

**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.

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## 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.

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## 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.

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## 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.

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## 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.