

Jamel Douglas

June 25, 2021

LIS4480

IT Leadership

Professor Randeree

Employer Leadership Development Programs

The first leadership program that I will be going into detail on is Home Depot's Rotational Leadership Development Program (AMP). This is a two-year program in which you would rotate through some of the different areas of the business such as IT, interconnected retail, and more. The main goal of the program is to develop the career and leadership skills of the people that are a part of the program. I believe that this program is for recent college graduates, but it does not directly state that.

Another leadership program that I will be going into detail on is General Electric's (GE) Digital Technology Leadership Program. This program is designed for recent college graduates and is described as an entry level digital technology leadership program. The program has four technology rotations, each six months in length bringing the total length of the program to two years. These rotations can include areas like cyber security, software engineering, data analytics, and more. This program also boasts opportunities for not only building a community or network, but also opportunities for further development. In this program you get together with everyone in your class (once locally and once internationally) and do trainings together allowing you to build out a network. There are also opportunities to further your education and get a master's degree while in this program.

The last leadership program that I will be going into detail on is Chick Fil A's Leadership Development Program. This program is designed for recent college graduates and is described as a three-step process. First you learn about the basics of the business. In this case, it is working different roles in a Chick Fil A restaurant, such as working in the kitchen and working the "front of house". This step takes about 3 months. Then you start leading. This is when you step into one of the various leadership roles. This step takes about 21 months, bringing the total length of the program to two years. The final step is launch where you take these skills that you have learned throughout the process and to start pursuing a career.

Out of the three leadership programs that I have gone over, I believe that the General Electric leadership program provides not only the best learning opportunities, but also opportunities for development in comparison to the other two. I personally think that the opportunity to further my education while I am working on my leadership skills and knowledge makes this program top the others. I also like how this program has an emphasis on community and give you the opportunity to expand your network.