



Leadership Interview: Trainee Path

1 st Interview	2 nd Interview	3 rd Interview
<p>Pre-work</p> <ul style="list-style-type: none"> • Trainee and Lead interviewers provided with Finalist materials, including proposal and Investment Committee-identified areas to explore • 30 min strategizing with Trainee and Lead prior to interview 	<p>Pre-work</p> <ul style="list-style-type: none"> • Trainee and Lead interviewers provided with Finalist materials, including proposal and Investment Committee-identified areas to explore • 30 min strategizing with Trainee and Lead prior to meeting 	<p>Pre-work</p> <ul style="list-style-type: none"> • Trainee and Lead interviewers provided with Finalist materials, including proposal and Investment Committee-identified areas to explore • 30 min strategizing with Trainee and Lead prior to meeting
<p>ED Meeting</p> <ul style="list-style-type: none"> • Trainee observes/takes notes • Lead facilitates 	<p>ED Meeting</p> <ul style="list-style-type: none"> • Trainee participates/takes notes • Lead facilitates 	<p>ED Meeting</p> <ul style="list-style-type: none"> • Trainee facilitates • Lead participates/takes notes
<p>Post-meeting</p> <ul style="list-style-type: none"> • Lead drafts interview summary • Trainee reviews • Lead submits final interview summary to SVP staff for Investment Committee distribution 	<p>Post-meeting</p> <ul style="list-style-type: none"> • Lead drafts interview summary • Trainee reviews • Lead submits final interview summary to SVP staff for Investment Committee distribution • 	<p>Post-meeting</p> <ul style="list-style-type: none"> • Trainee drafts interview summary • Lead reviews • Lead submits final interview summary to SVP staff for Investment Committee distribution •