

Team Name: W'Rock! #13

Team Participants Names:

Maria Noack

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Nancy Chuen Wong

Carolyn Ockels

Kim Wise

Jane Markell

Grace Francisco

Anna Jacobi

Jennifer Gang

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# Instructions

- You have a total of five slides (not counting team name slide) to complete. Each slide (except financial slide) may have a title and no more than 5 lines of text with no more than 7 words per line.
- Slides must be completed (handwritten) and turned in to one of the challenge facilitators by 3:45PM February 26.
- Each team participant also must turn in their team evaluation form at that time. Please put your team name on your evaluation form.

# Objectives /Mission Statements

- We lead the industry in our ability to attract train and develop talent for enterprise software innovation.
- We have the opportunity to dominate the industry by investing in our future leadership, today.



## Goals

- Increase retention at senior leadership (Director and above) to 91.56%
- 150% increase of women in executive positions
- Retrain senior management – 100% participation
  - SOX, sexual harrasment training
- Grow employee awareness & visibility of programs to 75%
- Win at least 1 external award/recognition
  - Best place to work
  - Baldrige award
  - Work/life balance

## ROI

- Save 12.5 million per year by retaining VPs (500K per)
- Save 1 million per year retaining women (150K per)
- Grow Profit 10% by training Executive Team
- Increase productivity by 10%, due to increase employee satisfaction
- Create 3 new innovations per year by attracting new talent at all levles



# Programs/Actions

the  
**Invent Your Future**  
Conference *for women*  
February 26 - 27, 2008 Mountain View, CA

- Restructure current executive training program
  - Diversity training, SOX, work-live balance, leadership training
- Hire Diversity Coach
- Internal Communication Programs
- Apply to Forbes, Baldrige Awards
- Mentoring programs with Senior Management mentoring up and coming women
- Internal audits to define baseline

# Proposed Budget

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**Invent Your Future**  
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Description	Year 1	Year 2	Year 3	Total
Internal Audits of AS IS	55.7	39	25.9	120.9
Restructure Training	200			200
Implementing Training	100	200		
Internal Communication	125	75	75	275
Apply to Baldrich/Best workplace	5	5	5	15
Restore Mentoring Program			10	10
	485.7	219	47.9	920.9