

Our Approach to Careers

Our Approach to Careers & the Career Growth Framework
Leadership/Broadening/Functional Experiences & Skills
Toolkit Overview
Your Role & Expectations



The key to career growth is **performing** while assembling a diverse set of **critical experiences** over time that builds skills and knowledge



Your personal definition of **success** shapes the direction of your career



You, your manager, and the organization are **partners** in crafting your **individualized career path**



These experiences, coupled with Synchrony's business needs and your network, lead to multiple career **opportunities**

Shifting the Way We Think About and Plan Careers

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FROM

TO

Job-based
career paths

Emphasizing **critical experiences**
to complement our future growth strategy

Primarily
manager-led career
discussion

Empowering employees in the
shared responsibility partnership

Focus on direct,
upward progression

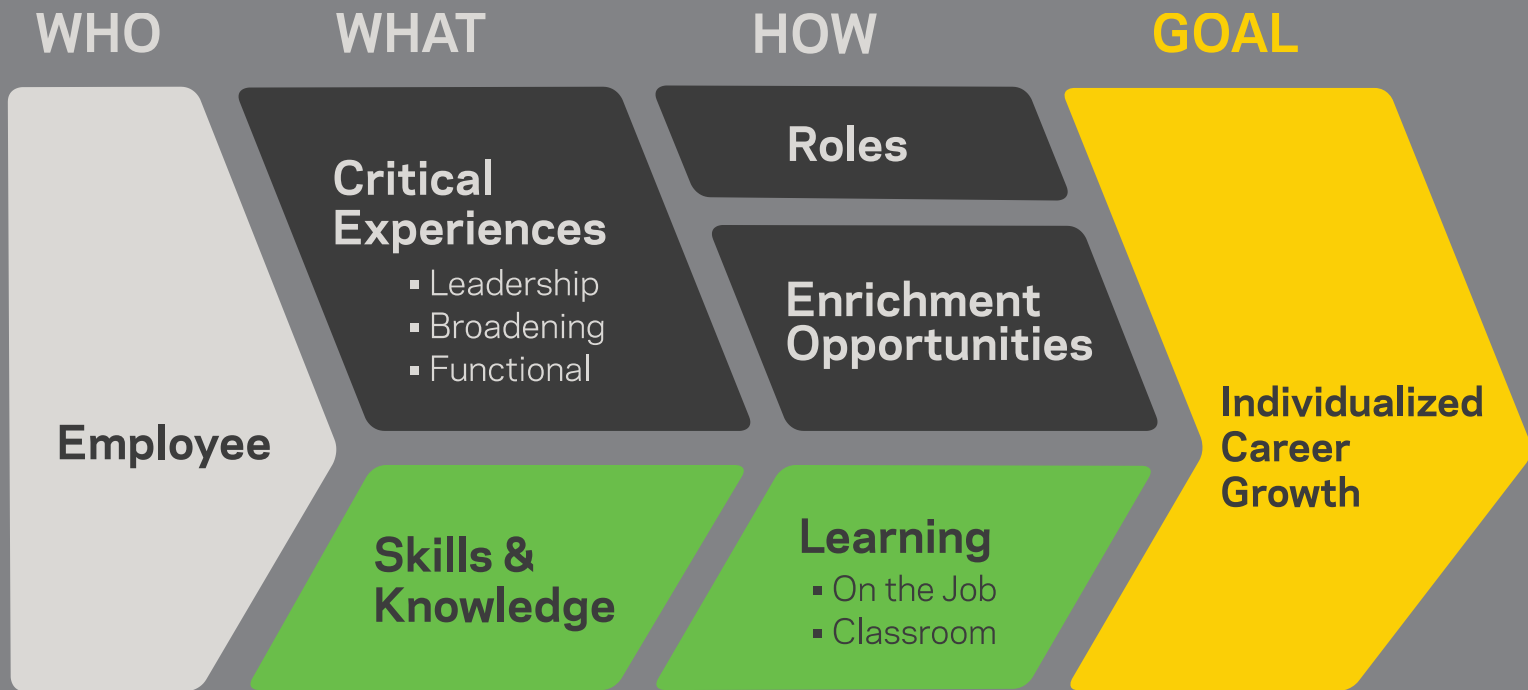
Importance of **broad,**
growth-based opportunities

Career Growth Framework

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Career Development begins with Performance - when combined with the elements below, the result is a long-term, successful career



Your Network