Where are we in the WPS process?

**Be Heard**
- Date Collection

**We’re Listening**
- Mercer/Sirota Analytics
- Leadership Reviews Data
- Communication Sessions
- Action Plan Design

**We’re Transforming**
- Organizational Transformation

### 2017 Workplace Survey Timeline
- **Feb 20 - Mar 15 2017**: Be Heard
- **Mar – April 2017**: We’re Listening
- **May 2017**: Leadership Reviews Data
- **June 2017**: Communication Sessions
- **July 2017 – April 2018**: Action Plan Design
- **Now – Nov 2019**: We’re Transforming