationships	TBD	All FTEs, Virtual
	4:00 p.m. - 5:30 p.m.	Training Room/Virtual	Career Leader Assessment	Dr. Jim Walkdep	All FTEs, Virtual
3 January 2015	8:00 a.m. - 12:00 p.m.	MS Cafe	Career Strategies: Wired for Success	Brooks Lowry	All FTEs
	1:00 p.m. - 2:00 p.m.	MS Cafe	Career Strategies: Wired for Success Keynote - Best Practices	Brook Lowry	All FTEs
	1:00 p.m. - 3:00 p.m.	Training Room/Virtual	Q2 MEC - Getting the Most of Your People: Delegation and Empowerment	Owen Roberts, Dave Hollan	All Managers, Virtual
	4:00 p.m. - 5:30 p.m.	Training Room/Virtual	LinkedIn	Shira Appell	All FTEs, Virtual
4 January 2015	8:30 a.m. - 10:00 a.m.	Training Room/Virtual	LinkedIn	Shira Appell	All FTEs, Virtual
	10:00 a.m. - 11:00 a.m.	Training Room/Virtual	GM Career Panel	TBD	All FTEs, Virtual
	11 a.m. - 12 p.m.	TBD	Mentoring Relationships	TBD	All FTEs
	3:30 p.m. - 5:30 p.m.	MS Cafe	Women in Technology Event	Owen Roberts, Lacie Thomas	All FTEs
5 January 2015	9:00 a.m. - 11:30 a.m.	MS Cafe	Career Open House (Speed Dating)	Ben Krug	All FTEs, Rano

SharePoint

- Each icon linked to a description page with a registration list
- Messages posted in top section
- Calendar invites were automatically sent upon registration
- The calendar links were also directed to the description page and registration list



SharePoint Registration Page

The screenshot shows a SharePoint site titled "CareerLeader Assessment Sign Ups". The page is dated Tuesday, December 2. A prominent message states: "Registration is now closed. Questions? Contact Kristen Martyka or Chad Guldin." Below this, a description of the CareerLeader Assessment is provided, along with two session times: 9-10:30AM and 4-5:30PM PST. Five key takeaways are listed, including identifying interests, learning what motivates you, determining organizational culture, recognizing strengths and weaknesses, and learning specific business-related career information. A table below the text shows a list of registered participants with columns for Name, Alias, Session Time, Org. Leader, and CareerLeader Assessment Calendar Invite Status. The table indicates that 90 items are registered, with two rows visible: Bea Barbarito and Bella Zhu, both completed.

MSLI, MOLC and MOI Web - Home Administration AOC Communications Community Relations Finance Human Resources ITPC

CareerLeader Assessment Sign Ups

Tuesday, December 2

Registration is now closed. Questions? Contact Kristen Martyka or Chad Guldin.

The CareerLeader Assessment provides actionable information that can be used to craft a better fit between your work and your unique profile of three core factors -- your deeply embedded life interests, skills, and motivators. When jobs enable employees to maximize these core factors, productivity rises and turnover decreases. You benefit too, by doing work that is more engaging and interesting! Take the CareerLeader Assessment and join us on December 2nd to learn how to apply your results to find the perfect role for you!

Virtual

CareerLeader Assessment

Learn your critical satisfaction factors to develop your career

Two sessions available: 9-10:30AM and 4-5:30PM PST

5 Key Takeaways:

- Identify your interests to determine the foundation of your career
- Learn what motivates you
- Determine your best organizational culture
- Recognize your strengths and weaknesses to avoid obstacles in your career development
- Learn you specific business-related career when compared to a database of hundreds of thousands of business professionals

+ new item or edit this list

All Items Reporting ... Find an item

Name (First Last)	Alias	Session Time	Org. Leader	CareerLeader Assessment Calendar Invite Status
Count= 90				
bea barbarito	Bea Barbarito	4:00 p.m. - 5:30 p.m.	Dave Hollan - OEM	Completed
Bella Zhu	Bella Zhu	4:00 p.m. - 5:30 p.m.	Dave Hollan - OEM	Completed

Each event had its own registration page with session description. Once an employee registered, a calendar invitation was sent to his/her Outlook calendar through a back-end workflow. Registrations were tracked by org leader to drive participation through the site leadership team. Weekly reports were sent to each org leader and event owner to track registrations.



SharePoint – Calendar Invite

FILE APPOINTMENT INSERT FORMAT TEXT REVIEW

Save & Close Delete Forward Calendar Appointment Scheduling Assistant Lync Meeting Meeting Notes Invite Attendees Show As: Busy Reminder: None Recurrence Time Zones Categorize Private High Importance Low Importance

HR Meetings/Events

Subject: CareerLeader Assessment - FY15 Career Week

Location: Training Room C1-1040

Start time: Tue 12/2/2014 9:00 AM All day event

End time: Tue 12/2/2014 10:30 AM

Congratulations on registering for CareerLeader Assessment!

5 Key Takeaways:

- Identify your interests to determine the foundation of your career
- Learn what motivates you
- Determine your best organizational culture
- Recognize your strengths and weaknesses to avoid obstacles in your career development
- Learn you specific business-related career when compared to a database of hundreds of thousands of business professionals

Lesson learned – make sure all information is complete before sending invitations from SharePoint as they cannot be modified after. Our PMs did not have their virtual Lync information ready for the site launch so we had to recreate the Outlook invites with the updated information, which created some confusion.



Registration tracking

Overall event registration tracked by LT member to drive participation.

OrgLeaderValue	Count of Alias	Unique aliases	FTEs	% unique to FTE	By Event	Count	Max Capacity	% registrations to capacity
Anna Becker - AdOps	44	14	20	70.00%	Breakfast Kickoff	40		
Annona Loughnane - Finance	67	20	25	80.00%	Career Leader Assessment	90		
Dave Hollan - OEM	100	31	60	51.67%	Career Strategies	64	80	80.00%
Gene Purschwitz - MOPR	38	11	160	6.88%	Energy Project	135	100	135.00%
Jeff Hensel - MBS	25	10	25	40.00%	GM Career Panel	73		
Julie McNamara-Dahl - Enterprise Services	84	28	63	44.44%	LinkedIn	100	72	138.89%
Mark Creighton - WWCS	25	7	51	13.73%	Mentoring Relationships	48	36	133.33%
Other	34	10	N/A		Speed_Dating	35	30	116.67%
Owen Roberts - AOC Commercial	121	42	281	14.95%	Q2 MEC	5		
Caroline Charter - LOC	51	11	24	45.83%	WIT	46	50	92.00%
(blank)	47	6	N/A		Grand Total	636		
Grand Total	636	190	709	26.80%				
Average session per unique alias	3.35				Registrations with capacity	428	368	116.30%



Plasmas Week One

Mentoring Relationships – December 3 & 4



Wired for Success December 3



Women in Technology – December 4



GM Career Panel – December 4



The Energy Project – December 1



CareerLeader Assessment – December 2

LinkedIn – December 3 & 4



LinkedIn

Maximize your pr

Become a Micros
ambassador to attra
talent



Virtual

Career Speed Dating

Key takeaways:

- Opportunity to learn what teams we have on site and meet new people
- Learn about positions available here now and in the future
- Get 1:1 face time with the manager(s) of your choice to discuss...anything you want

Career Week
Supercharge
Your
CAREER



It's Powerful!

It's Inspiring!

It's Career Week!

Coming to AOC
December 1-5, 2014

Details coming soon!



I fundamentally believe that if you are not learning new things, you stop doing great and useful things.

Satya Nadella

Plasmas

Week Two

GM Career Panel
Career Path of a
Leader
Thursday, Dec. 4
10 a.m. - 11 a.m.

Career Week Kick-Off Breakfast



Monday, Dec. 1
7:30 a.m. - 8:30 a.m.

*Even superheroes
have to eat.*



4 - 5:30 p.m. Wednesday, December 3
8:30 - 10 a.m. Thursday, December 4

Women in Technology
Thursday, Dec. 4
3:30 p.m. to
5:30 p.m.

CareerLeader Assessment
Tuesday, December 2
9 a.m. - 10:30 a.m. or
4 p.m. - 5:30 p.m.

Career Speed Dating
Friday, December 5
9 a.m. - 11:30 a.m.

Career Strategies - Wired for Success
Wednesday,
Dec. 3
8 a.m. - 12 p.m.



Yammer

Yammer was used to market the event as well as a place to distribute session decks and documents. Lesson learned: encourage PMs to market their own events on Yammer and MSLink – WIT was the only group to do this.

LK
Lyndsey Kemper
To Americas Operations Center (AOC)
Follow

Be sure to sign up for Career Week! Sessions are filling up and registrations will be locked Monday, November 24 or before if the session is full. See the Career Week SharePoint site for more info!
http://msliweb/mslihr/Pages/Career_Week.aspx


http://msliweb/mslihr/Pages/Career_Week.aspx
msliweb




Unlike · Reply · Share · More November 19, 2014 at 12:05pm


You and Sara Darsky like this.


 Write a reply...

**Jenna Poinier**
To Americas Operations Center (AOC), Kristen Martyka, Sandy Wall, and Shaemus McCrory
Follow

Miss the LinkedIn session? You can still learn how to optimize your profile, build your network, and be a brand ambassador for Microsoft! Session deck and recording below. [Sandy Wall](#) please connect with Shaemus McCrory. He knows how to include rich media elements within your profile! <http://help.linkedin.com/>


**LinkedIn Help Center**
help.linkedin.com
LinkedIn Help Center - Need help using LinkedIn? The LinkedIn Help Center is here to help you get answers to your questions.


**Microsoft_Be a MS Brand Ambassador_Reno Profile Session FINAL**
Uploaded to Americas Operations Center (AOC) » Files

**LinkedIn Session 1 Recording 12.03.2014**
Uploaded to Americas Operations Center (AOC) » Files


Like · Reply · Share · More December 4, 2014 at 1:53pm

1 share

**Sandy Wall**
Out of all the sessions this week so far, this was the best! And there have been some really great sessions! Very informative, interesting and helpful to maintain one's social and business presence online.
Like · Reply · Share · More December 4, 2014 at 2:26pm

**JOHN TAO**
cc: [Jenna Poinier](#)

Thanks for the sharing Jenna Poinier !



MSLink Blog

The MSLink blog is a great place to communicate a lot of information too big to post on Yammer. A weekly digest email is sent to all AOC employees with top Yammer posts and MSLink posts.



- Pillar/Category
- Business
- Citizenship/Outreach
- Communications and PR
- Economic Development
- Education
- Health & Wellness
- Internal Communications
- Site Experiences/People
- Site Infrastructure/Planning
- Technology
- ADD CATEGORY
- Archives
- December
- November
- October
- September
- OLDER POSTS
- Other Blogs
- The Commons
- MSW Blogs
- OEM Channel Management Blog
- AdOps AOC Soap Box
- ADD LINK

Supercharge your career! -- FY15 Career Week

December 1-5

Tuesday, November 4, 2014

Take Control and Supercharge Your Career December 1-5th

- **NINE** Sessions both on-site and virtual
- Get 1:1 Time with Managers and learn about open positions in **Career Speed Dating**
- Meet with **LinkedIn** and become your own Brand Ambassador
- Find out in **'Mentoring Relationships'** best practices and benefits of having a mentor
- Registration opens Thursday, November 6!

 Supercharge Your Career Virtual	 Career Speed Dating Career Development Collaboration/Education Referral	 Career Leader Assessment Virtual Learn your critical satisfaction factors to develop your career	 The Energy Project Virtual Inspirational! Change the way you work for higher performance	 LinkedIn Virtual Maximize your profile Become a Microsoft ambassador to attract top talent
 Q2 MEC Virtual Get the best from your people	 Mentoring Relationships Virtual Selecting a mentor Being a mentor/mentee	 Wired for Success Virtual Assess the current state of your career Create your action plan	 Women in Technology Virtual Networking Career Development Mentorship programs	 Panel: Career Path of a Leader Virtual Hear the career stories of our GMs

by Kathie Taylor (Wimmer Solutions Corporation) at 8:55 AM in [Education](#), [Site Experiences/People](#)

@ 1 Like Comment ...

Women in Technology Network Event

Wednesday, November 5, 2014



Sign up today to attend our annual Women In Technology Networking Event where you will hear from our very own [Owen Roberts](#) as the key note speaker! This will be held in the Reno site Café on Dec. 4th from 3:30-5:30. Attendance is done on a first come basis, so don't delay and sign up today by adding yourself to the sign-up list (please note you must be able attend this event in person): <http://msliweb/community/Pages/WomenTech.aspx>

Sign up now for Career Week! Registration closes Nov. 21!

Monday, November 10, 2014



Nine sessions both online and virtual to choose from!

Get the tools you need to build the career of your dreams!

Hear from experts, our own LT, and assess your own strengths, energy and choices.

Don't miss out on a single session - invest in your future today!

Click [here](#) to learn about each session.

Problems registering? Contact Chad Guldin [chadgul](#) or Kathie Taylor [v-katta](#).



Weekly Yammer/MSLink Update

To AOC FTE All; AOC Host Reno; MOPR All FTE; Reno Site All Vendors

Cc AOC Office of the GM; AOC Chief of Staff; AOC Admin

[Who's Who](#)

[Suggested Meetings](#)

Microsoft
Operations

Americas Operations Center



Yammer Top 5 & MSLink Update

Top 5 Yammer posts

Week ending 11/10/2014



Dave Hollan on Americas Operations Center group – [A special thank you to all our Veterans and the freedoms you have made possible.](#)



Anna Lemus on Americas Operations Center group – [Don't forget to elect your 2015 benefits. Deadline is December 1.](#)



Jim Kennedy on AOC Commercial group – [When Operations makes the news – Ingram Micro wins Microsoft's Excellence in Operations Gold Level Award](#)



Erin Krug on AOC Commercial group – [Check out the article on Wired.com – Microsoft's Dropbox deal Shows It's Finally Starting to Get Mobile](#)

MSLink Posts

Week ending 11/10/2014

[Sign up now for Career Week. Registration Closes Nov. 21!](#)



Supercharge YOUR career by attending the great transformative sessions planned for FY15 Career Week. Learn more [here](#).

Having trouble registering? Contact Chad Guldin <[chadgul](#)> or Kathie Taylor <[v-katta](#)>.

[Women in Technology Networking Event](#)



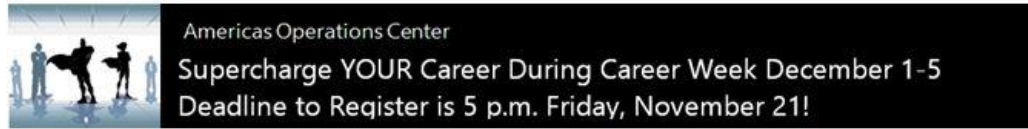
Keynote speaker will be our very own Owen Roberts. Sign up [here](#) for the event on Thursday, Dec. 4 from 3:30 to



Email

MS is very email dependent. We struggle to drive adoption of the other channels.

Fri 11/7/2014 1:11 PM
 Americas Operations Center
ACTION REQUIRED | Supercharge YOUR Career During Career Week - Registration End
 To: AOC FTE All; MOPR All FTE; MOI FTE All; LOC FLL FTE; AOC Host Reno; Amy Alexander; Daniel Bahula;
 Cc: AOC Office of the GM; AOC Chief of Staff; AOC Admin



Attend Career Week to Uncover Your Career Super Powers!



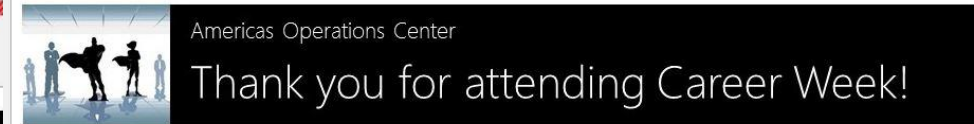
NINE Events – both on-site and virtual!
 Walk away with career-changing insights, tools, and contacts.
 Get out of the Survival Zone and get into the Performance Zone, where you're most effective, most engaged, and do your best work.
 FTEs who participate in at least 3 events will earn an opportunity to win a career-transforming reward!

Click on the icons below to register and learn more about each session.

Scroll all the way down – you won't want to miss a thing!

Session	Description	Dates/Times
Career Week Kick-Off Breakfast Even superheroes need to eat.	Key Takeaways: <ul style="list-style-type: none"> Pick up your Passport to Career Transformation and power-up for the best week of your career! Track your attendance with your Passport to earn attendance credit! Even super heroes need to eat. 	Reno On-Site Live: Monday, December 1 7:30 a.m. – 8:30 a.m. MS Café
The Energy Project Inspirational! Change the way you work for higher performance	Key Takeaways: <ul style="list-style-type: none"> Increase focus, engagement, motivation, and ultimately sustainable high performance by more effectively managing energy Align behaviors with your body's natural rhythms in order to produce at a higher level of quality and efficiency Close gaps between your deeply-held values and your behavior to fuel motivation, connection and passion 	Reno On-Site Live: Monday, December 1 8:30 a.m. – 12:00 p.m. MS Café Virtual Keynote session: Monday, December 1 1:00 p.m. – 2:00 p.m. Link TBD
Career Leader	Key Takeaways: <ul style="list-style-type: none"> Identify your interests to determine the foundation of your career Learn what motivates you Determine your best organizational culture 	Reno On-Site Live and Virtual Tuesday, December 2 9:00 a.m. – 10:30 a.m. Training Room/Virtual (Link TBD)

Fri 12/5/2014 1:57 PM
 Americas Operations Center
 Thank you for attending Career Week!
 To: AOC FTE All; MOPR All FTE; MOI FTE All; LOC FLL FTE; AOC Host Reno; Amy Alexander; Daniel Bahula; Jessica Segura; Jevan Burchfield; Sig Wawdo; Kristi Schaffner;
 Cc: AOC Office of the GM; AOC Chief of Staff; AOC Admin



And That's a Wrap!!

Thank you to all who participated in Career Week. We hope that you received some good insights, helpful tips, and an opportunity for self-reflection. If you missed any sessions or simply wanted access to resources, everything is posted to our [Americas Operations Center Yammer](#).

Please take a moment to complete our overall event survey. Your feedback is extremely valuable and helps us improve events like these!

Instructions for Career Week Passports

For Reno site employees, if you managed to attend at least three sessions and you have your stickers, you can drop your passport in the box located at the building C reception desk. Please complete this by **Tuesday, December 9**. We will have a drawing on December 10, and one lucky winner will receive a 30-minute **career mentoring session** with each of our **Site LT** members, along with a **TEDx** ticket for Friday, January 23.

For our virtual attendees, we will be doing a drawing with all those that participated in a session for the chance to win a **\$50 American Express gift card**.



Reply Reply All Forward IM
 Sun 11/16/2014 3:51 PM
 Owen Roberts
 RE: ACTION REQUIRED | Supercharge YOUR Career During Career Week - Registration Ends Friday, November 21!
 To: Americas Operations Center; AOC FTE All; MOPR All FTE; MOI FTE All; LOC FLL FTE; AOC Host Reno; Amy Alexander; Daniel Bahula; Jessica Segura; Jevan Burchfield; Jeff Valubius
 Cc: AOC Office of the GM; AOC Chief of Staff; AOC Admin
 Follow up. Completed on Wednesday, November 19, 2014.
 You forwarded this message on 11/19/2014 10:54 AM.
 Phone Dialer Who's Who
 I am really looking forward to seeing this career week kick off in the beginning of December – the agenda looks very exciting!!!!
 Make sure you sign up early!!
 Regards,
 Owen
 Office: +1 (775) 828 6791
 Mobile: +1 (425) 985 0287
 ***This communication is strictly private and contains confidential information intended solely for the addressee(s). Access to this communication by parties other than the you have received this communication in error and are not the intended recipient, any disclosure, copying, distribution or action taken is strictly prohibited and may be null.
 From: Americas Operations Center
 Sent: Friday, November 7, 2014 1:11 PM
 To: AOC FTE All; MOPR All FTE; MOI FTE All; LOC FLL FTE; AOC Host Reno; Amy Alexander; Daniel Bahula; Jessica Segura; Jevan Burchfield; Sig Wawdo; Kristi Schaffner;

Posters

Sign up NOW for Career Week!
Registration ends Friday, Nov. 21

Posters were hung in the lobbies of each building and in the MS Café by the registration table.

After the event, the posters were changed to "Thank you for attending Career Week."



http://msliweb/mslihr/Pages/Career_Week



Event Feedback

Requests to spread events out over a longer period of time

Attendance was really good for all events except mentoring – least attended session

12-20 per session?

50% fall off attendance from registration in some sessions

More thoughtful about recording and Lync sessions

Remote registrants may be on site – don't assume they aren't here!

Plan for second week of December to get between month end and half-end

More education to leadership community to drive their participation

Have all details ready for SharePoint site ready prior to launch

Keep SharePoint structure – made it really easy to register

Guest speakers (LinkedIn/Energy Project) were very popular – bring in Redmond or other business groups as well as outside speakers

Coaching on networking as part of the curriculum to help participants – incorporate into breakfast and throughout the week

WIT networking event – set questions, card matching

Incorporate with LT/All Hands as kick-off to drive participation

Theme throughout the week to tie all events together

More information on how to use the passports – more communication with event leads on how to do it

LT really pleased with event and surprised we pulled it all off



Potential Sessions for next time

Get feedback from people to see what they'd like to attend

Mentoring – people thought they were going to walk away with a mentor. Some kind of mentoring speed dating?

- Why I want a mentor/what I want to work on pre-work

- Having conversations with their managers – manager introductions

- Weave mentoring into other sessions

- Teaching what a mentorship is about – reflections

- MEC – session on preparing people for mentorships

Wired for Success was excellent – have takeaway packets – Career Week Playbook

Managing Your Brand (Greg Thomton has a deck ask for it!)

Change Management (Stella Farm speaker?)

What does having impact mean – how does it work in practice? Instruction on new P&D – writing impactful priorities, communicate impact statements, helping others succeed

Leadership input on theme – what do we need to work on?

It's your career to drive

CareerLeader Assessment – push assessment, but use the decks for self-study. Probably should not use that presenter

Push free tools/self-service on HRWeb – add this as part of the campaign leading up



Event Photos



Keynote speaker – Women in Technology



Women in Technology



GM Panel – Remote version



The Energy Project



Career Speed Dating