



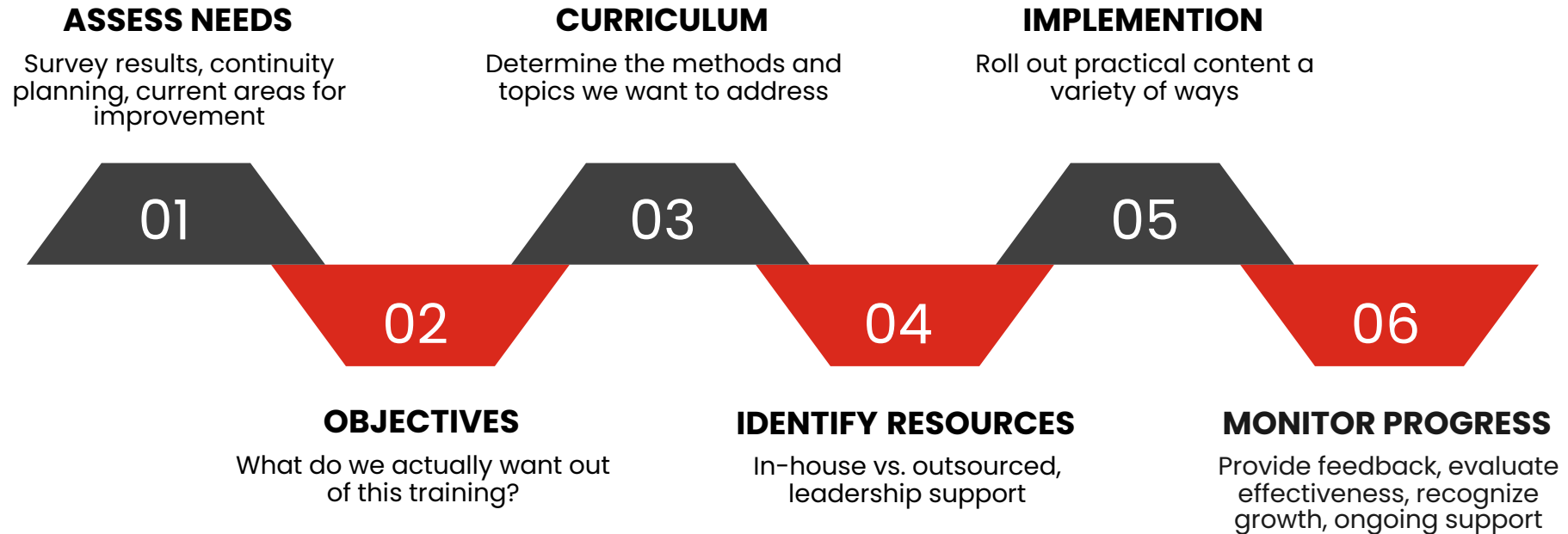
Darley

Darley University

*Becoming a Learning Organization and Supporting Employee
Development*

Overview

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CORE VALUES

INTEGRITY

We will act in an honorable and ethical manner. We will do the right thing. We will do what we say we are going to do.

PASSIONATE CUSTOMER FOCUS

We will serve customers in a prompt and fair manner while exceeding their expectations.

RELATIONSHIPS BASED ON RESPECT

We will foster relationships built on trust, mutual respect, and solid family values.

TEAMWORK/EMPOWERMENT/INCLUSION/DEVELOPMENT

We will cultivate an environment of teamwork, diversity, and empowerment. We will develop leaders and encourage personal and professional growth.

INNOVATION

We will develop innovative solutions and drive technology.

CELEBRATION

We will take time to recognize employee efforts and celebrate our Team Darley victories. We will work hard, have fun, and make a difference.

Assessing Needs

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01

Reinforcing Our Values

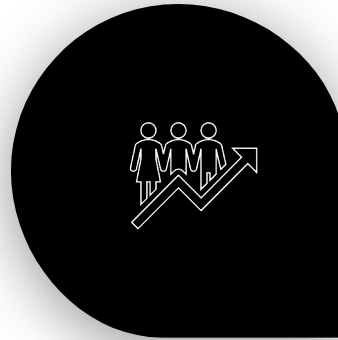


Key Objectives

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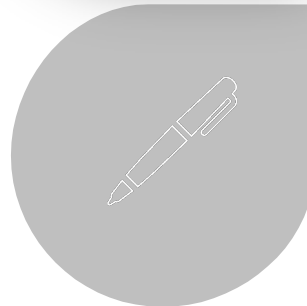
DEVELOP FUTURE LEADERS

Support Continuity Planning and create tailored development plans that address company needs and employee aspirations



ENCOURAGE LEARNING

Embrace a growth mindset and encourage a culture of continuous improvement



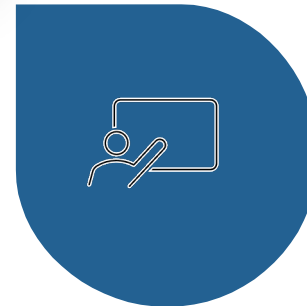
CONNECT EMPLOYEES

Promote teamwork by creating a venue where different teams can interact and learn from each other



EXPAND SKILL SET

Broaden perspectives and equip employees with a comprehensive skill set



The Curriculum

Darley University

03

01

Company-wide
Education



- Quarterly
- 2 In-house, 2 Outsourced
- Virtual, webinar format
- Core value and mission focused

02

Tailored
Development



- Ongoing, following 2023 evals
- E-learning
- Self and Manager Proposed & Guided

03

Managers
Workshop



- 6-month program
- 1x month
- Virtual, interactive format
- Darley created content + e-learning



The Curriculum

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Darley University

01

Company-wide
Education



- Quarterly Webinars
- 2 In-house, 2 Outsourced
- Virtual
- Core value and mission focused

ALL EMPLOYEES

Core Values & Brand
Communication
Decision-making
Darley Business Units
Conflict Resolution
Change Management
Time Management
Ethics/Compliance
Building Trust
Generational Differences
Harnessing Power of AI
Cybersecurity
CSR



The Curriculum

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02

Tailored
Development



- Ongoing, following evals
- E-learning, Conferences, Individual Courses
- Self and Manager Proposed & Guided

JOB SPECIFIC

Negotiations
Prioritization
Presentation Skills
Contracts
Written Skills
Risk Control
Digital Transformation
Financial Literacy
Excel



The Curriculum

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03

Managers Workshop



- 6-month program starting March 2024
- 1x month
- virtual
- Darley created content + e-learning + outsourced

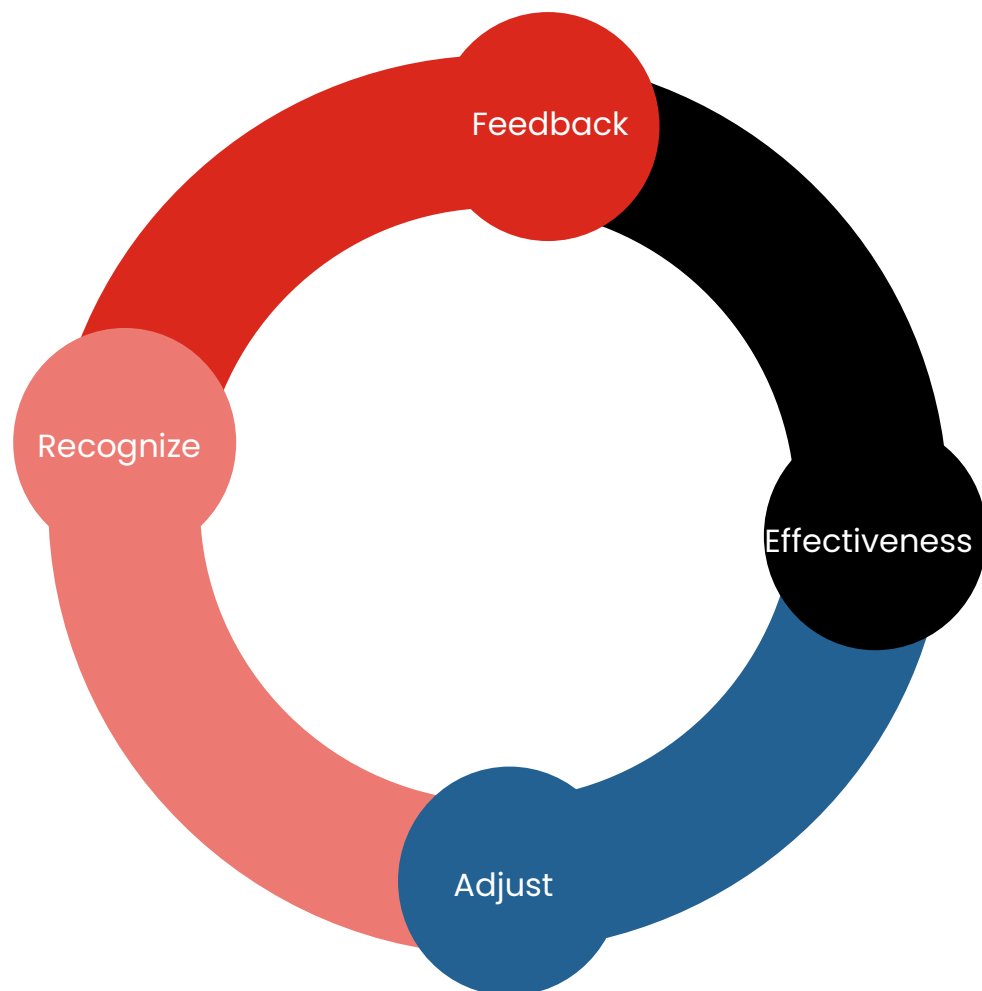
PEOPLE MANAGERS

Strategic Thinking
Goal Setting & Execution
Team Building
Running a Meeting
Delivering Performance Reviews
Accountability
Role of a Manager
Delegation
Cash Flow
Lean Operations
Recruiting, Hiring, Offboarding



Monitor Progress

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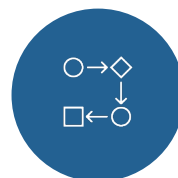
Feedback

Develop feedback and evaluation system (from all participants, managers, and other stakeholders)



Effectiveness

Assess the impact of the training and ensure program is meeting the key objectives



Adjust

Provide ongoing support and adjust program as needed to stay aligned with the organization's needs



Recognize

Acknowledge those who demonstrate growth and improvement

