

*From : Schmitt, Joseph G. (DMC St. Paul)*

Hi Birgit, I hope this note finds you well.

Here is my first stab at the Executive Coaching Plan. Please know that I welcome your edits/changes. The contents align with our DMC, OF and OM goals and objectives for FY21 and how I can achieve them through my own actions and development.

My personal goal is to continue to lead with greater influence in the year ahead while keeping engagement high. Through your coaching, you have inspired me to remove limitations, overcome hurdles much more successfully, and I have led with intention, purpose, authenticity, and in a manner inline with my values. Looking back, we have really made significant strides over the past two years.

We have successfully led Department (VA) level initiatives for DMC and the Office of Management, we have influenced congress and the senate to approve bills that make a positive difference for Veterans and fend off others that did not. We leveraged innovation and creativity to create the first ever Debt Landing Page on VA.gov providing electronic access to Veterans for the first time in VA history.

We provided relief to hundreds of thousands of Veterans during Covid and 8 natural disasters. We have further reduced team member attrition rates from 33% to under 6% - employees are voting with their feet and they are staying at DMC offering many benefits and cost savings. All these are great achievements and there are many more first's we have accomplished together that are not listed above. As we enter the season of thanks, I hope you know I am thankful for you being in my life, for your sage council, your friendship and your support to me and the center.

I look forward to working with you again this year and shining a bright light on VA and positively impacting millions of Veterans.

With great appreciation,  
Joe