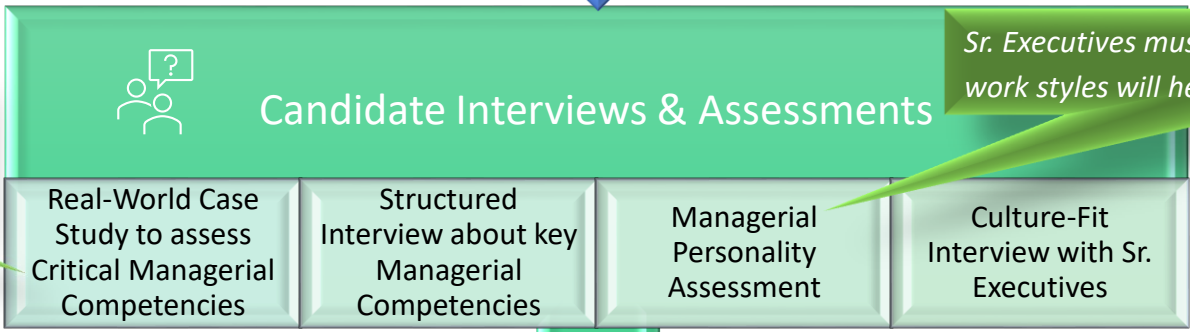


*Most employees need help determining whether they are a good fit for managerial roles.*

*Internal candidates should complete Pre-Screening steps but receive preferential treatment over external candidates.*



*Sr. Executives need to see each candidate's managerial skills in action.*

*Sr. Executives must understand how the candidate's work styles will help or hinder their performance.*



*Internal candidates should receive developmental feedback after going through the promotion process.*