



Talent & Performance Working Group

Dec 14, 2023

Attendance:

Bauer, Scott

Cassandra, Casanova

Donnel, Sarah

Flores-Nevarez, Tina

Chapa, Jessica

Lennerton, Jessica

Foster, Joni

Lockwood, Matthew

McNair, Becky

Michalek, Alicia

Pitt, Warren

Purget, Rebekah

Ramirez, Jody

Wallingford, Erica

Williams, Patricia

1. Review Open Action Items

- Requested updates to Worker Education report- complete
- Succession planning- initial configuration in production. A few items were set as out of scope and this working group will have options to request, discuss and vote on enhancements going forward.
- Requested updates to Performance Review Acknowledgement Audit report- HAC approved, in que with reporting team
- Reminder: we need at least two weeks notice to launch performance reviews if no changes are needed. We need longer if changes are desired (preference for any major revisions is 2 months or longer).

2. Discussion:

- Requested updates to Workday Feedback badges. Add
 - Respect
 - Excellence
 - Leadership
 - Loyalty
 - Integrity
 - Selfless Service
 - These will be available for everyone; they are not customizable on a member-by-member basis.
 - 11 yes, 0 no
- Find workers report- request to remove Age, Gender, Race facets
 - 12 yes, 0 no
- Mass cancel To Dos
 - Goal Setting To Do
 - 10 yes, 0 no

3. Next Steps and Action Items

All: Next meeting February 8, 2024