



THE HOME DEPOT: DEVELOPMENT TOOLS FOR EMPLOYEES & LEADERS

Presented by:
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OUR PHILOSOPHY

Living the Values

Taking Care of Our People =
Focusing on Our Employees



OUR PHILOSOPHY

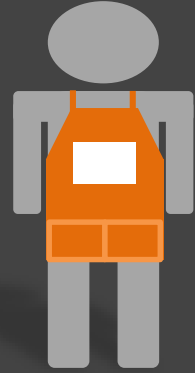
What is Development?

Actions, experiences, and knowledge that help employees grow

Tools that help employees:

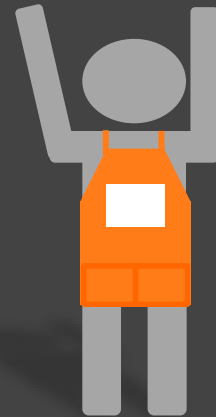
- Feel more engaged
- Be more effective
- Want to have a lasting career at The Home Depot

OUR PHILOSOPHY

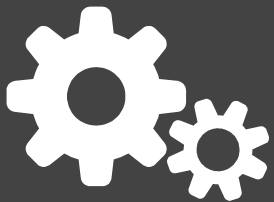


Employee Owns

Development



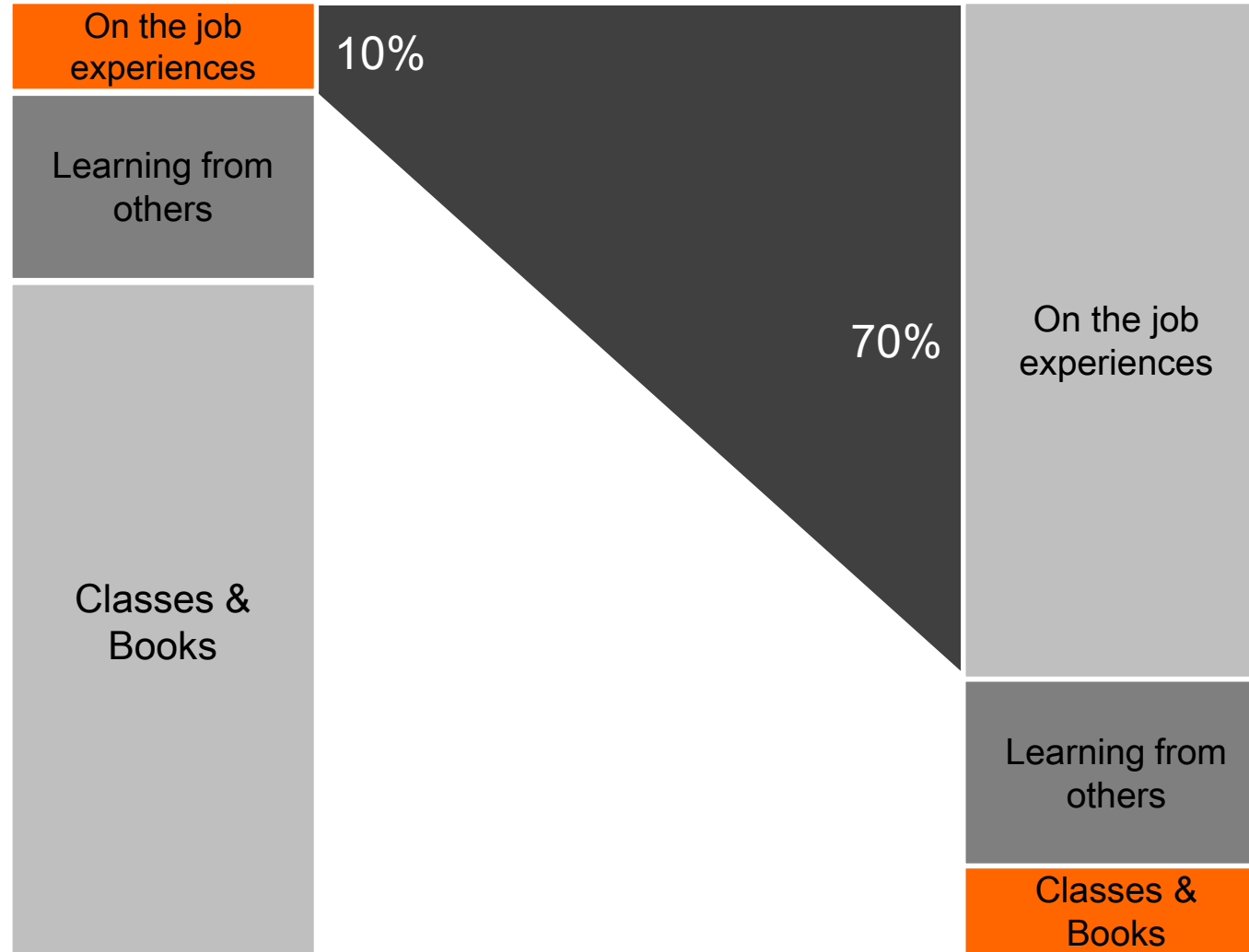
Leader Supports



HELPING EMPLOYEES GROW

Most Common

Most Impactful



CLASSES & BOOKS

KNOWLEDGE DEPOT

- The Home Depot's learning management system
- Houses required curriculum for employees



LEADER DEVELOPMENT

Provides additional training and resources for employee development needs

- Onboarding
- Fundamentals
- Book Summaries
- ed2go

CLASSES & BOOKS



- 40 high-potential directors and senior directors
- 6-month program focused on 5 areas of greatest business need
- Mixture of learning, mentoring & on the job experiences



LEARNING FROM OTHERS

myOrangeLadder



The screenshot displays the myOrangeLadder website interface. At the top, it says "my OrangeLadder Building a Home Depot Career". Below this, there's a "Welcome to the Career Development Website" message. A navigation bar includes "EXPLORE" and "1". The main content area features several sections: "Research Jobs" with a photo of two people in a store, "Learn" with a photo of a person, "OUR VALUES" with a circular diagram, and "Use Your Performance Feedback" with a photo of a person. A "Career Path Poster" is also visible, showing a complex network of orange paths. To the right, there's a section titled "Learn From Others' Careers" with a video testimonial from John Schwager and three tips for career development.

Learn From Others' Careers

The Home Depot has unlimited opportunities available for growing a successful career. The Roads to Success series highlights the different paths that our associates have taken. Click on the links at the right to read the featured story or view the story archives.

Career paths are almost as unique as fingerprints. They can be crooked, sideways, and sometimes straight up and down. But there are still some universal tips to get you on the right track.

Roads to success with John Schwager
Read more stories >>

Tip 1 – Look for opportunities to build your skills
As you explore what you would like to do next, think less about what specific position or job title you would like and more about what is best for you to build your skills and achieve your goals.

Tip 2 – Take advantage of the opportunities presented to you
While some careers are easily defined as vertical moves in a field, many are not. Building a career often depends on your skills and the Company's needs at the time. Many times, it's just about exploring different options and being in the right place at the right time.

Tip 3 – Learn from others
Click below to see how some associates have grown their career at The Home Depot.

David Hawkins
Vice President, Tool Rental

Tad McIntosh
DMM Off-Shelf and Events

- Interactive tools to help you discover your strengths and interests
- Video testimonials from experienced Home Depot employees
- Templates for creating career goals and action steps to help you get there
- Advice on networking, interviewing, personal branding and much more

LEARNING FROM OTHERS

Mentoring Program

- Circles of up to 6 mentees with 1 mentor
- Available to all hourly and salaried associates
- Ability to self-select a mentor
- 6 month commitment; one 60-90 minute meeting per month



LEARNING FROM OTHERS

Nosy Neighbor Networking Event



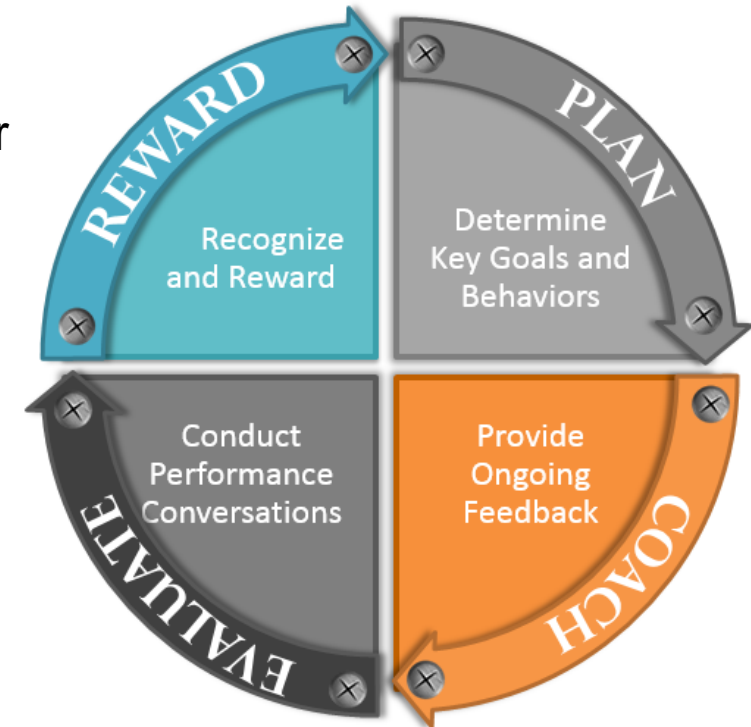
- Internal bi-annual career fair with representatives from all functions
- Last held in 2015 and attended by over 2,200 associates
- Gives employees the opportunity to job shadow within various work functions

ON THE JOB EXPERIENCES

Performance Management

Ongoing process of communication throughout the year between a manager and an associate regarding the associate's performance

- Identifies areas for associate **learning**
- Provides opportunities to discuss and plan for an associate's **career development**



ON THE JOB EXPERIENCES

Development Toolbox

- Key competencies integrated with The Home Depot's values
- Provides suggestions for maintaining/improving skills
- Accessible to all employees

Development Blueprint

- Detailed action plan owned by the employee
- Drives development conversation
- Broken down into achievable actions

THANKS!

Questions?

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