The image shows the cover of a spiral-bound notebook. The cover is a light beige or tan color with a fine, woven fabric texture. A silver metal spiral binding is visible along the left edge. The notebook is set against a solid dark brown background. Centered on the cover is the title text in a black serif font.

The Homeroom Concept

A High-Level Description

What is Homeroom?

- ✓ The Homeroom Concept will:
 - Enable a more flexible work environment
 - Maintain supervisory relationships
 - Increase recognition of strong performers
 - Enhance performance coaching for individuals
 - Improve accountability

Benefits

- ✓ Improved performance feedback
- ✓ Maximized organizational flexibility and skill availability
- ✓ Skill-building and career-enhancing possibilities
- ✓ Supervisor and team lead share accountability for results and feedback being provided
- ✓ Individual has greater visibility to be recognized for accountability

“Home-Room”...Concept Definition

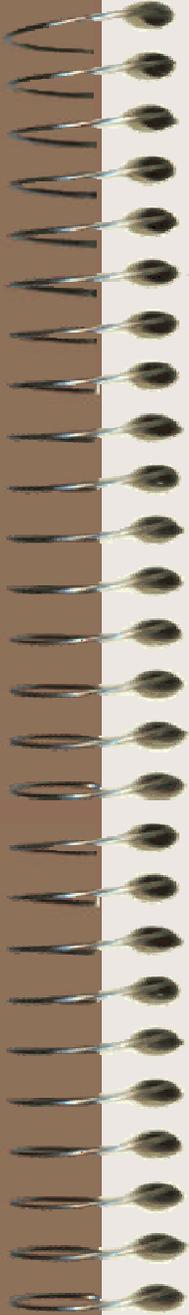
The 3 Pillars ...

Deploy existing
workforce
to projects on
demand

Project-focused
approach to
work

Realigning of
workforce to
meet the needs
of our organization

- *Right skills
& Knowledge*
- *Right job*
- *Right time*



Roles and Responsibilities

✓ Supervisor:

- Accountable for gathering and reconciling feedback
- Responsible for helping to guide individuals career progression

✓ Project Lead:

- Accountable for results of project team
- Responsible for providing feedback to team members' supervisor of record

✓ Team Member:

- Accountable for contributing to the project team 's outcomes and results
- Responsible for proactively completing assigned tasks

A Proposed Concept in Operation...

Matrix organization: belong to a “homeroom team” but assigned to a specific project

Matrixed reporting structure

Assignment to an intact team for entire duration of the project

Individual may work on several project teams during a year

Individual works against clearly defined role requirements

Deploy existing
workforce
to projects on
demand

Project-focused
approach to
work

Right skills & Knowledge
Right job
Right time

Next Steps

- ✓ We will work with HR to define how “homeroom” will work for us
- ✓ HR will attend next weeks meeting to answer any questions you may have
- ✓ Updates will be provided as they become available