



School is Back in Session!

Welcome to the start of the new semester at **Compass Group's Career U**—three days of back-to-back classes for your professional development and career growth. It's Career Week 2017 and it's time to learn and develop together!

Here's what you can expect to experience at Career Week:

- ✓ Get insider tips on how to start your career and succeed
- ✓ Get a glimpse into online training classes to boost your development
- ✓ Acquire valuable job search strategies
- ✓ Network with people with similar interests

Turn the page to find out more



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Compass Group Career Week

Compass Group's Career Week presents an exciting series of virtual workshops, associate panels, networking opportunities, and information sessions designed to heighten your awareness of professional development opportunities and resources.

Take your pick, from any or all Level 101, 201, or 301 Sessions – we've got classes for you. Sessions are open for sign-up on [MyLMS](#). Whether you are a Career Week novice or a seasoned associate, Compass Group invites you to participate in 12 engaging programs during Career Week 2017, August 22, 23, and 24!

SESSIONS AVAILABLE AT COMPASSMYLMS.COM

Boost You!

August 22 | 9–10am | 1–2pm EST

This one-hour Online Instructor-Led Class highlights the top best practices for kick-starting your career with Compass Group. Learn about Talent Profiles, Personal Development Plans (PDPs), MyLMS, LinkedIn... and more!

Make Way for our Future Leaders

August 22 | 10–11am | 2–3pm EST

This one-hour Online Instructor-Led Class provides an overview of Compass Group's Manager In Training (MIT) program and highlights success stories by associates currently enrolled in the program.

Application Accepted

August 22 | 11am–12pm | 3–4pm EST

This one-hour Online Instructor-Led Class gives associates insights on what Recruiters look for in resumes and interviews..

Boost Your Associates!

August 23 | 9–10am | 2–3pm EST

This one-hour Online Instructor-Led Class demos managerial tools and resources to help boost your associates' career success. Learn about using MyLMS as a Manager, best practices for PDPs and Career Conversations, and the latest course tailed for all Compass managers, Compass HR College.

Career Crossroads

August 23 | 10–11am | 3–4pm EST

This one-hour Online Instructor-Led Class showcases Compass Group leaders and their career paths, shifts, and overall journeys. Extras include insights on assessments, mentors, Talent Consultants.

Top 5 Training Courses for Career Growth

August 23 | 1–2pm | 4–5pm EST

This one-hour Online Instructor-Led class offers insights and demos for Compass Group's most popular training courses, foundational for all career journeys. Get to know 5 select trainings and why they lead the pack in Compass Group training.

Your Career Bucket List

August 22 | 12–1pm EST

This one-hour Online Instructor-Led Class gives associates an opportunity to consider career aspirations and how to get there.

Ask Anything!

August 23 | Join anytime between 9am–5pm EST

Join Resource Network (RN) Recruiters to chat live and ask any and all questions on recruiting! Stay for 15 minutes or stay for an hour. Recruiters from all Sectors will be on hand all day and are excited to chat with you!

Boost Your Leadership

August 24 | 9–10am | 2–3pm EST

This one-hour Online Instructor-Led Class offers insights into Compass Group Leadership Development Programs. Learn about what makes each program unique, who is the best candidate for each program, and how the nomination process works.

Oh No You Didn't! – Interview Fails and Tales

August 24 | 10–11am | 3–4pm EST

This one-hour Online Instructor-Led Class spotlights the best and worst of interviewing. Hear anecdotal stories from Resource Network (RN) recruiters and walk away with insights on what to-do and not to-do during your next interview.

Learning to Lead

August 24 | 1–2pm | 4–5pm EST

This one-hour Online Instructor-Led Class showcases DDL: Development Dynamic Leadership and HMM: Harvard ManageMentor. Get a head start on developing your leadership through these programs. They offer leadership fundamentals and are often prerequisites for Compass Group's Leadership Development Programs.

Career Spotlight



← David Anderson

Regional Manager; with SSC for over 8 years

Compass Trainings: EVOLVE and currently in Leadership Accelerator

“Learn the art of delegation. Start delegating early in your career so your time is freed up to take on bigger challenges in your area. Don’t just delegate the hard work, delegate the fun stuff too. Taking on more responsibilities is so important to highlight your abilities to your superiors.”

Jennifer Mitchell →

Unit Director; with SSC over 5 years

Compass Trainings: Harvard Mentor, Midway with DDL Training, and Disc Training

“My goals are to continue to grow and move up in the company. I take every opportunity to learn and grasp new ideas to improve myself and my team. My next goal in my career is to become a Regional Manager.”



← Michelle Garcia

Resident Regional Manager; with SSC for 1 year

Compass Trainings: MIT Program and signed up for Career Week trainings!

“One of my mentors always said ‘Never take the first No’...I have learned persistency and professional grace can indeed get you that Yes!”



Get Ready for Performance Appraisals

As the fiscal year comes to a close, it is time to begin preparing for year-end performance appraisals. All salaried exempt and non-exempt associates will complete their performance appraisal in MyOpportunity.

AUGUST

KPI/Goal Verification and Input

Ongoing

Log in and add your KPIs or validate that they have been uploaded correctly. If you need to change a KPI or if you do not have any KPIs, please reach out to your manager.

SEPTEMBER / OCTOBER

Self-Review and Manager Review

Open September 1–October 31

Manager and associate can complete their reviews concurrently. Manager should give their associate a due date for their self-review and set up an appraisal meeting date with associate.

NOVEMBER

2nd level manager, manager and associate signatures

Closes November 17

Second-level approval, primary manager and associate signatures are due by November 17.

Have you viewed your Manager Dashboard? —MyOpportunity features a dashboard for managers. This dashboard allows you to view which step your team's performance appraisal is in, view if any form is past the due date for the current step, and view the performance rating distribution for your team. To access the manager dashboard go to 'Analytics' from the main MyOpportunity drop-down.

Don't forget – Associates and Managers are able to log in and complete the self-review and manager review at the same time. This allows both associates and managers more time to complete their performance appraisals. Each manager should provide their associates with a deadline to complete the self-review and set up a one-on-one performance meeting with the associates. All appraisals should be finalized by the deadline which is **Friday, November 17, 2017**.

MyOpportunity Talent Management Support —For general questions or concerns about the MyOpportunity Talent Management modules, contact: performanceappraisalsupport@compass-usa.com or Kimberly.Butz@compass-usa.com.

Grounds Tips for your Home:

You always hear us grounds people talk about your “plant hardiness grow zone,” [well here is a link to the USDA hardiness zone map for reference](#). Always remember that you could live in a micro climate created by trees, mountains, buildings or other means. The other thing to remember if you are container gardening, and do not use insulation in container, you must take into consideration that *you drop two zones in hardiness*.

—George Bernardon,
Regional VP of
Grounds Management



Recruiting Spotlight

External applicants:

www.compassgroupcareers.com

Internal applicants: www.altogethergreat.com

Did you know our critical open positions come with a referral bonus? Well now you do! If your referral leads to filling a high need position you could receive up to a **\$750** bonus.

Critical Open Positions under recruiter Julie Nelms:

Julie.Nelms@Compass-USA.com

Position	Location	Requisition #
Asst Facilities Director	Kingsville, TX	JN06121776962
Construction Project MGR Canyon ,TX		JN07071778046
Construction Project MGR Stephenville ,TX		JN07311779059
Operations Manager	College Station, TX	JN07291779044
Unit Director, K-12	Vicksburg, VA	JN06231777497
Unit Director, K-12	Denton, TX	JN07311779057
Unit Director, HED	Jackson, MS	JN07121778262
Regional MGR	Northeast, US	JN06191777243
Unit Director	McDonough, GA	JN07051777911
Unit Director-Maint	Killeen, TX	JN07171778482
Unit Director	Richmond, VA	JN06291777773
Grounds Supervisor	Henniker, NH	JN06221777414
Resident Regional MGR	Atlanta, GA	JN07071778063
Regional Manager	Charleston, SC	JN07311779064
Facilities Coordinator	Galveston, TX	JN07131778355
Housekeeping Mgr	Galveston, TX	JN07131778323
Facilities Director	Worcester, MA	JN07121778257
Operations Mgr-Maint	Laredo, TX	JN07201778669
Facilities Director	Houston, TX	JN08011779168

Teaming Up with the Community



Over 100 years ago a live oak was one of the first trees planted on Texas A&M's campus. If you're an Aggie you know the Century Tree is a standout among the school's many traditions. It has been the home of countless first dates, proposals, weddings, and

tourist snapshots. Because of the tree's immense size, one concerned community member and Master Arborist, Dr. Todd Watson, began seeking to protect the tree from lightning strikes over 20 years ago. In 2014 Dr. Watson teamed up with SSC Grounds Manager Don Crawford to garner university approval for the project.

SSC collaborated with the Joseph Booth, campus arborist and Jeff Lehde, active community Master Arborist and owner of The Plant People, to install a lightning protection system. This consists of copper wire leads on the main leaders of the Century Tree, attached to lightning rods embedded 6 feet in the ground. The system also has an integrated fuse to monitor the tree for lightning strikes. The Grounds Department is grateful for the direct assistance of University Architect Lilia Gonzales, Bill Cox of Facilities and Dining Administration, Jeff Lehde, as well as Dr. Todd Watson, for his vision.



Memorial Fishing Tournament

On December 20, 2015, Octavio "Tavo" Canales, TAMUK – SSC Central Plant Operator and Air Force Veteran, sadly passed away due to cancer. After 16 years working with the University, many individuals were deeply affected by his passing. In the Summer of 2016, a fishing tournament was held in his honor. The tournament was done in order to raise funds to purchase a granite bench for his gravesite.

With the success of the tournament, some money remained and the decision was made to use the remaining funds to set up a scholarship at Texas A&M University Kingsville to assist one student for the Fall and Spring semester. On July 29, 2017, the Second Annual Tavo Canales Memorial Fishing Tournament was held to continue raising funds for the scholarship. On July 31, 2017, we received the official letter from the University, stating that the scholarship is now approved, signed by Rene Canales, Tavo's brother. We look forward to growing and continuing support for the fishing tournament every year, and add to the scholarship fund, which will be given to assist two students every year.



Tavo Canales



Photographed: 2nd Annual Tavo Canales Fishing Tournament Winners, Mrs. Adelina Canales—Tavo's Mother, Rene Canales—Tavo's brother (behind Mrs. Canales), and Silver Chapa Tournament Committee Chair.

Contact Us

Would you like to contribute to next month's newsletter? Please contact us with your idea!

SSC Service Solutions
PO Box 52370
Knoxville, TN 37950

865-546-8880

Contact@sscscserv.com

Visit us on the web at
www.sscscserv.com

