

ACT For Extraordinary Business Results

Safeway employees ACT in powerful ways to drive business results. The following Leadership Values and Competencies describe the behaviors that will accelerate your performance and success.

A

ttitude

Demonstrate behaviors that reflect an overpoweringly positive, can-do attitude.

1. Drives for Results
2. Establishes Stretch Goals
3. Models High Performance
4. Takes Initiative

C

ourage

Face difficult situations. Do the right thing. Embrace change.

5. Displays High Integrity and Honesty
6. Courage
7. Practices Self Development
8. Supports Change

C

ommunication

Share information and ideas in a collaborative way.

9. Communicates Powerfully
10. Builds Relationships
11. Helps Others Develop
12. Collaboration and Teamwork
13. Connects to the Customer

T

hinking Critically

Think and behave like an owner. Solve problems.

14. Planning & Organizing
15. Values Diversity
16. Innovates
17. Analyzes Issues and Solves Problems
18. Technical / Professional Skills

Teresita McCurtis



ATTITUDE

Teresita is being nominated for "Attitude", specifically, driving for results and taking initiative. While running her weekly High/Low report, Teresita discovered a billing error and brought it to the attention of her Regional Director, Category Director and Pricing team. The error she uncovered would have cost the company \$108,125 if gone unnoticed. Teresita was also recognized by her RD for taking initiative.

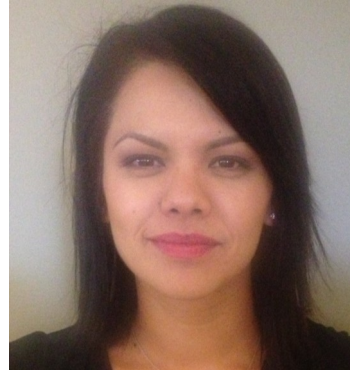
Kelly Riggs



COURAGE

Kelly showed a lot of courage in stepping in to help her team present in the PIR. This is outside of her comfort zone but her desire to help the team and develop her own skills outweighed her nervousness of giving a presentation. She was also very supportive of everyone on the team and encouraged us to do the best we could.

Maria Delacruz



COMMUNICATION

Maria is being nominated for Builds Relationships/ Collaboration and Teamwork: She is the "go to" person on the team for both her peers as well as for her manager. Her relationship with her division has built over this last year and she has a very good rapport with them. She is also the onboarding buddy for the newest team member which translates into her being available for him as needed.

Kalie Pschier



THINKING CRITICALLY

Kalie is always talking about a new way to communicate a business decision to her Category Director since she connects the dots with how a price change made at a category level can have a huge impact at the company level. Understanding that data is extremely useful, she will often leverage different business intelligence tools such as Terradata, Essbase and more advanced Excel formulas to create her message. Our team is fortunate to be working with a rising star within the department.

Leadership Values needed to do the job:

Attitude · Courage · Communication · Thinking Critically

Observable on-the-job behaviors:

18 Competencies