**Your role in the Year of Development**

In keeping with our Succession Planning efforts in 2011 Syniverse is set to launch the **2012 Year of Development** initiative. It is important that we develop our direct reports both for succession and replacement planning and to always challenge our high potential employees and keep them in a growth mode. In 2012, Executives at Syniverse should create development plans for their direct reports. At a minimum this should be done with at least one high potential individual on your team. During our recent succession planning efforts you were asked to designate your high-potential employees so please review that information as a first step in the process. After that, Syniverse’s internal training team will work with you individually to create these development plans in Success Factors. Here is how you can get started:

Watch the Jeff Gordon video on Employee development

http://jeffGordonLink will gohere.htm

Designate a high potential individual from within your group of direct reports

Schedule time with John Menken, [john.menken@syniverse.com](mailto:john.menken@syniverse.com), and he or a member of his team will show you how to get started.

Thank you.

Leigh Hennen