

**VERIZON
UP TO SPEED LIVE
July 11, 2022 12:00 PM ET**

>> HAPPY MONDAY, V TEAM.

TODAY IS THE FIRST DAY OF MIDYEAR REVIEWS.

IT'S AN IMPORTANT TIME TO REFLECT AND OF COURSE CELEBRATE YOUR ACCOMPLISHMENTS FOR THE FIRST HALF OF 2022 WITH YOUR LEADERS. BUT IT'S ALSO TIME TO MAP OUT YOUR GOALS FOR THE SECOND HALF OF THE YEAR.

WITH MORE ON HOW YOU CAN BEST PREPARE FOR YOUR REVIEWS, I'LL TURN IT OVER TO MY COMMUNICATIONS COLLEAGUE, GENERAL MARIN.

>> THANKS, RAQUEL.

NOW V TEAM, IF YOU'RE WATCHING

THIS AND THINKING, YEAH, I THINK

I HAVE A PRETTY GOOD IDEA ON HOW TO PREPARE.

WELL, I'M HERE TO TELL YOU THIS

YEAR THERE'S A GREAT METHOD TO

REALLY PINPOINT YOUR GOALS AND CREATE A SOLID DEVELOPMENT PLAN.

YOU MAY RECALL A FEW WEEKS AGO

WE WELCOMED OUR SENIOR VICE PRESIDENT OF TALENT AND

DIVERSITY CHRISTINA SHELLING TO

DISCUSS THE IMPORTANCE AND THE

DRIVING FORCE BEHIND VERIZON'S TALENT GPS PLATFORM.

>> AS WE ALL KNOW, OUR PEOPLE, THE V TEAM, ARE OUR GREATEST ASSET.

AND WHERE WE GO AS A COMPANY

RESTS ON THE FULL POTENTIAL OF EVERY V TEAMER.

THROUGH OUR PULSE SURVEYS AND

CONVERSATIONS WITH EMPLOYEES AND

LEADERS, WE KNOW THAT EMPLOYEES

WANT MORE DEVELOPMENT

OPPORTUNITY AND MORE RESOURCES TO HELP THEM NAVIGATE THEIR

CAREER. AND THAT'S WHY WE'VE DEVELOPED

TALENT GPS TO EMPOWER OUR V

TEAMERS TO OWN AND DRIVE THEIR CAREERS.

>> AS WE KNOW, THE FIRST PHASE OF THE PLATFORM LAUNCHED BACK IN

JUNE OF 2021 AND CHRISTINA BROKE

DOWN THE NEW FEATURES THAT RECENTLY LAUNCHED WITH PHASE 2.

INCLUDING A ONE- STOP- SHOP MICRO

SITE, A JOB LIBRARY TO ACCESS INFORMATION ABOUT ALL VERIZON

ROLES AND ALSO A YOUR CAREER

JOURNEY RESOURCE THAT REALLY

HELPS YOU VISUALIZE, MAP OUT,

AND EXECUTE ON YOUR CAREER GOALS.

NOW, LET'S SEE HOW ONE OF OUR

FELLOW V TEAMERS, JENNIFER TAYLOR, IS TAKING FULL ADVANTAGE OF THESE TALENT GPS TOOLS TO PREPARE FOR HER VERY OWN MIDYEAR REVIEW.

>> HI, I'M JENNIFER TAYLOR. I'M PART OF THE TECHNOLOGY TEAM FOR THE GLOBAL LEARNING AND DEVELOPMENT ORGANIZATION. WHEN I FIRST APPLIED FOR A JOB AT VERIZON, IT WAS REALLY BECAUSE I NEEDED TUITION ASSISTANCE AND I JUST NEEDED A PAYCHECK. BUT I'VE STAYED BECAUSE I'VE HAD ONE OR TWO LEADERS THAT WERE REALLY GOOD MATCHES FOR MY CAPABILITIES AND MY ATTITUDE. AND I JUST LOVE LEARNING NEW THINGS AND I SEEK OUT WORK THAT I KNOW IS GOING TO HAVE HIGH IMPACT. THINGS THAT ARE GOING TO AFFECT CHANGE AT SCALE. AND I'VE BEEN LUCKY ENOUGH TO FIND LEADERS THAT TRUST ME AND REALLY UNDERSTAND THE VALUE OF LETTING ME TRY SOMETHING NEW. TALENT GPS HAS BEEN REALLY HELPFUL FOR ME.

THE PHASE 2'S YOUR CAREER JOURNEY HAS HELPED ME MAP OUT A LONG TERM PLAN FOR MY CAREER BY REFLECTING ON WHAT'S REALLY IMPORTANT TO ME. SO I JUST CHANGED ROLES IN MAY AND IT'S A LITTLE TOO EARLY FOR ME TO BE THINKING ABOUT A NEW JOB, SO I WANTED TO GO DIVE A LITTLE BIT DEEPER INTO MY CURRENT ROLE AND IDENTIFY SOME OF THE STRENGTHS AND SKILLS I SHOULD BE WORKING ON. SO I WENT TO THE JOB PROFILE LIBRARY TO LOOK AT INFORMATION FOR MY NEW ROLE. AND I'M PART OF THE TECHNOLOGY JOB FAMILY GROUP. AND THE TECHNICAL PROJECT MANAGEMENT FAMILY. AND YOU CAN SEE MY NEW TITLE HERE, PRINCIPAL ENGINEER. AND READING THROUGH THE DESCRIPTION AND ACCOUNTABILITIES THAT ARE LISTED FOR MY ROLE REALLY HELPED ME REFLECT ON WHAT MY ACCOMPLISHMENTS WERE SO FAR, WHICH IS REALLY GREAT FOR NOTING IN MY MIDYEAR REVIEW. BUT ALSO IT HELPS ME SEE HOW MY EXPERIENCE IN THIS ROLE CAN BE TRANSFERRED TO OTHER POSITIONS

WITHIN THE COMPANY THAT HAVE SIMILAR RESPONSIBILITIES.
AND I ALSO WANTED TO KNOW WHAT
KIND OF SKILLS ARE RELEVANT TO TECHNOLOGY IN GENERAL.
AND SO FROM THE TALENT GPS MICRO
SITE I CLICKED ON EXPLORE AND
DEMAND SKILLS, WHICH BRINGS ME
TO LEARNING PORTAL 2.0, WHERE I
CAN FIND THE IN- DEMAND SKILLS FOR MY JOB FAMILY GROUP.
AND THIS WAS REALLY HELPFUL
BECAUSE IT CAN HELP ME DECIDE
WHICH SKILLS ARE VALUABLE TO
DEVELOP REGARDLESS OF WHAT TECHNOLOGY JOB I HAVE IN THE FUTURE.
IF I OPEN UP ONE OF THESE PLANS,
I CAN THEN ASSESS HOW WELL I'M DOING IN THESE SKILLS AND I CAN
GO THROUGH AND SELECT SOME OF
THE CONTENT OR COURSES THAT ARE
GOING TO BEST HELP ME REACH MY GOALS.
EVEN BEFORE I DID THIS TALENT GPS CHANGE I WOULD HAVE SAID,
LIKE, I NEVER THOUGHT I WOULD BE
SOMEBODY WHO STAYED AT A COMPANY FOR SUCH A LONG TIME.
I THINK A LOT OF PEOPLE IN THE
YOUNGER AGE GROUP THINK ABOUT MOVING TO A LOT OF DIFFERENT
COMPANIES TO GET A LOT OF DIFFERENT EXPOSURE.
BUT I ENDED UP STAYING BECAUSE THERE IS THAT EXPOSURE.
AND NOW THAT I KNOW THAT WE HAVE
THIS NEW ABILITY TO UNDERSTAND
WHAT OUR JOBS ARE LIKE NOT JUST
ACROSS THE BUSINESS LIKE I WAS
DESCRIBING, BUT JUST IN THE MARKETPLACE, SOMEBODY FROM
OUTSIDE THE COMPANY CAN LOOK AT
THE JOBS THAT ARE AVAILABLE HERE
AND THE TITLES AND THEY'RE VERY UNDERSTANDABLE.
SO YOU WILL HAVE THAT EXPERIENCE
BOTH BEFORE YOU JOIN OR APPLY
AND THEN AFTER YOU DO SO THAT
YOU CAN SEE WHERE ELSE YOU WANT TO GO.
I REALLY ENCOURAGE V TEAMERS TO
GO TO THE TALENT GPS CAREER PLANNING RESOURCES AND GO
THROUGH THE PROCESS GOING INTO
THEIR MIDYEAR PERFORMANCE REVIEWS SO THEY CAN HAVE A TRULY
MEANINGFUL CONVERSATION WITH THEIR LEADERS.
>> WHAT A GREAT WAY TO WALK INTO YOUR MIDYEAR CONFIDENTLY.
V TEAM, BE SURE TO COMPLETE
MIDYEAR ACTIVITIES BY THE AUGUST 12 DEADLINE.
BACK TO YOU, RAQUEL.
>> THANKS, JEN.

V TEAM, TALENT GPS'S PHASE 3 WHICH WILL FEATURE A SKILLS AND TALENT MARKETPLACE WILL LAUNCH IN 2023.

ON TO OTHER NEWS, WHETHER YOU'RE A RUNNER, JOGGER, OR MAYBE A WALKER, VERIZON CORPORATE CLASSIC 5K IS THE PERFECT WAY TO GET OUT AND SUPPORT TEAM VERIZON.

THE RUN IS BACK IN PERSON AND IN MORRISTOWN TO CONTINUE THE TRADITION OF HOSTING NEW JERSEY'S PREMIER CORPORATE FITNESS EVENT AND WE'LL BE SHARING COVERAGE OF THE RUN LATER THIS WEEK SO STAY TUNED.

AND I KNOW THE PERFECT THING TO HELP COOL OFF AFTER A 5K, A FRAZIL SLUSH DRINK.

THIS SUMMERTIME DRINK IS A FAVORITE AND EVEN BETTER, IT'S POWERED BY OUR THINGSPLACE INTERNET OF THINGS PLATFORM.

JUST AS A REFRESH, NO PUN INTENDED, THINGSPLACE CAN MANAGE AND MONITOR CELLULAR IOT DEVICES IN INDUSTRIES SUCH AS AUTOMOTIVE, MANUFACTURING HEALTH CARE AND EVEN SLUSH MACHINES IN RETAIL.

WE RECENTLY PARTNERED WITH FRAZIL A SLUSH DRINK TO HELP THEM CHANGE THEIR BUSINESS MODEL AND ENHANCE THE RETAIL EXPERIENCE.

WITH THINGSPLACE, FRAZIL IS ABLE TO COLLECT SLUSH MACHINE DATA ACROSS A LARGE GEOGRAPHIC AREA AND CONTINUOUSLY OPTIMIZE THEIR PERFORMANCE IN.

SAVING BOTH FRAZIL AND RETAILERS TIME AND MONEY.

THIS IS PRETTY GOOD, I MUST SAY.

WELL, I THINK THIS IS THE PERFECT WAY TO END THIS EPISODE.

I'VE GOT A SLUSH TO FINISH.

UNTIL NEXT TIME, YOU'RE UP TO SPEED.