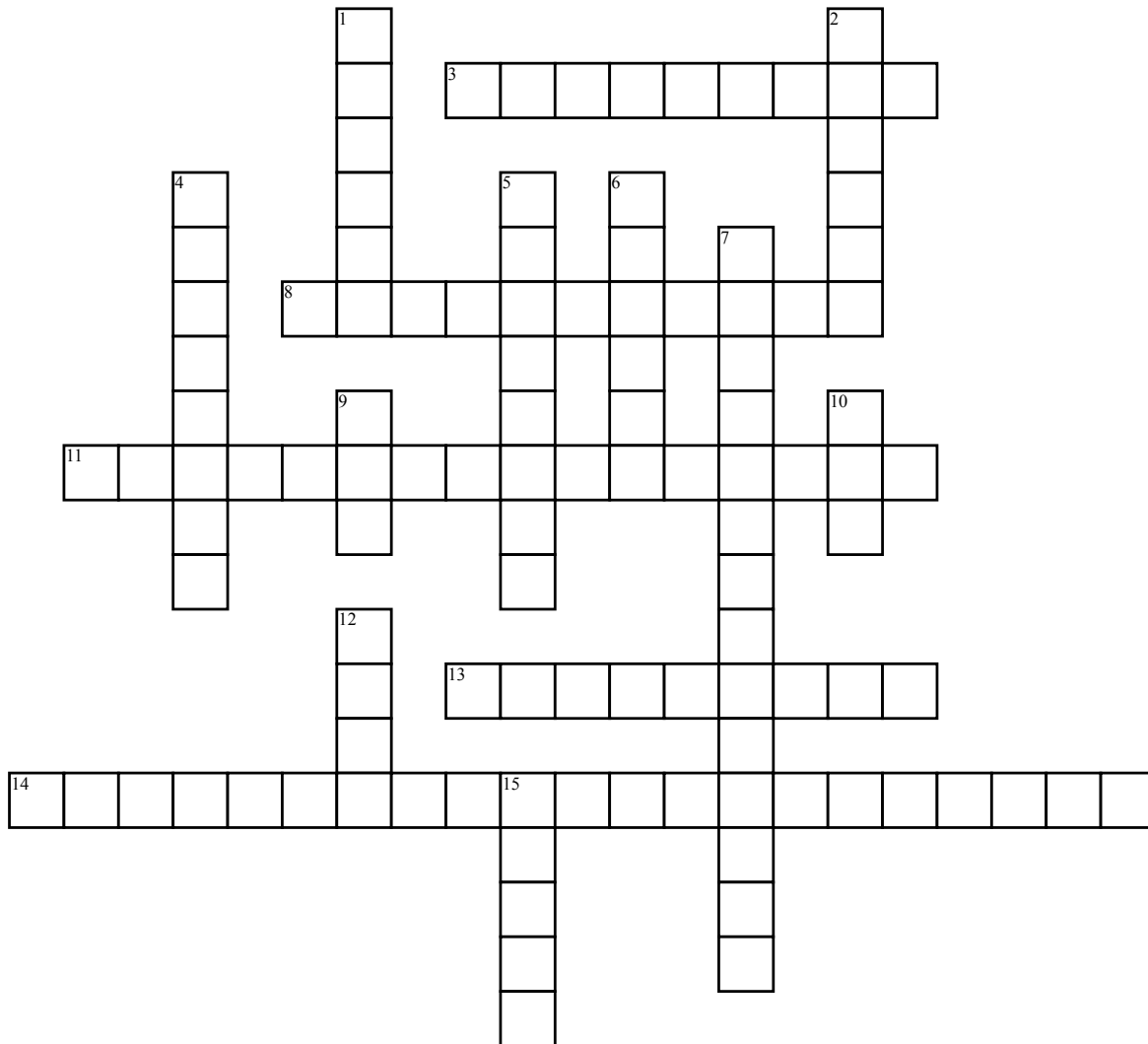


Learning and Performance



Across

- 3.** Occurs at the end of every fiscal
- 8.** type of activity used to close skill gaps
- 11.** We send this out every month to guide your choice for development.
- 13.** BSC category focused on budgeting
- 14.** supports the process that measures the performance of employees with metrics and feedback

Down

- 1.** Coaching, IDP, 360 surveys are all part of this PA category
- 2.** _____ management is the process used to recruit, retain, develop and reward employees
- 4.** This process is used when focused on past behavior, is evaluative, and "telling" oriented.
- 5.** _____ Scorecard
- 6.** What the employee does when they are not in agreement with their PA score.

- 7.** Location for training & development, as well as, recruitment & selection activities
- 9.** Expected to be completed by underperformers
- 10.** Available to all employees if seeking to further academic qualifications
- 12.** Which HRIS module focuses on management of performance and goals
- 15.** This model is used for Coaching in First Citizens