Leadership Development FAQs

1) Program Overview

Q1. What is the Experience Leadership Development Program?
It's a five-stage, data-driven leadership development approach that brings Leader Academy, a 90-day post-Academy feedback loop, and quarterly workshops together in one rhythm—powered by the Leadership Launchpad.

Q2. Why are we doing this now?
To continue developing leaders *after* Academy, close capability gaps surfaced in AES, Talent Reviews, and Academy feedback, and then translate those insights into targeted quarterly development content and workshops.

Q3. Who is this for?
For leaders/managers of people—both new and existing leaders whose associates attend Leader Academy.

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2) Your Role as a Leader

Q4. What do I need to do after my associate completes Leader Academy?
Complete a short **Post-Academy Survey** about your associate **90 days** after they attend Academy. You will receive the survey **directly via email**, and it will also be available on the **Leadership Launchpad**.

Q5. What happens with my survey input?
Your feedback is combined with AES results, Talent Review, competency gaps, and Academy feedback so the People Team can build the next quarter's curriculum and schedule workshops that address the most important themes

Q6. Who reviews the data?
People Partners and **Program Managers** review and synthesize results and then guide workshop content based on the data.

Q7. Will my survey be used in Talent Reviews?
No—Post-Academy survey inputs are different than Talent Review calibrations. However, starting with Q1 Talent Review conversations will provide input into the data based on the People Partner notes.

3) Leadership Launchpad (Website)

Q8. What is the Leadership Launchpad?
A single hub where leaders and People Partners will find: self-guided learning, quarterly development curriculum, access to surveys, workshop schedules, and resource links.

Q9. Where do I access it?
Use the **Leadership Launchpad**

Q10. What will I see there?

- Quarterly development themes
- Workshop topics and schedules
- Helpful content and leadership resources

4) Post-Academy Survey Details

Q11. When is the survey sent?
Ninety (90) days after your associate completes Leader Academy.

Q12. How will I receive it?
You'll get an **email** with the survey link; you can also access the survey anytime on the Leadership Launchpad (for convenience or if the email is missed).

Q13. What if my associate is "Too New to Rate"?
If you don't have enough observation context, still complete the survey; those inputs help the People Team target foundational follow-ups. (Program notes recognize this scenario and use early feedback to guide training topics.)

Q14. What if my associate changes leaders during the 90-day window?
Please coordinate with your **People Partner** so the survey is routed to the current leader of record, ensuring accurate feedback flows into quarterly planning.

Q15. Where is the survey link if I need it now?
A standard **Post-Academy Survey** link is maintained with the program resources and is accessible from Launchpad when applicable.

5) What We Do With the Data

Q16. How are survey results used?
Results are synthesized with other inputs to identify top pain points; **Academy-led workshops** are then curated to address those themes in the next quarter.

Q17. Will I see outcomes of the feedback?
Yes—program updates and the quarterly curriculum are posted to Launchpad, and People Partners provide periodic (quarterly/biannual) progress updates to the business.

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6) Timeline & What's Ahead

Q18. What does the annual rhythm look like?

- **Q1:** Use Post-Academy survey results in Talent Review calibrations and finalize workshop needs.
- **Q2:** Deliver targeted **Academy-led workshops** and publish curriculum on Launchpad.
- **Q3+:** Re-launch Post-Academy Survey for new Academy participants; continue the quarterly cycle.

Q19. What are the near-term milestones?

- **January 2026:** Program launch; People Partners cascade talking points.
- **February 2026:** Post-Academy Surveys go out; checklists/templates to support outreach.
- **March 2026:** Review data (AES, Performance/Talent Review, Academy feedback) to design **Q2** curriculum.
- **May 2026:** Implement **Q2** Leader Development curriculum.

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7) Registration & Leader Academy

Q20. Who handles Leader Academy enrollment?
Associate can register themselves.

Q21. Where is the registration roster?
A maintained **Registration Roster** is linked from Launchpad resources; use it to verify enrollment status.

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8) Workshops & Curriculum

Q22. How are workshop topics selected?
They are derived from the most common needs surfaced in the Post-Academy survey + AES + Talent Review + competency gaps + Academy feedback.

Q23. Who facilitates the workshops?
Academy partners with the People Team to lead workshops aligned to the data findings and quarterly plan.

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9) Support & Contacts

Q24. Who do I contact with questions?
Start with your **People Partner** for program guidance, Launchpad access, and survey routing. Program communications support is coordinated with Comms partners as needed.