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# Leadership Development Progression & Pay Scale

## Core Values: SHOO

Servant-Spirit

Hustle

Optimism &

Ownership

\$13.00 – \$17.00

### Team Member

- Compete training process & participate in ongoing training to excel in their role
- Embody and demonstrate the Core Values of the organization

\$13.00 – \$18.00

### Learning Coach

- Subject matter expert in their area of business
- Demonstrate 3-step training method

\$16.00 – \$18.00

### Team Leader / Coordinator

- Shift Leader: Lead and oversee operational shifts with excellence
- Coordinator: Support Area Director in their operational area in the business

\$18.00 – \$23.00

### Director

- Lead and oversee specific area of the business
- Achieve business results & develop your replacement

\$23.00+

### Executive Director

- Lead and oversee an entire department within the business
- Gain an in depth understanding of entire business

\$25.00+

### Managing Partner

- Strategic thought leader for the business
- Create and implement people strategy & business systems
- Oversight of the entire organization

**OUR PURPOSE:**

To glorify God by being a faithful steward of all that is entrusted to us.

To have a positive influence on all who come in contact with Chick-fil-A.