



# They Can't Have Our People: Helping You Build Sun's Bench

Prevent competitors from getting our people by recognizing and developing team member potential.

## Performance versus Potential



**Performance** measures the **current level of success** a team member achieves in their role. High performers **deliver consistent results** while exceeding behavior expectations.



**Potential** predicts the **likelihood of future success** in more broad and complex roles. High potential team members **show that they can develop** beyond their existing skills and abilities.

## Spotting Potential

You may identify high potential talent from your own observations, during talent planning, or when team members express an interest in growing with Sun.



## High-Potential Behaviors

- Taking the initiative
- Being proactive
- Improving after feedback
- Helping other team members
- Recognizing others' success
- Showing interest in Sun
- Modeling culture behaviors

## When a Team Member Moves On

Understand that development is not about 'training someone to take your job'. It is about building our talent and keeping our people working for Sun.

## Developing Potential

1. Think about the natural next step in the team member's career, and how long it will take them to get there.
2. Consider what knowledge, skills, and abilities the person has now and needs to develop.
3. Task the team member with creating a development plan, support by you as their leader.
4. Ask yourself what possible opportunities would benefit this individual.
5. List specific learning experiences the individual needs to complete, such as training courses, role shadowing, team leadership, or stretch assignments.

