



Strengthen your Leadership Pipeline

Enhanced focus on Career Enablement

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CFO Org Learning & Development, Director

DELLTechnologies

Fostering Career Journeys

- Talent Philosophy
- Our Early-in-Career Development Programs
- Initiatives In-Program & Beyond
- Success Measures
- Q&A

OUR PEOPLE PHILOSOPHY

At Dell Technologies, we grow and achieve best together. We're committed to being a workplace where team members can be their best and do their best work, every single day.



OUR CULTURE CODE

Who we are, what we believe, how we work and how we lead.

...

OUR PURPOSE

We create technologies that drive human progress.

MAKING OUR PHILOSOPHY REAL

We bring our philosophy to life through action. We have a range of practical tools and resources that will challenge and inspire you while supporting you at every step of your career with us.

Find out more and explore your potential.



Achievement

Opportunities that recognize and reward drive and that inspire personal and professional growth.



Connection

Personalized experiences that encourage relationships and reflect the digital transformation we are bringing to the world.



Balance

Respect for a full and fulfilling life, and not just a full and fulfilling career.



Diversity and Inclusion

A culture that enables everyone to rise to their full potential and creates a workplace that is accessible for all through representation, inclusion, sponsorship and equity.

Dell Technologies Talent Philosophy



...to primarily hire entry-level talent and develop an internal pipeline of **future leaders.**

Early-in-Career...



CFO Org



Business Operations



Human Resources



Marketing



Procurement



Products & Operations



Digital & IT



Sales



Services



Security & Legal



Activities implemented to help retain talent and enable careers at Dell Technologies

Kristin Crawford, Director
Marketing Talent Development

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Environment, Initiatives & Actions

Environment - Challenges we saw...



Increase in Attrition:
2-3x the Norm



Navigating balance through
constant change



Finding new ways to form
meaningful connections

Actions & Initiatives



In-Program



Continuing into Post-Program

In-Program Initiatives



Executive Engagement

- Steering Committee connections
- Program Governance
- Committee Sponsorship



Advocacy, Mentorships & Sharing Successes

- Rotation / Role Manager engagement
- Alumni Spotlights
- Ecosystem of support model



Culture of Movement & Flexibility

- Breadth of experience
- Non-core function opportunities
- Post Program structured placement process



Continuous Investment in Development

- Closely monitor and track retention
- Database of participants
- Executive visibility & outreach



Community & Connection

- Cohort relationship building opportunities
- Cadence of networking events
- Collaboration tools

CFO Org Alumni Council - Post Program

Governance: Executive Steering Committee + PMO + HR Liaisons

Committee Purpose: Support our program graduates in their career journey and retain them in our leadership pipeline.



Career

- Enhanced visibility
- Opportunity matching
- Career journeys sessions
- Job Shadow options
- Rehire Stream



Development

- Needs-based training
- Career coaching
- Mentorship program
- Leadership panels
- Progression monitoring



Connection

- Networking activities
- Connection circles
- Executive touchpoints
- Programs engagement
- Travel opportunities



Recognition

- HR Partnership
- Competitive research
- Market benchmarking
- Annual C&B review
- Highlights of success



Activities implemented to help retain talent and enable careers at Dell Technologies

Jennifer Erickson, Sr. Director
Dell Digital People

Kelli Neely, Sr. Manager
Dell Digital Recent Grad

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Success Measures

Success Measures



Increased Retention



Sustainable Pipeline



Executive Engagement



Career Progression



Skillset Readiness



Accelerated Promotions



Deeper Connection



Breadth of Knowledge



Executive Insights

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We want to hear from you!

What actions or strategies do you utilize to maintain your talent?

A.



Structured Development Programs

B.



Mentorship & Advocacy Support

C.



**Accelerated Promotions /
Comp & Ben**

D.



**Others?
(Bring New Ideas)**

Discuss further with your table members

Questions?

