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Dear Leaders,

In the email sent on 11/6 entitled “Your Engagement Survey Results are Ready!” you were invited to log back on to TalentKeepers’ platform (<http://www.retentionworks.com/UAAGLifeVetExt>) to view your Individual Report and/or Group Report. You were also invited to register for one of the live webinar sessions with TalentKeepers as they presented the Division results, how to interpret your own report, and what your next steps are in terms of sharing the results with your team and action planning. If you missed these sessions due to conflicts, rest assured that we recorded a couple of the live sessions for you to view after the fact (they present the same information, so you only need to watch one):

- **[Watch the 11/15 TalentKeepers Leaders Webinar](#)** (run time approximately 1 hour and 20 minutes)
- **[Watch the 11/28 TalentKeepers Leaders Webinar](#)** (run time approximately 1 hour and 21 minutes) - This is the recommended session to watch

Please watch one of these recordings as they will address most, if not all of your questions. Heather and Dominic are also available as a resource for all leaders if you would like to consult with one of us about your results, sharing the results with your teams, action planning, or anything else to do with the engagement survey. Please reach out to one of us if you would like to schedule a consultation.

As a reminder, your **[Action Plans are due by January 31st](#)**. This means you should be meeting with your teams to share the results prior to this date in order to complete the action planning step.

Thank you,

Heather Roberts-Wrenn

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