

	Sweet 16	Elite 8	Semifinal	Final	Winner
Manager - Employee Relationship	<p>Knows each team member, their goals, personal interests, families, etc.</p> <p>Welcomes suggestions and feedback.</p> <p>Translates business objectives into accountable and actionable goals for each team member.</p> <p>Maximizes the strengths of all team members.</p>	<p>Knows each team member, their goals, personal interests, families, etc.</p> <p>Translates business objectives into accountable and actionable goals for each team member.</p>	<p>Knows each team member, their goals, personal interests, families, etc.</p>	<p>Knows each team member, their goals, personal interests, families, etc.</p>	<p>Knows each team member, their goals, personal interests, families, etc.</p>
Recognition & Rewards	<p>Recognize the value of each employee: trust and autonomy.</p> <p>Realize that recognition and rewards are not a one size fits all approach.</p> <p>Look for opportunities within the department & area to recognize the team or individuals.</p> <p>Recognize the value of each employee: ask opinions and involve in decision making.</p>	<p>Realize that recognition and rewards are not a one size fits all approach.</p> <p>Recognize the value of each employee: ask opinions and involve in decision making.</p>	<p>Realize that recognition and rewards are not a one size fits all approach.</p>		
Growth & Development	<p>Discuss performance on an ongoing basis - immediate and consistent.</p> <p>Create a customized development plan with each employee.</p> <p>Offer cross-training opportunities to learn skills of complementary positions.</p> <p>Utilize assessments to identify employee strengths and build on them.</p>	<p>Discuss performance on an ongoing basis - immediate and consistent.</p> <p>Utilize assessments to identify employee strengths and build on them.</p>	<p>Discuss performance on an ongoing basis - immediate and consistent.</p>		
Opportunity for Advancement	<p>Managers discuss their direct reports' career goals with leadership.</p> <p>Co. has clearly mapped career progression paths addressing linear & non-linear movement.</p> <p>Managers involve and consult employees in strategy planning, i.e., what should we be doing?</p> <p>Manager renders himself/herself obsolete to encourage promotion of direct reports as & demonstrate readiness for new challenges/opportunities.</p>	<p>Co. has clearly mapped career progression paths addressing linear & non-linear movement.</p> <p>Manager renders himself/herself obsolete to encourage promotion of direct reports as & demonstrate readiness for new challenges/opportunities.</p>	<p>Manager renders himself/herself obsolete to encourage promotion of direct reports as & demonstrate readiness for new challenges/opportunities.</p>		