



Employee Development & Experience Governance Model

Board Oversight



Human Resources Committee

Oversees talent development, talent acquisition, learning and development, and employee value proposition strategy and risks.

→ Frequency: Quarterly

Management Oversight



Executive Leadership Team

Ensures executive alignment on succession, learning and development, experience, performance, and retention and hiring programs.

→ Frequency: Monthly

Enablers

Human Resources Leadership Team (HRLT): Meets monthly to discuss strategy direction, risk mitigation, monitoring of performance and key decisions.

HRLT Integration and Planning:

- HR strategic plan
- HR technology roadmap
- HR KPI reporting
- HR policy committee
- Project governance
- Process governance

Functional Teams:

- Operations
- Merchandising
- Marketing
- Human Resources
- Information Technology
- Communications
- Finance

Partners

