VISION 2020
A PLAN FOR GREAT FUTURES
Culture

Nurture an employee mindset driven by our values and a work environment that embodies the five best practices of youth development.
<table>
<thead>
<tr>
<th>DESCRIPTION OF GOAL</th>
<th>CURRENT ACTUAL</th>
<th>2020 GOAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Increase average rating on Employee Engagement Survey (Rating 1 to 6)</td>
<td>4.77</td>
<td>5</td>
</tr>
<tr>
<td>Increase % of managers incorporating the five best practices of youth development in their work environment</td>
<td>Baseline TBD</td>
<td>Goal TBD</td>
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</tbody>
</table>
Implement a cultural change initiative rooted in our values

Key Action Items:
• Conduct employee engagement survey – JUL 2017
• Identify a consulting firm to lead the process – OCT 2017
• Conduct employee focus groups to further define our values (both beliefs and practices) – JAN/FEB 2018
• Conduct an internal PR campaign to create awareness of defined values – JUNE 2018
• Conduct employee engagement survey to monitor change – OCT 2018
STRATEGIC PRIORITY 5: CULTURE

Implement a leadership development program

Key Action Items:

- Identify a consulting firm to lead the process – SEPT 2017
- Assess managers on desired leadership behaviors – JAN/FEB 2018
- Host a learning retreat for all managers – APR 2018
- Create a list of desired behaviors we want to see exhibited in our leaders across the organization – JUNE 2018
- Conduct an internal PR campaign among managers to create awareness of desired leadership behaviors – JUNE 2018
- Ensure supervisors meet regularly with manager to discuss progress – SEPT 2018
- Develop a manager’s training around incorporating the five best practices of youth development in your work environment – OCT 2018
- Assess managers again on desired leadership behaviors – NOV 2018