

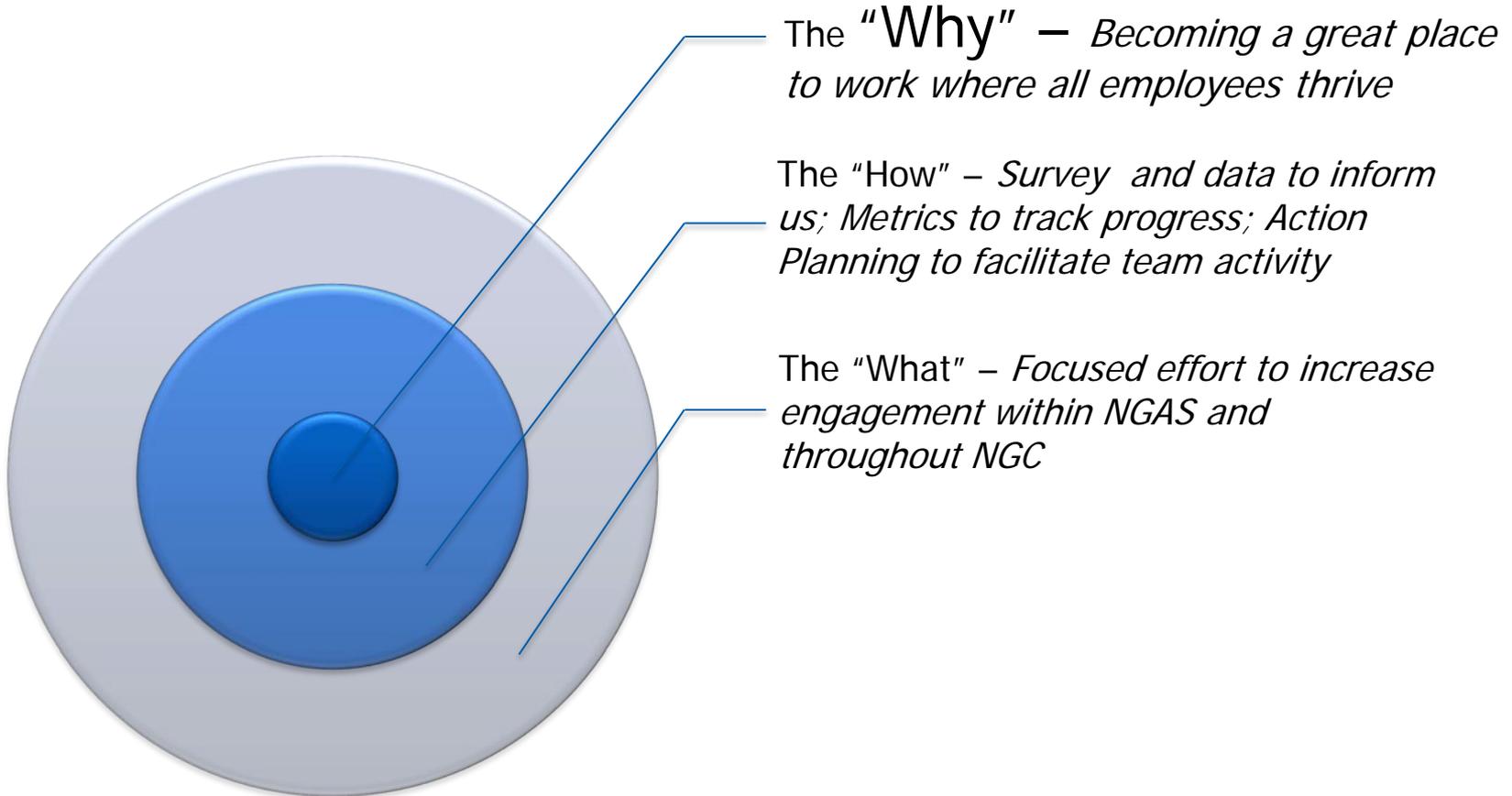
THE VALUE OF PERFORMANCE.
NORTHROP GRUMMAN

DoD PSM Conference

5-6 June 2012

S. Reynolds
Director Life Cycle Logistics & Support

- Creating an environment for employees to thrive



NGAS Vision *To be the leader in preserving freedom and advancing discovery by providing our customers with innovative and affordable integrated air, space and ground solutions.*

Current Leadership Assessment

Growth Potential



LOW

MEDIUM

HIGH

Likely has reached highest level in the organization

Likely has one more level of advancement

Likely has two or more levels of potential for advancement

<p>7 – High Performance/Low Potential</p>	<p>8 – High Performance/Medium Potential</p>	<p>9 – High Performance/High Potential</p>
<p>4 – Medium Performance/Low Potential</p>	<p>5 – Medium Performance/Medium Potential</p>	<p>6 – Medium Performance/High Potential</p>
<p>1 – Low Performance/Low Potential</p>	<p>2 – Low Performance/Medium Potential</p> <p>Blue = diversity <i>Bold italics = female</i></p>	<p>3 – Low Performance/High Potential</p>

HIGH
Is exceeding expectations

MEDIUM
Is meeting expectations

LOW
Has performance issues

Performance

= "Hi-Po"

Insert picture

Engineer 1
Reliability Homeroom (1Yrs, 5Mos)

Diversity Legend

- * Minority Male
- ** Minority Female
- *** Caucasian Female

Potential Successor
Functional Leadership

Work History Summary

- NGC – Engineer 1, XXX (2011 – Present)
- NGC – Tech Data Graphics Artist, xxxx (2008 – 2011)
- XXX Custom Homes – Cad Drafter, Designer, Estimator (2003-2008)

Formal Education/Certifications

- MS, Systems Engineering (5/2013)
- NATEU Training (2011)
 - XXXX ITT Test Planning
- BS, Information Technology (12/2010)
 - Specialization in Software Engineering
- Computer Animation and Design (05/2003)
- Auto Desk AutoCAD 2000 Certification (2002)

Significant Accomplishments

- TAP Award for XXX RM&A FMECA Over & Above
- TAP Award for XXX FRACAS effort
- TAP Award for Graphics Design / IPB for DIRCM
- LCLS Employee of the Month – June 2010
- Nominated for 2 Presidents Awards – XXXX R&M, EXXX FRACAS
- Nominated for Quality Award – XXX R&M efforts

Current Location

- XXXX

Would Relocate for Right Opportunity? Y/N: Y

Key Strengths

- Leadership Qualities
- Big Picture View
- FRACAS/FMECA/Testability Subject Matter Expert
- Communication
- Information Technology
- Quality Control / Process Improvements
- Geared toward Proficiency; over & above

Areas for Development

- Leadership Skills (NGC Focus)
- Project Management Exposure
- Earned Value Management

2. Leadership - Training
3. Project Management – Training
4. EVMS – Training
5. Reliability Growth / Failure Analysis

Potential Next Step

- Broaden responsibilities
- Potential successor for functional leadership

NINE-BOX MATRIX

7	8	9
4	5	6
1	2	3

Performance (y-axis) and Potential (x-axis)

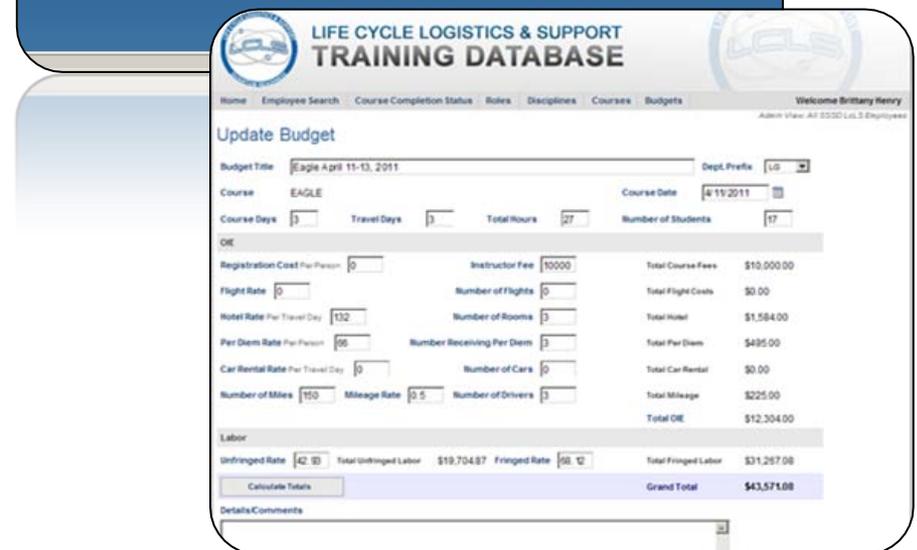
LEADERSHIP COMPETENCIES

LEADERSHIP COMPETENCIES	RATING
Build Credibility	G
Lead People	G
Drive Process Improvement	B
Execute Strategy & Results	G

B G Y R

LCLS Training Database

- Focuses on the employee's discretionary training requirements
- Assigns an individualized discretionary training plan for each employees based on their role, job title, and job level
- Tracks the completion status of an employee's discretionary training plan throughout their career
- Delivers a budget profile by calculating training labor/OIE costs estimates by course or department for planning purposes



*Timing and
Opportunity*

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**UP AND HOLD NOT
UP OR OUT**

Technology Expertise,
Business, & Leadership

THE VALUE OF PERFORMANCE.

NORTHROP GRUMMAN

