

Accelerate our 'People-Development'

- ▶ Strategic Theme: **People Development**
- ▶ **Next Steps:**
 - ▶ Actively align our teams' strengths with our strategic objectives
 - ▶ Be prepared to meet and exceed what customers' expect in the future
 - ▶ Best Practices
 - ▶ Technology
 - ▶ Major industry-trends
 - ▶ Through training and development PSS will continue to employ the very finest team in the market

Example: An Individual's I.C.E. Plan

Area of Excellence	I.C.E.	Student	Teacher	Thought-Leader
Data	Product Information Management (PIM)	2015 Goal	2016 Goal	2017 Goal
Best Practices	Project Management (PMP)	2016 Goal		

Example: Corp I.C.E. Progress Tracking Report

Area of Excellence	I.C.E.	Student	Teacher	Thought-Leader
Best Practices	Project Management (PMP)	12	5	1
Industry	Industry compliance – PaintCare	14	7	2
Core Values	Service	17	6	2
E-Commerce	Surveys – Feedback Loops	13	8	1
Social Media	Social Networking	19	10	3
Data	PIM/PCM/Content Management	11	5	2
Analytics	Big Data	13	6	2