In keeping with our Succession Planning efforts, I am pleased to announce we will be launching the Year of Development, an initiative designed to propel our employees’ careers alongside Syniverse’s success. This initiative was created in response to the 2011 Employee Satisfaction Survey results, in which employees indicated professional development as an important area in need of improvement.

As one of our company’s leaders, you play a critical role in implementing this new initiative, which is why all leaders at the Vice President level and above are being tasked with creating development plans for their direct reports. Moreover, you should encourage all directors and managers in your organization to do the same for at least one high-potential individual on their teams.

During our recent succession planning efforts, you were asked to designate your high-potential employees, so please schedule a time to review this information with [John Menken](mailto:john.menken@syniverse.com) as the first step of the Year of Development process. Once you have confirmed your list, the internal training team will work with you individually to create these development plans in SuccessFactors.

The Internal Training team has developed GeoLearning modules to explain the program in further detail:

* [How to track your development in SuccessFactors](https://gm1.geolearning.com/geonext/syniverse/coursesummary.CourseCatalog.geo?id=22506129389)
* [Why development is essential to both the company’s and our employees’ progress](https://gm1.geolearning.com/geonext/syniverse/coursesummary.CourseCatalog.geo?id=22506129391)
* [How to hold a development discussion](https://gm1.geolearning.com/geonext/syniverse/coursesummary.CourseCatalog.geo?id=22506129390)

All development plans for your direct reports and high-potential employees must be logged into their SuccessFactors application by **Friday, June 29**, and sample development plans can be viewed [here](http://skrcollab.syniverse.com/gm/document-1.9.701684/SampleDevelopmentPlans.pdf). If you have any questions about the Year of Development, please contact John Menken by phone at +1 813.637.5466 or by email at [john.menken@syniverse.com](mailto:john.menken@syniverse.com).

I welcome any feedback on the Year of Development and look forward to the success of the program and our employees’ development.

Leigh

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