

MyPath

Gloat Customer Community Event

October 2024

MyPath

The MetLife Journey



Set the foundation



Leadership Engagement



Change Network



User Education



Communications

Deepen current skills or develop new ones



Projects



Networking



Positions (US Only Pilot in 2023)

Pilot

~9,000 Users Added

- English-speaking country pilots (US & UK)
- Phase rollout between March and November (3 waves)
- Establish change network structure and confirm participants to aid program adoption locally
- Determine program branding, messaging, KPIs and leadership support

Implement & Establish

~17,500 Users Added

- Language (5) and country (38) implementation phase rollouts (5 waves)
- Implementation strategy tailored to meet local needs, with KPI-driven milestone
- New change network member onboarding with each rollout
- Positions US pilot

Grow & Sustain

~11,000 Users Added

- Complete last language and country implementation
- Promote platform health
- Restructure change network
- Calibrate program goals & KPIs
- Evolve data, communications and engagement strategies
- Establish Ambassador Project team

Enhance

~45,500 eligible users

- Focus on platform education, engagement, gamification, and user recognition
- Integrate MyPath messaging in broader enterprise initiatives
- Improve Change Network partnership
- Improve activity trend analysis and employee sentiment insights

2021

2022

2023

2024

MyPath's Brand

Celebrate your accomplishments!

Acknowledge your hard work and how far you've come this year.

MyPath

growing@MetLife

Hello! Hola!
Olá!

More cross-regional collaboration is now possible.

Welcome LatAm!

MyPath

"Did you know?"

MyPath

My project role

Project name |

Using your task map on page 2, identify 1-2 tasks that could be your project. Think about the skills you use to accomplish these tasks.

Which skills do you think you would need at least an intermediate skill level to be successful? Put these in the **critical skills** column.

Critical skills

Which skills do you think someone could be building through these tasks and be successful? Put these in the **upskilling** column.

Upskilling

Now let's build your project & role descriptions.

For **critical skills**, include in your role description what level of expertise someone will need.

For **upskilling**, include in the project description what skills a candidate will have the opportunity to upskill in and how during the project.

[Find tips for each field here.](#)



How many roles do I need?

If you will have multiple people doing the **same task**, you assign multiple candidates to the **same role**.

If you will have **multiple tasks** within the same project, you can create **separate roles** for each task group.

Project title (150 characters or less)	Role title (150 characters or less)
Project description (2000 characters or less)	Role description (2000 characters or less)
Project location (Choose 1) <input type="checkbox"/> Global - Remote <input type="checkbox"/> Local	Role location
Project start date	Availability (Average hours per week?)

"I need my team to devote their time to their current work and focus on solving our problems."

"How will your team grow if they are not exposed to other areas of MetLife and ways of working? You should empower them to take on new challenges!"

Support your team.

MyPath empowers your team to take on new challenges and provides access to learning and experiences that is not limited to their team or department.

MyPath

TOGETHER
anything is possible.

Source untapped skills and achieve your goals with MyPath.

MyPath



Gamification

Overall Framework



Design game-like activities to increase talent marketplace activity



Set up clear engagement rules and instructions



Build robust global communication plan, with ample notice



Engage Change Network to promote gamification activities



Share game updates/ leaderboard status changes



Recognize and reward user participation and effort

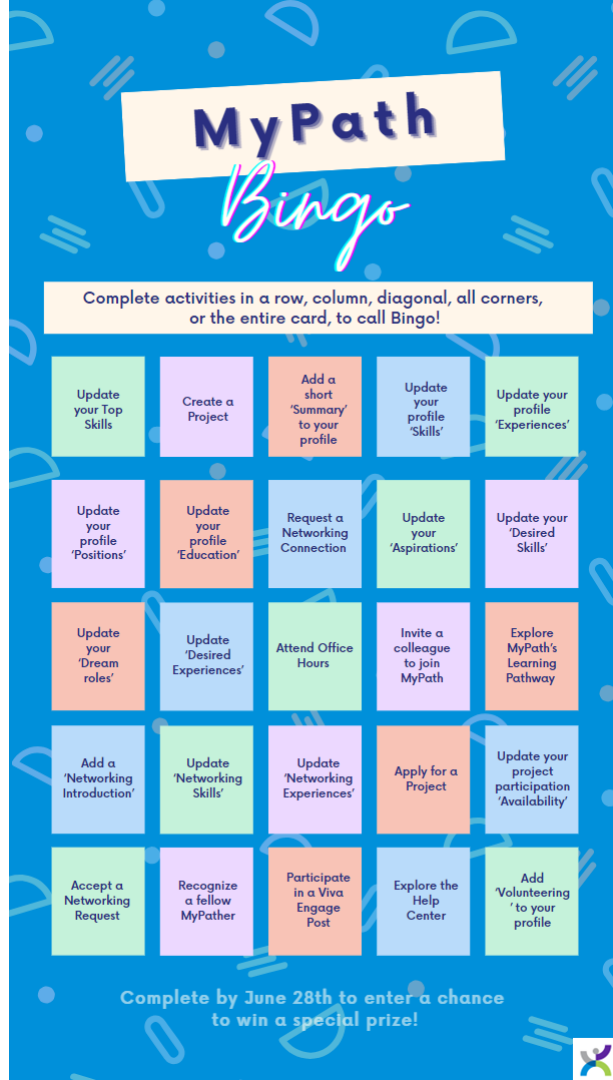
MyPath Bingo

Who – All global MyPath users

When – June 3rd to June 28th

How – Users complete suggested platform and program activities to call BINGO! They must complete a row, column, diagonal, all corners, or the entire card. Users have the month of June to engage in said activities.

- Once activities are completed, the user submits the eligibility form to enter a chance to win a special prize.
- User can make more than one submission, if they complete different sets of activities.
- Editable Bingo card provided for user submissions.



MyPath Games

Who – All global MyPath users

When – July 24th to August 11th to coincide with the Paris Olympics

How – Participate in a series of exciting team events. This is a chance to showcase skills, collaborate with colleagues, and help your country's team win a medal.

- Individual users perform certain tasks, which count toward country results.
- Country leaderboard, across key categories, is shared weekly to showcase progress.
- Individual prizes are raffled based on participation/eligibility form submission.



MyPath Trivia

Who – All global MyPath users

When – September 16th through September 23rd

How – Participate by answering a new trivia question about MyPath each day.

- Questions cover a range of information designed to test familiarity with the tool/program.
- New questions released daily on the MyPath Viva Engage page allowing participants 24 hours to submit an answer (to support global time zones).
- Individual prizes are raffled based on participation/ submission of correct answers. The more correct responses, the more entries are included in the raffle for prizes.



Badging



MyPath Badging Details – User Badges



MyPath Trailblazer

Register for MyPath
AND
Reach profile strength
of 4



MyPath Adventurer

Post one project and
assign at least one
person
OR
Apply and be assigned
to one project



MyPath Explorer

Apply and be assigned
to at least one cross-
functional project



MyPath Connector

Request and be
accepted for at least
one networking
connection



MyPath Storyteller

Share a story of how
you've used MyPath on
the Viva Engage
community page using
#MyPathMyStory

MyPath Maven

