

EPIC+

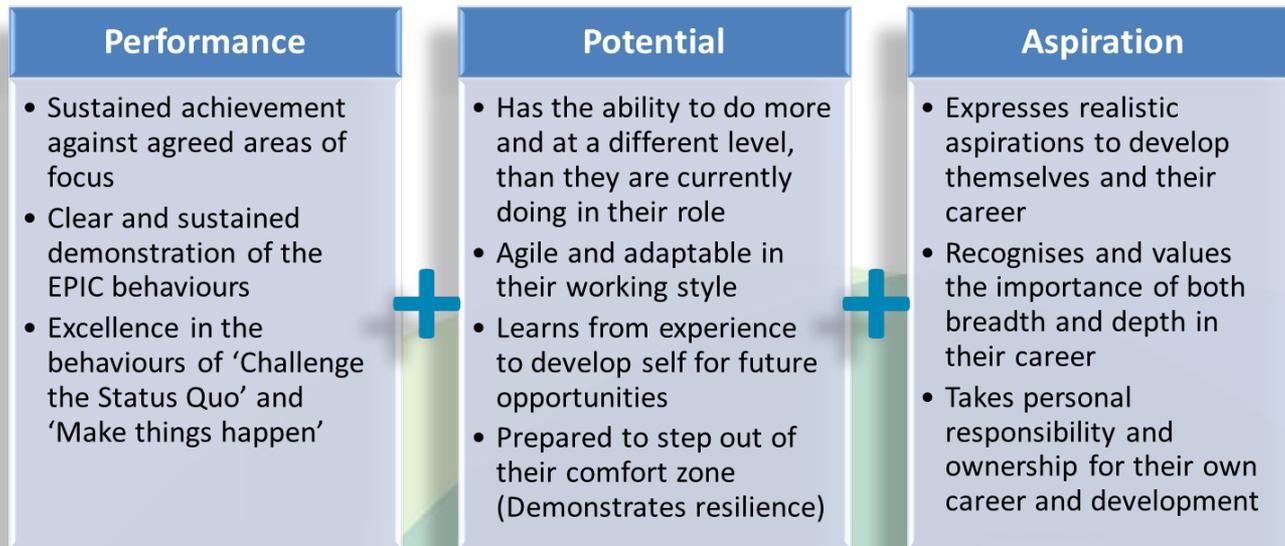
Developed to:

- ...enable our people to flourish and succeed
- ...value and recognise epic performance
- ...keep things simple
- ...encourage personal responsibility
- ...act in the best interests of Orbis

So what is EPIC+?

Within Orbis, we believe that every colleague is talented. Through our approach to performance and development we commit to focus on developing and realising everyone's potential.

Those individuals at all levels that demonstrate consistent and sustained EPIC performance and who have both the aspiration and the potential to develop and progress their careers further will be supported by the Orbis EPIC+ Talent Strategy which provides specific, tailored and experiential development.



Individuals are nominated based on the extent to which they have demonstrated:

1. EPIC Performance
2. Potential
3. Aspiration



make things happen

- Drives things through to completion
- Demonstrates initiative by anticipating future trends and challenges and delivering appropriate solutions
- Influences and works effectively with others to deliver the best result
- Demonstrates high levels of autonomy
- Demonstrates tenacity



challenge the status quo

- Not content with the Status Quo and constantly seeks out opportunities to try new things
- Thinks differently and demonstrates this through innovative ideas and solutions
- Builds; demonstrates and use insight to make decisions
- Highly self aware and actively seeks feedback for their own self development

What does the EPIC+ programme involve?

Individuals will receive development that specifically supports their career and development aspirations. Individual success will depend on the level of personal responsibility people take for their own development.

Development preparation

Pre-work:

- What do you want to get out of the EPIC+ programme?
- How do you think the EPIC+ programme will develop you?
- Specifically what EPIC behaviours do you want to focus on developing?
- What are your strengths and gifts that you can bring to the programme?
- What are your personal career aspirations?

EPIC+ Launch event

The event will:

- Explain more about the EPIC+ programme
- Help individuals explore their personal development plans in more detail
- Outline the development support available
- Create a network and set up EPIC+ Action Learning Sets

EPIC+ Development

Individuals will need to establish what development interventions are best suited to their development needs. The initial opportunities available include:

- Business Challenges
- Mentor
- Shadow Board

The list is not exhaustive and will include other opportunities

In addition, nominees will be invited to attend development workshops:

- Coaching and action learning
- Creativity tools
- Writing a compelling commercial business case
- Personal Impact

They are expected to:

- Attend a monthly Action Learning Group meeting (ALG) to review your learning
- Allocate approximately ½ day per week to their development
- Complete self reflection using a 'learning log' to review learning and progress against development plan

The Business Challenges that individuals will have a choice of working on are:

1. How do we create a compelling recruitment experience?
2. How do we build development partnerships with local universities and employers to drive innovative practices?
3. Orbis Shadow board
4. Putting the customer at the heart of everything that we do
5. Driving EPIC performance to enhance the customer and employee experience
6. Mentor