

# Leadership Growth Plan

## SO YOU WANT TO BECOME A COACH

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You are already looking to improve your skill set and grow in your Chick-fil-A career, which is AWESOME! We are excited to see you grow into this next step. It will take work and dedication to get to the coach level, but it will be worth it. This first step is mostly on you to complete so we can see your true dedication level.

The role of CFA Coaches is to be an advanced team member in the store and can successfully work in each position. The role will come with new responsibilities and expectations. They are looked at as a role model in the store. **The goal of the coach is to be a model member of the team and the role should work as a building block into leadership.** This position comes with a 25 cent raise.

### Requirements:

- Work minimum of 20 hours a week
- Positive attitude and role model for the team
- No more than 3 points when beginning the coach process
- Director team approval

### The Next Steps

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You will be required to complete 4 tasks in order to gain this promotion.

1. Express interest to a Director and receive Director Approval. If the Director team decides you are not ready, someone will communicate with you what you need to improve on and the Director team will reevaluate in 60 days.
2. Complete Pathway Coach Course - this will be given once you get the Director teams approval.
3. Pass an evaluation in every position in your area (either FOH or BOH). Leaders will complete these evaluations without your knowledge, they will be random. Once you have completed Pathway, the leaders will begin to do your evaluations.
4. Once you have passed evaluations in each position you will be administered a CFA Product Knowledge Test. The test will include both menu questions and CFA knowledge. If you fail the test twice, you must wait 60 days to retry.