

Agenda

- Introductions
- Drivers of Change
- Leadership Competencies
- Relevance to xxxx Leaders

Introductions



Favorite Superhero and why

Drivers of Change

Outside of our Business



- Competitive Pressures
 - Financial Pressures
 - Customer Pressures

Inside of our Business

- Vision
 - We will provide customer-valued solutions with the best prices, products and services to make xxxx the first choice for home improvement.
- Mission
 - Deliver seamless supportive, and inspiring experiences wherever and whenever our customers engage with us making home improvement simple
- Values
 - Customer Focused, Teamwork, Ownership, Passion for Execution, Respect and Integrity
- *Ranked among the most Admired Companies*



“XXXXX”

- 60% of our leadership are front line leaders
- 90% of our leaders are in 1700 + stores



Leadership Competencies

5 Key Leadership Competencies

- Business Acumen
- Dealing with Ambiguity
- Developing Direct Reports
- Building Effective Teams
- Managing and Measuring Work



Business Acumen

- Knows how the business works
- Knowledgeable in polices, practices and trends and information
- Knows the competition
- Aware of how strategies and tactics work in the marketplace



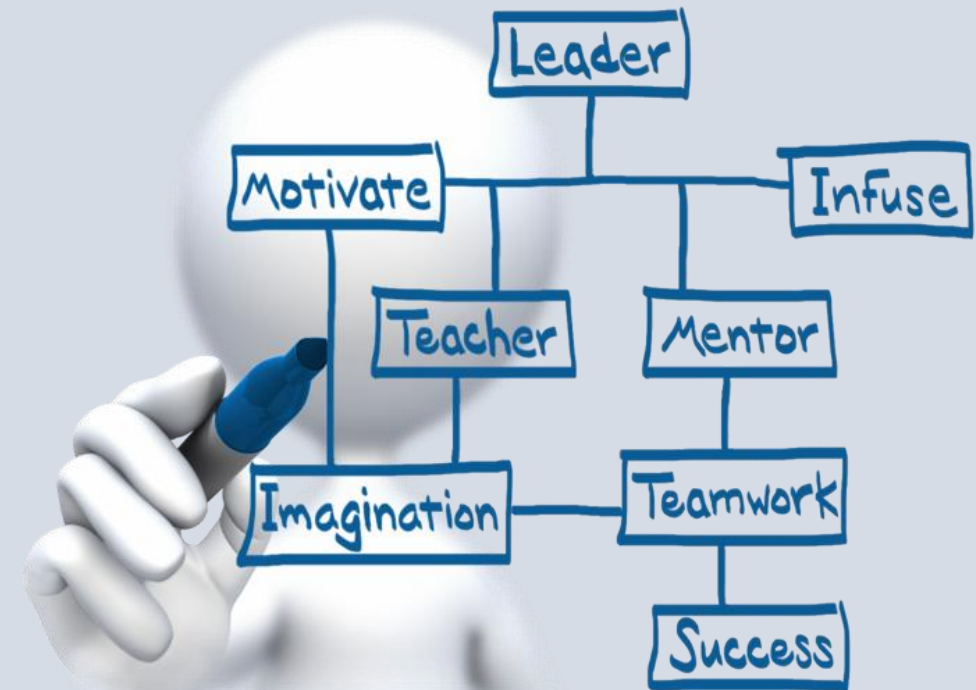
Dealing with Ambiguity

- Effectively cope with change
- Shift gears comfortably
- Can act without having the total picture
- Doesn't have to finish things before moving on
- Can comfortably handle risk and uncertainty



Developing Direct Reports

- Provides challenging and stretching tasks and assignments
- Holds frequent development discussions
- Is aware of each direct report's career goals
- Constructs compelling development plans and executes them
- Pushes direct reports to accept developmental moves
- Is a people builder



Building Effective Teams

- Creates strong morale and spirit in his/her team
- Shares wins and successes
- Fosters open dialogue
- Lets people finish and be responsible for their work
- Defines success in terms of the whole team
- Creates a feeling of belonging in the team



Managing and Measuring Work

- Clearly assigns responsibility for tasks and decisions
- Sets clear objectives and measures
- Monitors process, progress and results
- Designs feedback loops into work



5 Key Leadership Competencies



Relevance to xxx Leaders

Store Managers

- Aggressively drive sales and growth and profits
- Friendly, well trained customer responsive workforce that is highly visible on the sales floor
- Personal attention and involvement in the execution of company merchandising and operational programs and directions
- Demonstrates a sense of urgency, attention to detail and a philosophy of hands-on management.
- Demonstrates our corporate culture of concern for people by treating employees as individuals with dignity and respect

People hold inside themselves the
power to rise above their
circumstances and get the
results they want

