

# Climbing the **ORANGE LADDER**

Vianet  
Bautista



At THD, what begins as a job often develops into a career. Associates who've climbed the ladder are living proof of our Company's wealth of opportunities.

## Merchandising Execution Manager Vianet Bautista

Good things come to those who wait, but for Merchandising Execution Manager (MEM) Vianet Bautista, great things come to those who work hard. In 2009, the San Fernando Valley native joined The Home Depot, and what started out as a position on the Company's newly created Merchandising Execution Team (MET) transformed into the career she had always dreamed of.

"It was supposed to be a one-year job to help me pay off school, but that one year turned into seven years and a solid career," Vianet said. She started as a MET associate just one year after MET's launch. During that time, each district had two traveling MET teams. As a newcomer, she wanted to learn her way around the store quickly. Her biggest challenge was understanding the roles of her MET and store-side peers.

"In the beginning, it was tough. Store associates wanted to know more about these new associates who wore orange polos and serviced their stores each week," Vianet explained. "Building relationships was a challenge, but I learned how we work together to deliver the most convenient experience for our suppliers, store partners and customers. I'm proud to say that I have worked extremely hard to forge great relationships with everyone I work with."

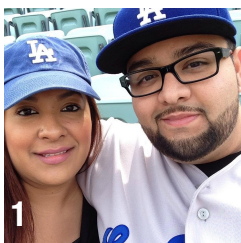
Vianet was no stranger to hard work growing up. As the only daughter in her family, she had much to prove to her parents and three brothers. With the support of her family and husband (fellow Home Depot associate) Erick, each passing year, Vianet gained skills that promoted her from MET associate to MET supervisor to MEM, but it wasn't always easy.

"I interviewed a few times for my current role. Each time I didn't get it, I lost a bit of hope, but I had to trust myself," she said. "Instead of bringing myself down after each interview, I learned what I could improve. Then, in August of 2015, I got the job."

Vianet credits her former district execution manager (DEM), now Deployment and Readiness Team (DART) manager, Nicole Corona, with molding her into the MEM she is today. The two started out as MET associates together, but Nicole's advancement inspired her to keep climbing.

"Nicole pushed me to do better. There's nothing she wouldn't train me on, and I am forever grateful for that," Vianet said. "She was so ambitious. I told her, 'I want to grow and follow in your footsteps.'"

Vianet attributes her motivation and team successes to the trust she's built with her associates. "Every associate on my team is an integral part of achieving our goals," she said.



**1** Vianet and her husband Erick, also a Home Depot associate, are huge LA Dodgers fans. **2** Vianet reviews a planogram with a MET associate. **3** Vianet shows an associate how to measure a bay.

### VIANET'S CAREER ADVICE:

- Always push for what you want. Never give up, because your future has no limits.
- Focus on building relationships with your peers.
- Understand the role you'd like to have and the skills needed to be successful in it.
- Be interested in growing with the Company and learn what your managers do.
- Be patient and willing to drive results.

### Need help growing your career?

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