



Register

FASHIONING A NEW FUTURE FOR DEVELOPMENT

IN ORDER to support the career development of employees at headquarters, Banana Republic Learning & Development is pleased to announce the launch of **Banana Republic University**. BRU is the collection of development opportunities available through both the brand and Gap Inc. Going forward, all learning & development initiatives will be communicated through Banana Republic University.

Through this streamlined approach to development, employees can easily identify and select those learning opportunities that will enable them to achieve the career growth they are seeking.

This quarterly newsletter will update employees on results from previous courses, upcoming offerings, and additional resources to aid in development planning.

A Message from the President

The Banana Republic leadership team recognizes that our brand will only go as far as the people who work here can take us. Our ability to reach our brand vision depends upon people who are fully prepared and engaged in the work they are doing for the brand. What we must do is honor our commitment to development by offering solutions which effectively equip employees and give us a competitive edge.

What we have learned from our EOS data is that while people have found value in the development they've received, the process for discovering and enrolling in formal learning and development opportunities can be challenging. What employees are looking for is a centralized place to view the available development opportunities and select the ones that fit their unique needs. To that end, I am thrilled to announce the launch of **Banana Republic University**.

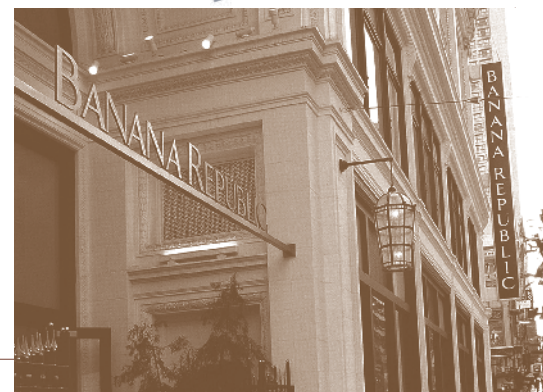


I urge each of you to make time to learn about what is available and take advantage of the opportunity to build your skills and grow your career here at Banana Republic.

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We are excited about BRU because it makes formal development opportunities more accessible to all employees and simplifies the process of identifying which ones are right for you.



BRU Standard Courses

PROFESSIONAL DEVELOPMENT

Computer Skills

(LENGTH OF COURSES VARIES)

Course Description: Banana Republic University with New Horizons Computer Learning Centers to provide a suite of computer skills courses including Microsoft Office and Adobe applications. Courses can be taken in a classroom setting or through eLearning options.

Courageous Conversations

(3 HOURS)

Course Description: This course provides models and practical techniques to increase the effectiveness of your business conversations.
Who should attend: Open to anyone who has an interest in dealing with challenging conversations more effectively.

Delegating & Prioritizing Workload

(3 HOURS)

Course Description: This course will help you manage your time more effectively by planning delegating and eliminating specific tasks. Learn techniques to avoid and overcome distractions that interfere with time management.
Who should attend: Open to anyone who has an interest in managing the time of their own and others more effectively.



Emotional Intelligence

(2 HOURS)

Course Description: This course gives you the opportunity to create more effective partnerships and relationships with others through an understanding and awareness of emotional intelligence on a personal level. You will learn what emotional intelligence is and how to leverage it effectively in the workplace.
Who should attend: Open to anyone who has an interest in exploring methods of personal growth.

Presentation Skills

(8 HOURS)

Course Description: This course gives you the opportunity to explore the fundamentals of how to develop and deliver an effective presentation. You will learn how to organize a presentation, lessen anxiety and fear, and maintain the attention of your audience.
Who should attend: Open to anyone who would like to build their skills in delivering effective presentations in a one-on-one or group setting.

Fashion Your Future

(4 HOURS)

Course Description: This course introduces you to the Gap Inc Career Development program. During this session you will have the opportunity to explore 5 development areas that impact your career. You will learn how to create a career development plan that empowers you to drive your own career development.
Who should attend: Open to anyone who is interested in developing their own career ; recommended for people in role 6 months or more.

LEADERSHIP DEVELOPMENT

Conflict Resolution

(2 HOURS)

Course Description: This course gives you the opportunity to examine the causes of conflict and an effective way to gain resolution. You will learn to identify causes of conflict, apply effective listening skills, and reach resolution by using a collaborative approach.
Who should attend: Open to anyone who has an interest in building their skills in resolving conflict in the workplace.

Meetings That Matter

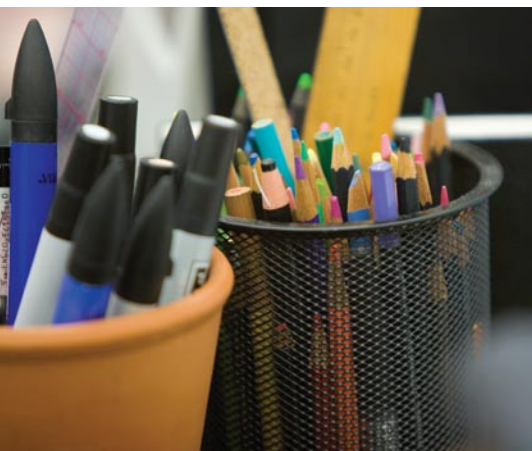
(2 HOURS)

Course Description: This course gives you the opportunity to explore what makes a meeting effective and learn 6 techniques that will help you design and facilitate meetings that result in effective decisions and productive results.
Who should attend: Open to anyone who leads or participates in meetings and has a desire to make them more effective.

Situational Self-Leadership

(8 HOURS)

Course Description: This course provides strategies to gain more satisfaction from work by challenging your notion of leadership, examining what motivates you, and applying a structured approach to building your skills based on the SLII model. The course focuses on building critical skills of goal setting, soliciting constructive feedback, active problem solving, and when and how to negotiate for autonomy.



How to Use Learn@Gap Inc.

Pre-work: Self-paced e-learning component that must be completed before the classroom session. It takes 3-5 hours to complete the pre-work assignment.

Who should attend: Designed for individual contributors, but beneficial for and open to anyone seeking to increase their personal effectiveness.

Situational Leadership II

(8 HOURS)

Course Description: This course is the foundational leadership development program for all managers at Gap Inc. The course focuses on building the critical leadership competencies of Developing Direct Reports and Others, Integrity & Trust, Motivating Others, Listening, Confronting Direct Reports, and Sizing Up People. In this course you will learn to flex your leadership style to meet the development needs of your direct reports using the SLII model as a tool.

Pre-work: Self-paced e-learning component that must be completed before the classroom session. It takes 4-6 hours to complete the pre-work assignment.

Who should attend: Open to all people managers.

Giving Feedback — SLII Follow-Up

(4 HOURS)

Course Description: This course is gives you the opportunity to explore different types of feedback and when and how to use each to achieve your desired result. You will learn how to use feedback to correct a behavior and to motivate others to take responsibility for their own development. This course builds on the Situational Leadership II concepts, but Situational Leadership II is not a pre-requisite for this course.

Who should attend: Open to anyone who needs to build their skills in giving and receiving feedback effectively.



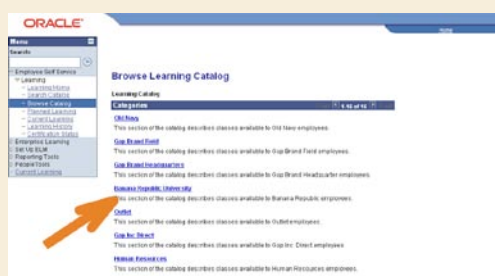
1. Log into Gap Portal



2. Click on drop down box "select an application"



3. Click on Learn@Gap Inc.



4. Click on Banana Republic University



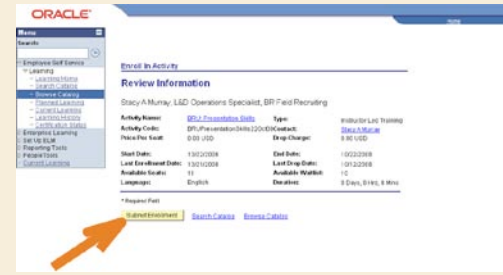
5. Click on the learning catalog category that applies to your specific location



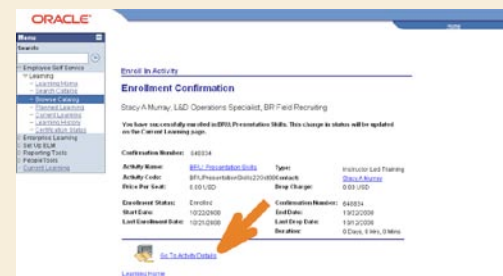
6. Click on the category name that corresponds to your learning interest



7. Click on course name to view course



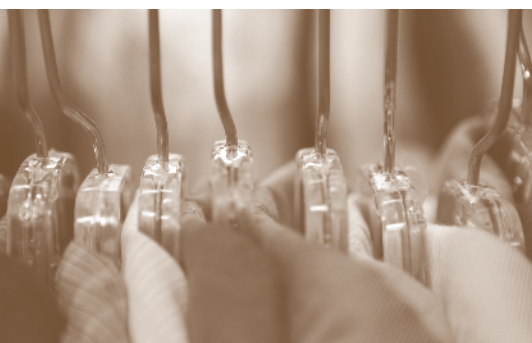
8. Review the details of the course and click Submit Enrollment



9. Review the Enrollment Confirmation page; Go to Activity Details for session information



10. Your session appears within the Current Learning section of your Learn@Gap profile



NEW PARTNER FOR COMPUTER SKILLS TRAINING

IN ORDER to provide employees with the skills and tools necessary to grow their careers and achieve their goals, **Banana Republic** has partnered with the world's largest independent IT training company to provide the best possible computer training to its employees.

New Horizons Computer Learning Centers is more than just a series of computer classes. Their integrated training solutions have been designed to maximize the benefits of classroom and online training to create a comprehensive learning experience. The result is real-world training that delivers real results.

Courses are available in both an e-learning (online) and formal classroom setting. Don't miss this opportunity to build your skills and increase your productivity. Check out the list of available offerings and register today at

<http://bananarepublic.nhextranet.com>

Questions can be directed to

BR_Learning_&_Development@gap.com

or call Heidi Brandow x 70106.



IN THE NEXT ISSUE

- FASHION YOUR FUTURE: NEXT STEPS FOR THE CAREER CONSCIOUS EMPLOYEES
- LEADING EFFECTIVELY THROUGH CHANGE
- BR PORTAL LAUNCH
- BR L&D BLOG

The Buzz It's Emmy season again and Hollywood is a buzz with news of who's in and who's out on the list of nominations. At BR University we've got The Buzz of our own on learning opportunities that are getting rave reviews from critics (we call them participants). Check out our Top 3 on the list of noteworthy nominees and consider taking one yourself.

Conflict Resolution ★★★★★ Running Time: 3 hours

Upcoming Engagements: October 28 – San Francisco, September 16 – NYPD

Participants were unanimous in the benefit of adding this course to their repertoire of completed offerings. Category nominations and scores:

- Worthwhile investment in career development – 100%
- Will enhance performance in current role – 100%
- Would recommend this course to peers – 100%

"I loved the interactive nature of the course. Breakouts and team time really helped put theories into practice." – *Banana Republic employee 6/08*

Meetings that Matter ★★★★★ Running Time: 3 hours

Upcoming Engagements: October 29 – San Francisco, October 27 – NYPD

Seeking some relief from cumbersome and unproductive meetings, participants thoroughly enjoyed gaining insight into how to make meetings effective. Category nominations and scores:

- Acquired new knowledge and skills – 100%
- Worthwhile investment in career development – 100%
- Would recommend this course to peers – 100%

"Workshop gave useful tips & formats I can use on a daily basis. I loved this class and recommended it to all my peers." – *Banana Republic employee 6/08*

Situational Leadership II ★★★★★ Running Time: 8 hours

Upcoming Engagements: October 23 – San Francisco, Spring '09 – NYPD

Although SLII is a predictable "fan favorite", participants couldn't stop talking about the new format of blending online e-learning with an interactive classroom experience. Participants were enthusiastic in their endorsement of the expanded offering. Category nominations and scores:

- Acquired new knowledge and skills – 100%
- Worthwhile investment in career development – 100%
- Would recommend this course to peers – 100%

"The e-learning tools before the class really helped to cement the objectives. I highly recommend this class to others!" – *Banana Republic employee 6/08*

Honorable Mentions

Giving Feedback SLII Follow-Up ★★★★★ Running Time: 4 hours

Presentation Skills ★★★★★ Running Time: 8 hours

Q3 Class Schedule

SAN FRANCISCO & NYPD

PROFESSIONAL DEVELOPMENT

Presentation Skills – October 22 – San Francisco, September 17 – NYPD

Courageous Conversations – October 14 – San Francisco, September 16 – NYPD

Emotional Intelligence – September 11 – San Francisco, October 29 – NYPD

Meetings That Matter – October 29 – San Francisco, October 27 – NYPD

Computer Skills – Ongoing see <http://bananarepublic.nhextranet.com/> for classes near you

LEADERSHIP DEVELOPMENT

Delegating and Prioritizing Workload – Sept. 12, Oct. 21 – San Francisco, Oct. 29 – NYPD

Conflict Resolution – October 28 – San Francisco, September 16 – NYPD

Giving Feedback – August 14, October 16 – San Francisco

Situational Self Leadership – September 9, October 30 – San Francisco, October 28 – NYPD

Situational Leadership II – October 23 – San Francisco

Course schedules are being reviewed and updated often, with new sessions and courses being added. Check out Learn@Gap via the Gap Web Portal for the most up-to-date information on dates, times and locations. **If you have any questions, please email BR_Learning_&_Development@gap.com or call Heidi Brandow at extension 70106.**