

Competency	Example/Explanation
Acquiring Knowledge Quickly	Layne has an extraordinary ability to quickly learn (and improve upon) many of the systems he uses which has allowed him to excel in his role. Layne consistently asks thoughtful and timely questions that help our team make sure that nothing is missed and that we stay on track. This strength is especially beneficial this year as we are moving quickly to implement new changes in things like confirmation, hiring fairs and certification; often I feel as if we could miss details without Layne's thoroughness and thoughtfulness to ground us.
Synthesizing, Integrating, and Developing Strategies	Layne is incredibly adept at integrating new strategies into previously stagnant and inefficient systems. He has worked extremely hard to help streamline our teams' trackers and systems to make them more efficient and user-friendly. Layne has also successfully created a new 2016 Incoming Corps Member website, test trackers for cert. partners, and created the platform for ICM's pre-work. Layne's thoughtful creation of the above items continues to receive high praise and respect from his colleagues.