



Growing Real Opportunities for Women (G.R.O.W.)

Presented by:
JoAnn Ploen

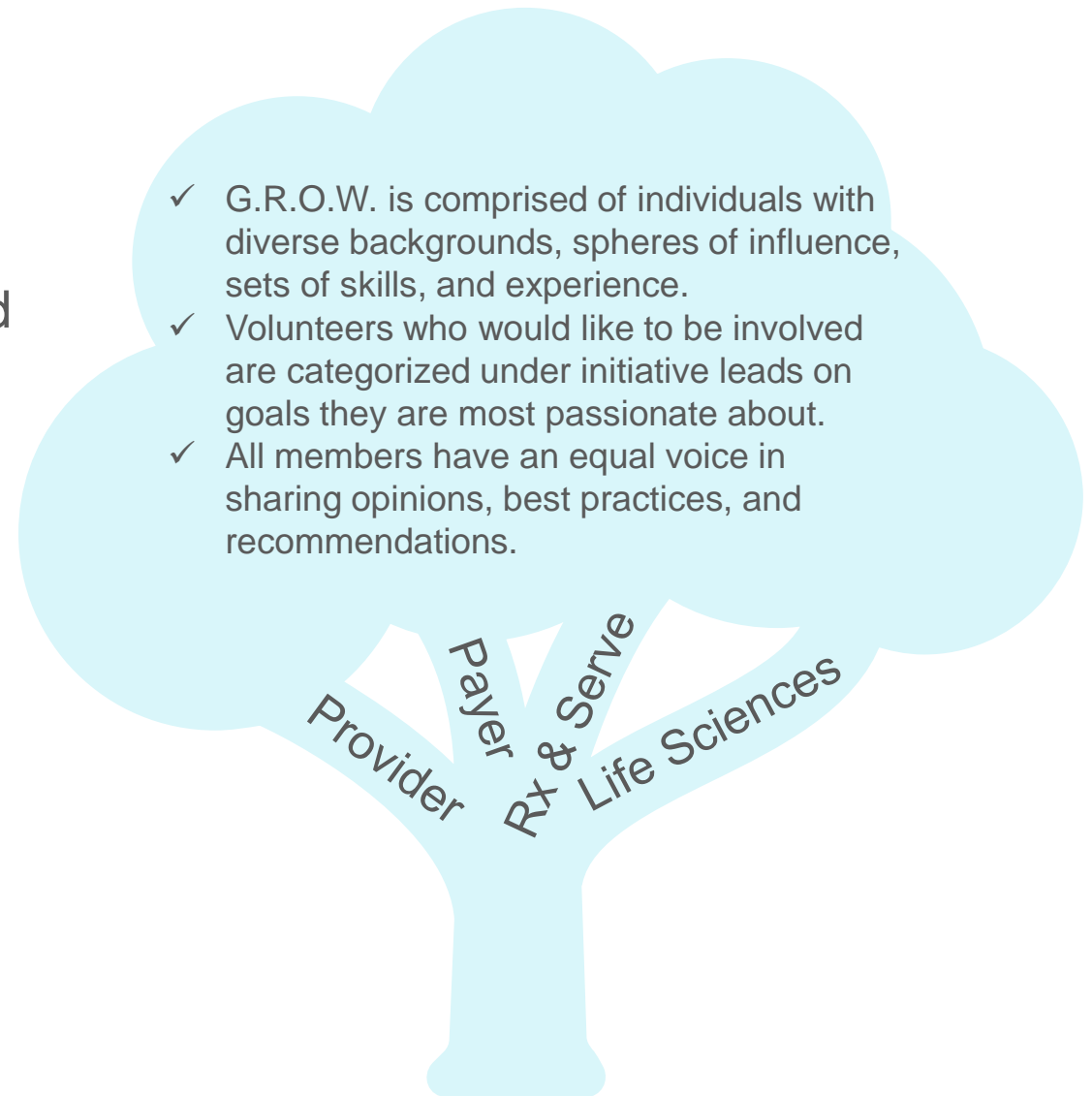
April 2023



Organizational Structure

G.R.O.W membership

- Started with 10 women talking about what we could do at a grass roots level in 2021
- Grew into Sponsorship by Executive Leadership which included male support. Men are a key component to success and their support is critical
- Went across businesses not just Provider
- Today over 90 active committee members
- Currently our programs bring in between 200-300 participants interested in our content
- We add new members after every event



Mission & Purpose - How do we “Spark”?

G.R.O.W. is aligned with Women in Leadership to empower women to take charge of the advancement of their careers through strengthening senior leadership sponsorship, building our networking community, and increasing visibility of career-pathing for broader inclusion and collaboration.

Scope of Work

- Operate without bias and ensure we have a diverse workforce reflective of the markets we serve in leadership positions in alignment with Women in Leadership and our company’s mission.
- Assess the impact of initiatives, projects, and events influenced by our committee.
- Serve as the sounding board for our leadership and consolidate feedback around challenges and obstacles women face.
- Identify areas of opportunity to improve processes that affect female employee advancement.

Benefits as a G.R.O.W Member



Be an integral part of tactical change in the organizational and procedural developments as it relates to creating opportunities for women.



Work with colleagues to develop more inclusive networks, new ways of thought, and open-minded strategies to understand and address complex procedures that cause roadblocks to women within the company.



Represent progressive leadership in support of women-promoting missions which will make a positive impact in mid-level management and entry-level women's career development.



Insight and influence into decision-making groups that have power in leadership choices.



Give back by engaging in strategic dialogue and participating in influential initiatives which will help shape the future of our dynamic organization.



Optimize female employee acquisition through career-pathing visibility and connection into other segments of our business.

Celebrating our 2022 Journey



Our People

G.R.O.W. brought together 90 members from across Optum to join in the mission of growing real opportunities for women.



Mentorship Program

The Shaping the Future subcommittee initiated a volunteer mentorship program to match experienced colleagues with employees interested in career pathing support.



Day in the Life

The Shaping the Future subcommittee launched the *Day in the Life* series allowing employees to learn about established executives' career path in an informal environment.



Sirius STAR Award

Jo Ann Ploen won the Sirius STAR Award to celebrate and recognize her success in supporting the through her creation of the G.R.O.W. initiative.

Results Worth Celebrating

Developing Inclusive Networks

- This subcommittee worked to invigorate the interview process by not only encouraging applicants to apply to competitive requisitions and educating hiring managers on the rejection protocol, but also to establish a diverse interview panel ensuring a fair and equal hiring process.

Mentorship Program

- This program has matched 40 mentors and mentees across two rounds of the 12-week program.
- This group has had several successful mentorship matchings that have continued past the G.R.O.W. initiative and we are continually improving the program based on feedback surveys.

Day in the Life

- Our first session with Sarah King, Chief Growth Officer, brought in over 300 attendees.
- Our second session with Heather Cianfrocco, CEO of OptumRx, gathered over 170 attendees together.

Representing Progressive Leadership

- This subcommittee originated the best practice of publishing open requisitions company-wide and encouraging leaders to develop succession plans for a more efficient career pathing system.

What Are We Doing in 2023 - Our Goals



Representing Progressive Leadership

This subcommittee is in support of women-promoting missions which will make a positive impact in mid-level management and entry-level women's career development.



Developing Inclusive Networks

This subcommittee is working with colleagues to develop more inclusive networks, new ways of thought, and open-minded strategies to understand and address complex procedures that cause roadblocks to women within the company.



Shaping the Future of OptumInsight Growth

This subcommittee is giving back by engaging in strategic dialogue and participating in influential initiatives which will help shape the future of our dynamic organization. Their aim is to optimize female employee acquisition through career-pathing visibility and connection into other segments of our company.

Our Committees for 2023



Day in the Life

- Our first session of 2023 with Sally Sidwell (SVP of Client Management, Provider) garnered 230 participants
- We are planning our subsequent sessions with Lisa Collins (CEO, Optum Advisory and Implementations) & Joy Fitzgerald (Chief DEI Officer, UHG) for Q3 & Q4.



Mentorship Roundtable

- We are planning a Mentorship Roundtable discussion for April 2023, bringing together mentors and mentees from our previous rounds to speak on the benefits of mentorship and to present the opportunity for volunteered mentors and mentees to participate in the third 12-week round of our mentorship program.



Lunch & Learns

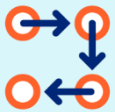
- The Lunch & Learn series will focus on specific roles, diving deeper into individuals' career path, skills needed to succeed in a role, and suggestions of fitting open requisitions available. Our first one will follow three diverse experiences transitioning to the Client Executive role.



Tackling Barriers

- The Developing Inclusive Networks subcommittee gathered a substantial amount of feedback on barriers women face in career pathing and advice for those facing similar battles. We are using this data to develop a document leadership can present to those they manage.

Our Committees for 2023 - Continued



Succession Planning

- The Representing Progressive Leadership subcommittee is working with HR to support regular education across company echelons and is launching a workshop to inform employees on resources available, how to best leverage them, and how to seize the succession planning process.



Growing with Change

- With Optum’s recent acquisition of Change Healthcare, G.R.O.W. looks forward to continuing our mission of inclusivity to bring forth new ideas, more insights, and greater action.

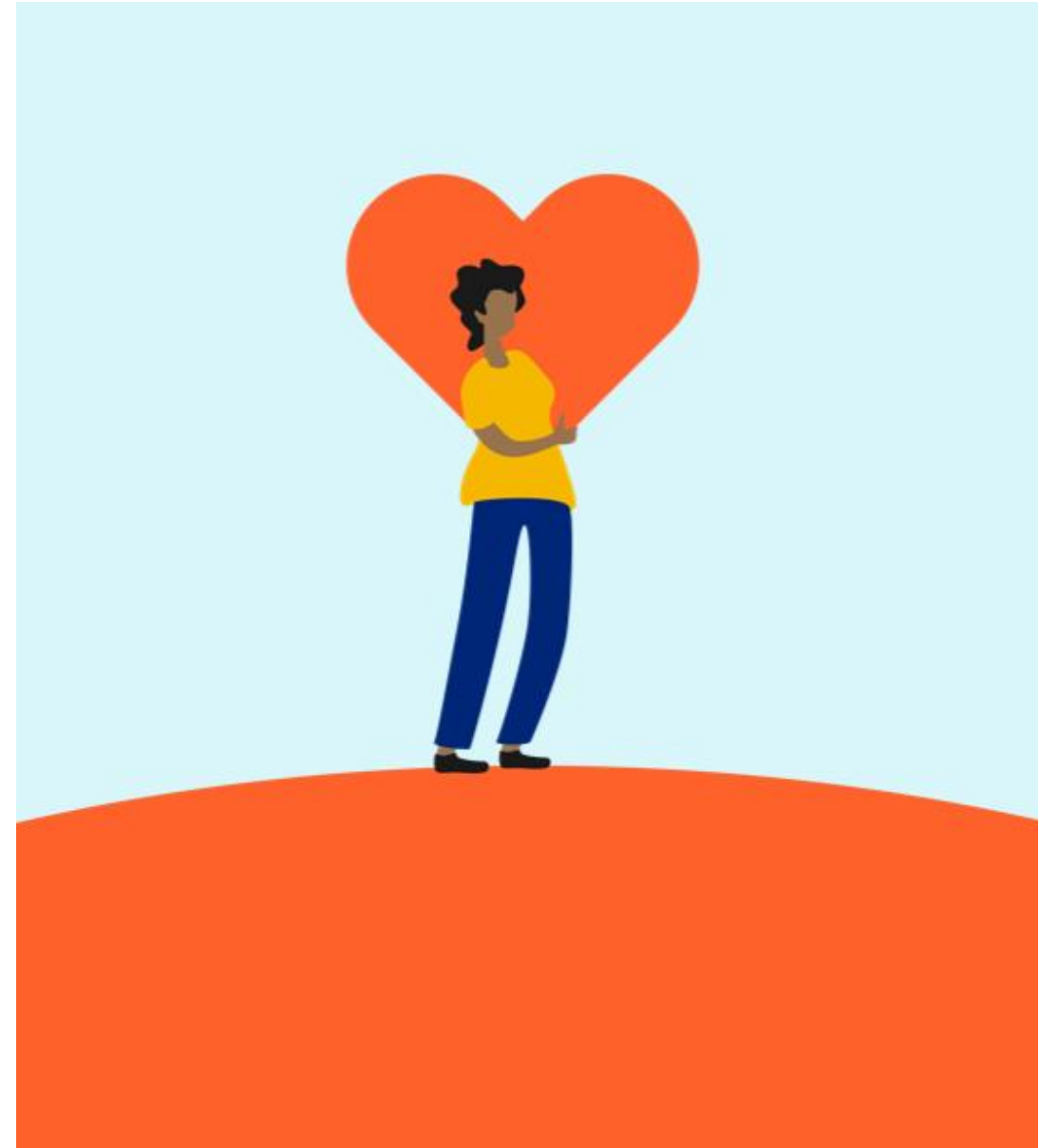


Continuing to G.R.O.W.

- As we tackle our current initiatives and keep growing as a group, we aim to persist in addressing obstacles to women advancement by taking on new initiatives and continuing to be agents of change.

In Conclusion

1. Know your value – things are not black and white, know when you have a skill even if it is not in your job description
2. Advocate for yourself – there are many routes to success, they do not come in a straight line through your immediate manager
3. Set small attainable goals toward larger career changes in order to make them less intimidating - You'll never know until you put yourself into an uncomfortable position.



Q&A