

VERIZON
UP TO SPEED LIVE
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>> Happy Monday V Team.

Thank you for starting your week off with Up to Speed I hope you enjoyed your weekend celebrating Juneteenth and Father's Day.

Today we're going to be discussing career development with Talent GPS Phase II of the program is live right now.

And here to talk to us more about it is Senior Vice President of Talent & Diversity Christina Schelling.

Christina, it's so nice to have you on today.

>> CHRISTINA SCHELLING: Thank you.

>> RAQUEL WILSON: This is your first time on Up to Speed isn't it.

>> CHRISTINA SCHELLING: It is.

>> RAQUEL WILSON: It's a great opportunity for the V Team to get to know you a little more learn about what you'll be doing at Verizon and my friend Andy tells me you met with the interns recently and they got to know you.

>> CHRISTINA SCHELLING: They did.

>> RAQUEL WILSON: I figured we would play a quick clip.

>> ANDY CHOI: If you're ready.

>> CHRISTINA SCHELLING: I'm ready.

>> ANDY CHOI: This is lightning round.

>> CHRISTINA SCHELLING: I'm nervous.

>> ANDY CHOI: We have a little more than a dozen questions coffee or tea.

>> CHRISTINA SCHELLING: Coffee.

>> ANDY CHOI: Most recent show you binge watched.

>> CHRISTINA SCHELLING: Yellowstone.

>> ANDY CHOI: If you had an extra hour in your day what would you do.

>> CHRISTINA SCHELLING: Read.

>> ANDY CHOI: Favorite vacation?

>> CHRISTINA SCHELLING: Hawaii.

>> ANDY CHOI: Favorite meal to cook and eat.

>> CHRISTINA SCHELLING: Grill girl.

>> ANDY CHOI: Early bird or night owl.

>> CHRISTINA SCHELLING: Early bird.

>> ANDY CHOI: One thing you're looking forward to this summer.

>> CHRISTINA SCHELLING: Hanging by the pool with family.

>> ANDY CHOI: Hidden talents.

>> CHRISTINA SCHELLING: I'm really good at solving mysteries so if you go to the escape room you want to bring me with you.

>> RAQUEL WILSON: All right, escape room good to know that was awesome I'm sure the interns loved getting to know you and I know you've been meeting a lot of teams at Verizon.

You met with mine last week we learned really cool things about your family and your past job at CIA and the rap panel.

>> CHRISTINA SCHELLING: My rap panel was with traffic with my daughter and I started in leadership at the CIA interestingly the questions that come are firstly rap and second are you profiling me right now and the answer to both are equally no.

>> RAQUEL WILSON: I won't ask you to rap for us but that helped us to get to know you more.

And now that we know more about you can you share about your role at Verizon.

>> CHRISTINA SCHELLING: Absolutely I lead the diversity, equity and inclusion team as well as the talent teams so the groups of people who hire you who help develop and train and care for your career progression and care as an employee throughout the organization.

>> RAQUEL WILSON: Awesome, well I think that's a perfect segue into Talent GPS and before we get into Phase II let's just talk about what Talent GPS is.

>> CHRISTINA SCHELLING: Sure, 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 have developed Talent GPS.

To empower our V Teamers to own and drive their careers.

>> RAQUEL WILSON: Awesome.

>> CHRISTINA SCHELLING: The first phase of this multi-year and multi-phased journey began with job architecture or job taxonomy which may sound a bit HR jargoned but really it means we have categorized and grouped jobs together based on their attributes and skills and ultimately helped set the stage for career development beyond and tools beyond.

But also helps employees identify where they are in their current position.

This was important for us.

As we will continue to iterate and add more and more career tools and development resources, which has gotten us here to today and will help us as we kind of go forward.

>> RAQUEL WILSON: Awesome.

Now you said going forward, what can we expect with Phase II?

>> CHRISTINA SCHELLING: Great question.

We have three exciting features to show you.

The first one is our one-stop shop Microsite.

When you first arrive, you'll notice lots of great information about Talent GPS.

And some of the cool new tools and resources now available to you.

>> RAQUEL WILSON: Nice, okay.

And if we have our next slide.

I think I see our Job Family Groups.

Can you tell us more about that?

>> CHRISTINA SCHELLING: Sure this is the second new feature, the Job Family Library.

You can see all of the Job Family Groups for jobs at Verizon.

But don't be fooled.

These 10 groups break down into thousands of different job titles so there's a lot to choose from.

And on our next slide, if you click on Explore More, here under one of the Job Family Groups you will see all of the Job Family Groups, families and roles available to you within Verizon broken down by section.

On the next slide, you can see that you can click on one of the roles.

And a detailed breakdown of the job responsibilities and expectations of that role pops up.

>> RAQUEL WILSON: Okay.

That's cool.

So let's say I'm interested in, I don't know, Legal and Public Policy.

So I can go to this page, find the role and then look at the profiles.

Seems pretty easy.

>> CHRISTINA SCHELLING: It is and you sure can.

On this next slide it shows the main page and there's a little magnifying glass under each Job Family Group and if we can have the next slide, please, click it and a new window will open with a list of current openings for that position in the company.

You could be applying for your next role in minutes.

>> RAQUEL WILSON: Wow, that seems like an awesome resource to learn about

jobs and what they require.

So what is Talent GPS' final new feature?

>> CHRISTINA SCHELLING: This one may be my favorite.

It's called "Your Career Journey".

And it's all about reflecting on where you are in your career right now.

Identifying where you want to go.

Even if it's growing in your current role.

And making a plan for getting you from here to there or as we like to say from Point A to Point B.

>> RAQUEL WILSON: Awesome.

>> CHRISTINA SCHELLING: On this slide it shows the tools on the site for reflecting on what you want from your career.

Visualizing your next move and also for the planning piece to strategize how to get there.

Then you can share these tools with your leader or someone else you want to partner with, maybe a mentor, for support before you start planning your next steps.

>> RAQUEL WILSON: Cool so basically what you're saying is with the Visualize It tool, I can reflect and get ready for my career discussions and with the Discuss It tool I can get started with goal setting and planning and with the Plan It tool I can do more of that so sounds pretty simple.

>> CHRISTINA SCHELLING: It really is and there's also a spot for People Leaders with tools to help them support their teams on their career journeys.

>> RAQUEL WILSON: Nice I do see the People Leaders tools and some of the best practices in that section, as well.

And on this next slide if we can go to that one there's a bunch of QuickLinks that takes me to other helpful tools and I can even hop into some of the skill building plans or into my development plan that we just talked about in the job library.

Sounds very cool.

I love how everything is in one place so I don't get lost.

>> CHRISTINA SCHELLING: Yes and with midyear upon us, "Your Career Journey", Job Library and exploring the skill building plans for in-demand skills can be a big part of how you go into your development conversations and how you incorporate new information into your development plan.

>> RAQUEL WILSON: That makes a lot of sense and I think it will definitely be helpful.

And if we have the next slide, I see that there's more resources.

It just keeps getting better like pro tip videos and defining your personal brand, updating your resume, networking and even interviewing tips.

>> CHRISTINA SCHELLING: It's pretty comprehensive, right?
Talent GPS's new Microsite job profile library and "Your Career Journey" are going to make a huge impact on the career journey experience.
And we're here for it.

>> RAQUEL WILSON: Yes I'm here for it, too, Christina, thank you so much for joining us today.
I can already tell these Talent GPS tools will be very helpful to our employees who are really looking forward to developing their careers and V Teamers you can access Talent GPS on About You to easily find the page make sure you check out the link in our article.

Well, everyone, that is a wrap for today but make sure you tune in for more Up to Speed all week.

Tomorrow we're going to be sharing the story of V Teamer Lux Gurusamy and Thursday learn more about getting your friends and family to switch to Verizon and Friday tune in to see where we will be live at 12 p.m. for a rundown of all the news from the week.
Well Christina we have a little tradition here on Up to Speed where we invite our guests to close out with us.

Want to give it a try.

>> CHRISTINA SCHELLING: Sure.

>> Until next time, you're Up to Speed.

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