

Ignited's Top Talent Diversity Development Program

www.ignitededucation.org



Development with a difference

The program



Ignited's Top Talent Diversity Development Program develops leadership-level skills and greater visibility for employees who are ready to become your next Directors, Senior Directors and VPs.

The one-year rotational program provides:

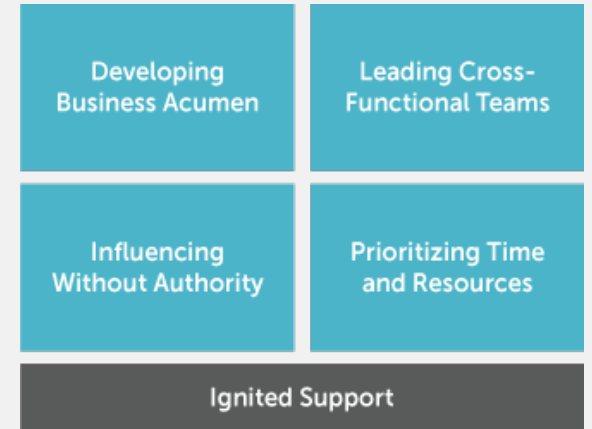
Visibility with senior leaders and executives across your different business groups



Positive teambuilding experiences for your employees



An opportunity to build leadership-level skills with tangible business results



Program elements

Overview

Participants develop skills in three main ways:

- 1) Collaborating with teams on Summer Projects across your business groups
- 2) Mobilizing Employee Resource Groups to work with under-served teachers and schools
- 3) Strengthening partnerships with under-served schools and providing activities for employees

1

Set goals

We set up an initial session to define goals and map out priorities for each person in the program

2

Establish working group

We help you engage Business Units, HR and functional teams for maximum participation

3

Assess schools

Choose partner schools for ongoing relationships and employee activities

4

Mobilize employees

Customize activities with schools where employees can volunteer and become stronger role models

5

Report progress

Develop a progress tracking and reporting process that ensures visibility and ongoing support

What our program participants say

“The Summer Teamwork Projects provide a fantastic partnership between local teachers and engineering organizations in Silicon Valley. We’re very pleased that our partnership helps the teachers and their students by bringing real world examples into the classroom.”

Christopher, Director of the Robotics Systems Lab, Santa Clara University

“I was surprised how quickly our teacher integrated into our team, learned the purpose of the risk reduction testing and proactively took on assignments. He brought intelligence, diversity and energy in troubleshooting tough technical issues with high-value hardware.”

Ari, Senior Manager, Lockheed Martin

“Our teacher was so surprised about all the different career opportunities in construction, and specifically career opportunities for females in construction. She was a member of our team and contributed every day to our success as a company over the summer. The value in the program is so obvious by seeing how well the summer went with her on the Blach team.”

Dave, Project Executive, Blach Construction

Ignited vs. traditional training

Traditional training

Short duration, week or less

Classrooms, workshops, exercises

Often solitary learning. Little collaboration

Skills only seen by participant

Ongoing skill use isn't part of training

Benefits only the individual

Ignited's approach

Year-round development

Real projects to lead. Hands-on experience building

Collaborating with teachers, schools and students

Skills visible to execs and leaders

Skills applied immediately. Ongoing

Benefits individual, company and... schools, teachers and students



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To learn more about The Top Talent Diversity Development Program, contact:

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