

# ASSOCIATE-DRIVEN COMMITTEE APPROACH

Leveraging associate participation  
to improve your development program

May 2016  
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**Together, all the way.<sup>SM</sup>**



# AGENDA

- › Cigna overview
- › TECDP overview
- › Committee overview
- › Challenges
- › Associate Video
- › Audience Discussion / Q&A



# CIGNA OVERVIEW

What is Cigna?



# OUR ENTERPRISE STRATEGY

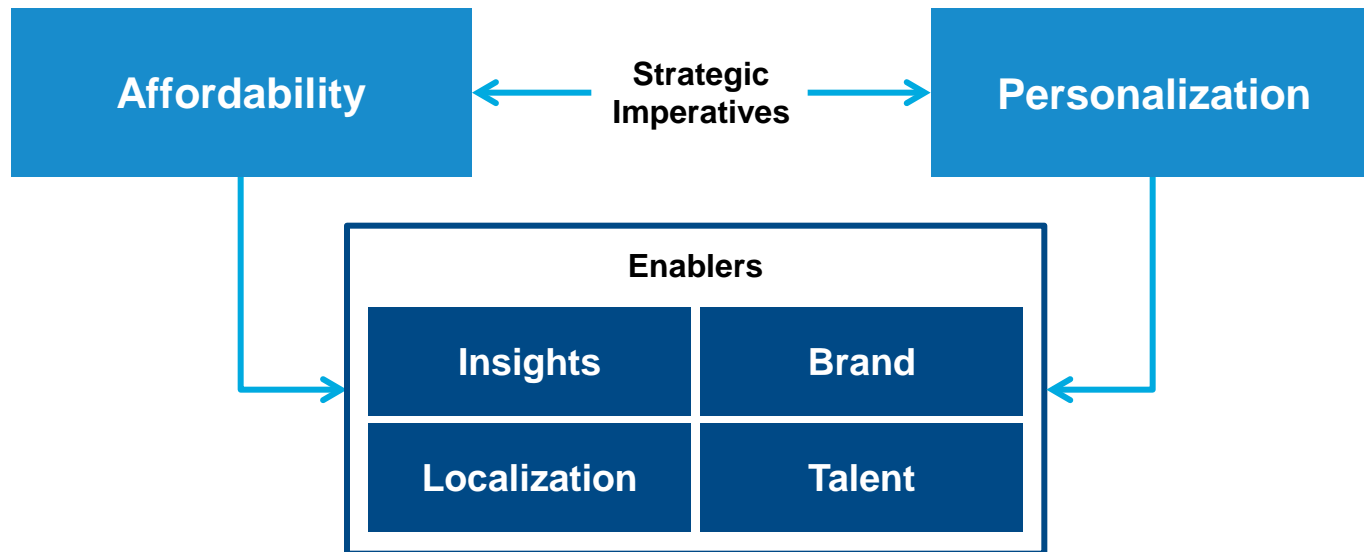
## Our Mission

To improve the health, well-being and sense of security of the people we serve

## Our Strategy

**Go Deep** within existing geographies and products, **Go Global** to offer solutions in adjacent and new markets and **Go Individual** to serve the holistic needs of an individual

## How We Will Win



# TECDP OVERVIEW

What is TECDP?



# TECHNOLOGY EARLY CAREER DEVELOPMENT PROGRAM

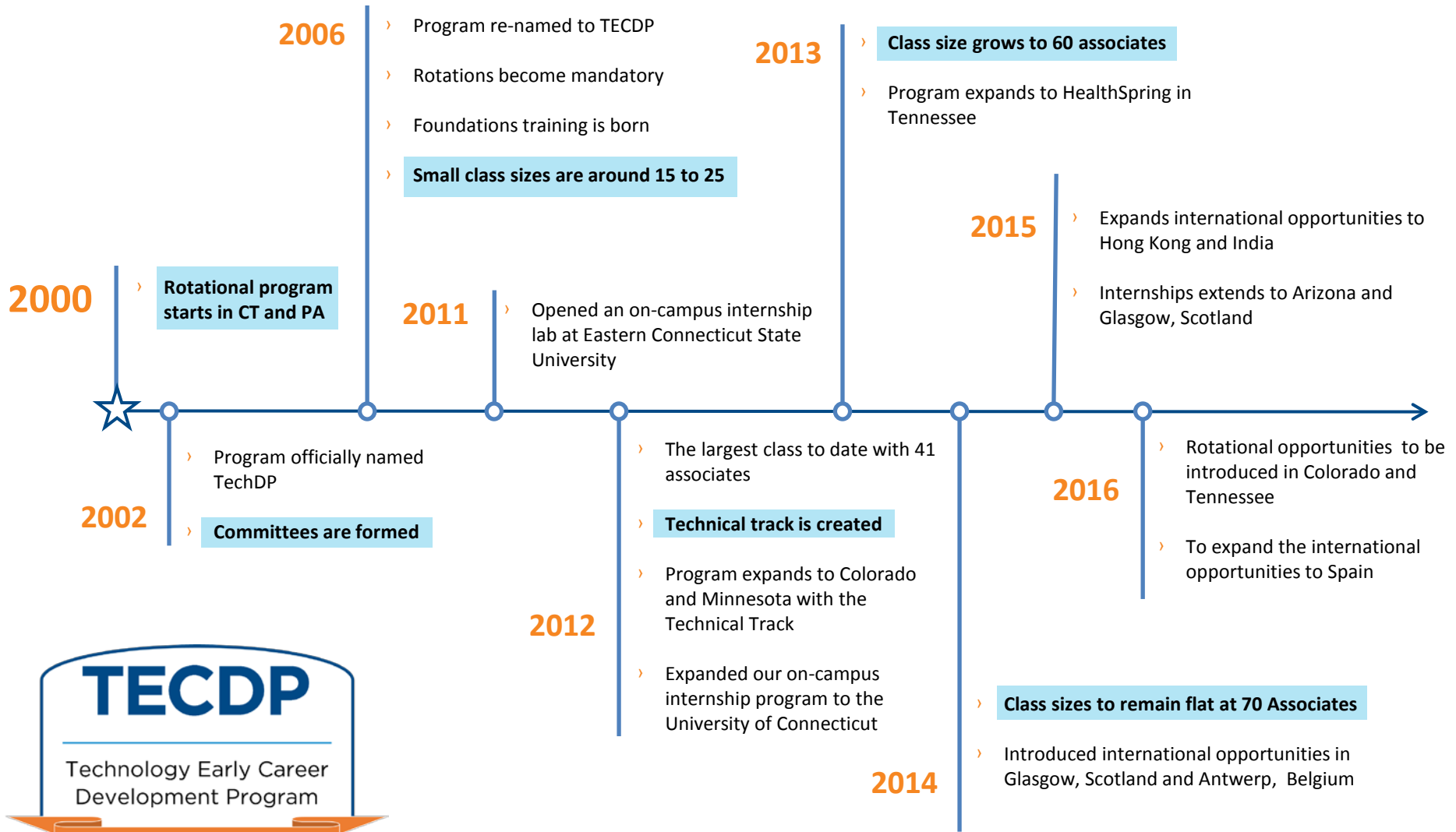
## **TECDP** [Technology Early Career Development Program]

*noun*

1. Cigna's Information Technology development program for early career professionals. Founded in 2000 at our Connecticut headquarters, the program was created as a recruiting mechanism to hire college graduates into Cigna Information Technology.



# HISTORY OF TECDP



# PROGRAM OVERVIEW



	Avg. Class Size	Program Duration	Start Dates	Role
<b>Full-Time Rotational</b>	30-40	3-3.5 Years	January and July	Full-Time Rotational
<b>Full-Time Technical</b>	30-40	3-3.5 Years	January and July	Full-Time Technical
<b>Summer Internship</b>	60-70	12 Weeks	May	Summer Internship
<b>On-Campus Internship</b>	20-40	14 Weeks	Spring and Fall Semesters	On-Campus Internship
<b>Co-Op</b>	4-6	6 Months	Jan., Mar., Jun., & Sept.	Co-Op

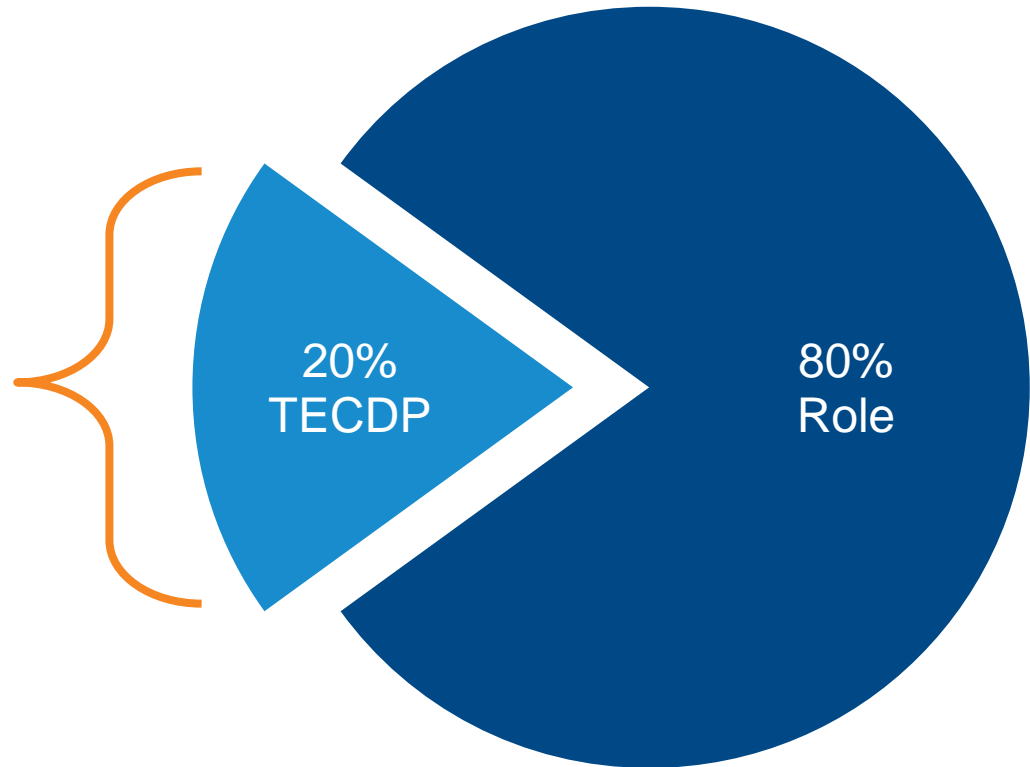




# 80/20 SPLIT

- › Engagement
- › Communications
- › Development
- › Innovations
- › Onboarding

**“TECDP Time”**  
includes committee  
work and training



# COMMITTEE STRUCTURE

What is a TECDP Committee?



## WHY DO WE HAVE COMMITTEES?



Allows more time for the program managers to focus on the individualized development of each associate



Associates can practice skills they wouldn't get to use in their day-to-day roles



Creates a variety of diverse events, trainings, and initiatives that would not be possible if it was the sole responsibility of the program managers to plan and execute



# COMMITTEE STRUCTURE

Associate Managed Committee Structure



Support Resources



# TECDP ASSOCIATE LEADERSHIP TEAM

## **TECDP Associate LT [Leadership Team]**

*noun*

1. The TECDP Leadership Team (Lead Team / LT) is an organization of current associates who have been selected to lead TECDP over one year. Lead Team is comprised of a Project Manager and ten Co-Leads of five TECDP Committees. These eleven associates work closely with the TECDP Program Office to manage the present state of TECDP and to plan for its future.



# HELP WANTED PAGE

## HELP WANTED

- Branding - Blog - Site Liaison
- Branding - Immersion Training- Training Site Lead
- Branding - Philanthropy Sub Committee - Volunteer Liason
- Communications - Platforms - Records Management - Lead
- Development - Apt. Mgt. - Open Source Working Group - Project Manager
- Development - Field Visits - 2017 Class Lead
- Development - LDP 2 - AngularJS Developer
- Development - LDP 2 - Lead Client-Side Developer
- Development - LDP 2 - Lead Server-Side Developer
- Development - LDP 2 - Project Manager
- Development - LDP 2 - Technical Lead
- OnBoarding - Alternative Recruiting - Innovation in a Box (IIAB) - Developer
- OnBoarding - July Orientation - Site Leads (CO, PA, MN)
- Volunteer - OnBoarding - Alternative Recruiting - Job Shadowee
- Volunteer - TECDP Global - Global Resources Contributor

<b>Title</b>	Volunteer - OnBoarding - Alternative Recruiting - Job Shadowee
<b>Description</b>	We're looking for TECDP associates in the Wilde Building who are interested in having a college student job shadow them for a portion of Friday, April 22nd.  Please reach out to Troy Marrotte for any questions.
<b>Additional Resources</b>	
<b>Position Start Date</b>	4/22/2016
<b>Position End Date</b>	4/22/2016
<b>Event Date</b>	4/22/2016
<b>Applicable Locations</b>	All, CT, Wilde Only
<b>Committee Affiliation</b>	Onboarding
<b>Competency #1</b>	Informing
<b>Competency #2</b>	Interpersonal Savvy
<b>Competency #3</b>	
<b>Deadline to Apply</b>	4/15/2016
<b>Submission Contact(s)</b>	troy.marrotte@cigna.com; dan.campbell@cigna.com; william.fearrington@cigna.com
<b>Previous Position Holder</b>	

### OVERVIEW

This page contains upcoming opportunities for committee work and event participation in the TECDP. All open positions will be posted to this page for at least two full weeks. To get a better idea of where these roles fit into the program, visit the TECDP Org Chart.

### APPLY FOR ROLE

For all roles that are not labeled as Volunteer, email the contact(s) listed with:

- Your track, location, and year
- What TECDP work you are involved in
- Why you are interested in the role. Include competencies and other skills that would make you successful in this position.

For Volunteer positions, please see the post for information on signing up.

### SUBMIT A POST

Roles can be added by clicking [here](#) and filling out the form. All listings will be reviewed before being published; this process takes approximately 24 hours.

When submitting a post, please follow the [Help Wanted Policy](#).

When the role is filled, it is the responsibility of the person who posted it to change the status of the role from 'opened' to 'filled'.

### SET UP ALERTS

Would you like to stay up to date on current opportunities in the program? Follow these quick steps to set up email notifications:



# REPORTING STRUCTURE & RISK BREAKDOWN

## Program Office Owned

- › High risk for the Program Office
- › Keep LT informed of milestones in weekly meetings
- › Any required associates are “hired” through Help Wanted process

## Committee Owned, High Risk

- › Milestone updates to PO from initiative lead
- › LT posts/fills lead roles through Help Wanted
- › Kickoff meeting will be held to determine allocation of responsibilities and level of PO involvement

## Committee Owned, Medium Risk

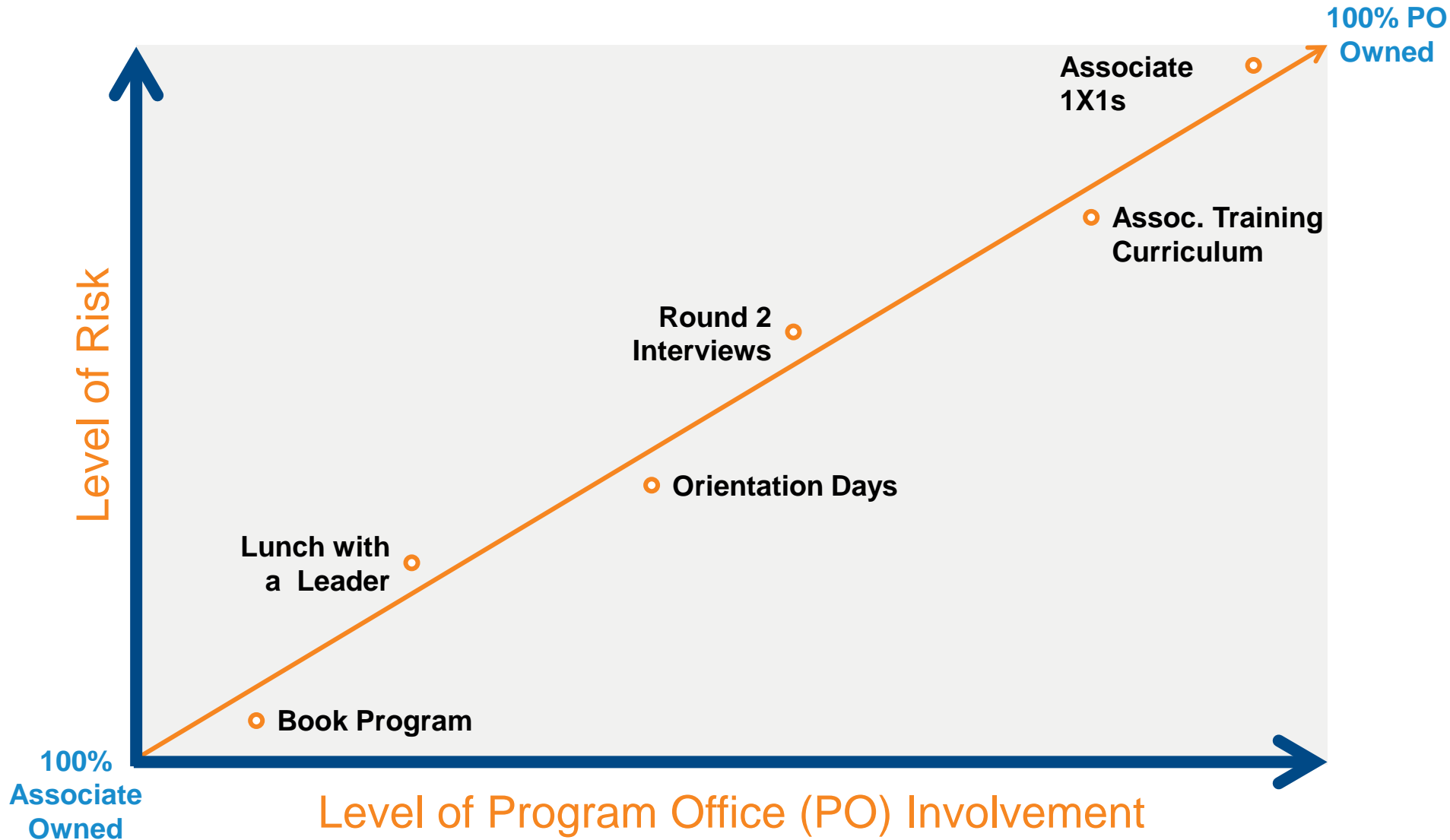
- › Lower involvement from PO; updated only at milestones

## Committee Owned, Low Risk

- › PO consulted as needed



# RISK BREAKDOWN EXAMPLES



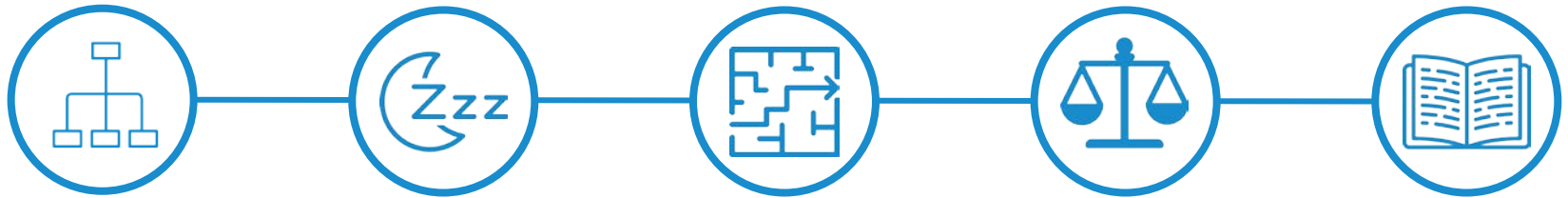


# CHALLENGES & SUCCESSES

What challenges do we face in the process?



# CHALLENGES WE FACE



Peer to peer management

Lack of participation from some associates

Associates understanding long term goals vs. immediate gratification

Balance between associate needs vs. wants

Associates disregarding corporate process

## 2015 SUCCESSES

**76,800**  
TECDP Time  
Hours Logged

**2,273**  
Hours Volunteered  
in the Community

**\$55,000**  
Philanthropy  
Dollars Raised

**6,400**  
Hours Spent in  
Foundations Training

**22**  
Associate Driven  
Trainings Held

**150**  
Networking  
Events Held

**2,003**  
Screened FT and PT  
Applicants During  
Recruiting

**642**  
FT & PT Interviews  
Conducted





# ASSOCIATE VIDEO

Let's hear from our associates and managers



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# Q&A

# AUDIENCE DISCUSSION



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