

# ONTRACK

## Leader Briefing

**January 27, 2016**

Below please find background information on and answers to common questions about the launch of ONTRACK on Thursday, January 28<sup>th</sup>. A memo from Joanne Smith will be sent to all merit employees the same day. Please refer any questions you cannot answer to your HR business partner.

*This information is for your background only and is not intended for distribution to employees.*

### KEY MESSAGES

- **ONTRACK**, Delta's new performance management process for all merit employees, launches on Thursday, January 28th. Divisions will communicate specific deadlines for your area. Joanne Smith will announce the launch via memo on January XXX.
- As a first step, employees should complete their Talent Profile, accessible from the new Career Portal on Self-Service. The Talent Profile will integrate with our other HR systems (like our new LMS and eBid) as they launch in the coming months.
- **ONTRACK** is an improved approach to performance management at Delta. It was designed with two goals - continue driving excellent business results and focus on professional development.
- Delta created **ONTRACK** in direct response to feedback. We heard employees loud and clear – they want greater professional development and to move away from numerical HR ratings
- What isn't changing is having Measurable Goals/KPIs, continuing our commitment to Pay for Performance, and supporting development that recognizes our tremendously talented team.
- Gone are one-size-fits-all HPAs, an overall HR numerical score, and an inflexible process and timeline.
- **ONTRACK** starts with goal-setting early in the year. Then, the focus throughout the year is on conversations where employees get real-time, productive feedback through 1:1s, project closeouts or regular reviews of goals and KPIs.
- Strengthening our leader capabilities and providing tools to develop Delta's future leaders is essential to continuing to drive exceptional performance.