

Subject: Your Role in the Experience Leadership Development Program

Hi Leaders,

As part of our continued commitment to growing strong, capable leaders across Experience, we are introducing a more structured and data-driven approach to leadership development. I want to share the “why” behind the program, what you can expect, and the important role you play in shaping future development experiences for your teams.

Why This Matters

Leader Academy is a critical milestone in preparing our leaders for success—but the development shouldn’t stop when the Academy session ends. To better support leaders *after* they complete Academy, we are implementing a streamlined feedback process that helps us understand what’s working, where skill gaps remain, and what additional support leaders may need.

Your insights as a leader provide a meaningful lens into how your associates apply what they learned, how prepared they are for their roles, and what follow-up development can help them be even more successful.

Your Role

90 days after your associate attends Leader Academy, you will receive a short follow-up survey to capture your observations and feedback on their learnings.

This survey will come to you directly via email, and it will also be available at any time on the **Leadership Launchpad**.

The survey only takes a few minutes but has a significant impact to identify the leadership development needs across the Experience Organization.

What Is the Leadership Launchpad?

The **Leadership Launchpad** is our new centralized hub designed to support leaders throughout their career. This hub will include links to current enterprise sites (i.e. me@campus), post Academy Survey and other self-guided resources.

What's Ahead Next Year

To create a seamless, year-round development journey, here is what you can expect from the program in the upcoming cycle:

- **Quarterly development themes** based on Performance calibrations, AES insights, Talent Review feedback, and Leader Academy Post Survey data which lead to targeted workshops and learning experiences.
 - **Regular updates** provided by your People Partners on the quarterly focused content that is rolling out.
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Thank you for helping us build a stronger leadership foundation for our teams. Your feedback and engagement are essential to creating meaningful development experiences that truly make a difference.

If you have questions about the Leadership Launchpad or your responsibilities in the process, please reach out—we're here to help.