LABOR RELATIONS

UNITED STATES
POSTAL SERVICE

October 10, 2019

Mr. Brian J. Wagner
President
National Association of Postal Supervisors
1727 King Street, Suite 400
Alexandria, VA 22314-2753

Dear Brian:

On July 17, you were notified that the cloud-based Integrated Human Resources System (HERO) was being enhanced.

Effective in late October, the Career Conversation tool will be available to allow employees to request career conversations with their direct supervisors or managers.

We have enclosed a Stand-up Talk and a Link Article concerning this matter.

Please contact Bruce Nicholson at extension 7773 if you have questions concerning this matter.

Sincerely,

Janet Peterson
for

Alan S. Moore
Manager
Labor Relations Policies and Programs

Enclosures

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Can we talk?

HERO promotes employee-manager discussions

The Postal Service wants to ensure employees have opportunities to discuss their career development with their direct managers.

To help facilitate this, the organization has introduced Career Conversations, a feature in the HERO portal that allows employees to initiate career-oriented discussions.

The feature allows employees to take greater control over their careers. By requesting career conversations with their direct managers, employees can receive designated time to discuss their career goals and how to accomplish them. When making a request, the employee can add specific information he or she would like to discuss, such as desired training, development opportunities, and other topics.

During the discussion, the employee and the manager can formulate a plan to help the employee achieve his or her career goals.

The Career Conversations feature is part of the Postal Service's broader efforts to engage, equip, and empower employees—a core strategy.

The new tool joins other features like *HEROProfile*, which allows employees to share their career aspirations with managers and connect with colleagues who have similar goals.

Launched last fall, the HERO portal allows employees to manage their career development activities from a single online platform.

For additional information please view the Introduction to Career Conversations Video

You can access HERO today by visiting *Blue* and *LiteBlue*.

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Stand-Up Talk

October. xx, 2019

Own Your Career with HERO

This summer, we introduced you to **HERO**, the one-stop HR platform for all USPS employees. We shared information about how to create your **HEROProfile** and kick-start your postal career development.

This month we want to share that the **Career Conversation** tool is now available to help you achieve career goals.

Career Conversations is on the **Career Development** page within HERO. This feature lets you request a career conversation with your direct supervisor or manager to discuss career goals. These discussions are intended to help you and your manager talk openly about your aspirations and give you more ownership in planning your career path. Managers can formally document career conversations in HERO.

To prepare for a career conversation, you're encouraged to update your skills, experience, and career preferences in your HEROProfile.

Take advantage of this voluntary opportunity by requesting a career conversation in HERO.

Visit LiteBlue (lite-blue-dot-usps-dot-gov). You will need your employee ID and password to log in. Then click HERO at the top of the home page.

More information, frequently asked questions, and other materials can be found on the HERO Support Page once you access HERO.

Thank you for listening, please visit HERO today to assist you on your career development journey.

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