

Strengthen your Leadership Pipeline

Enhanced focus on Career Enablement

Mara Travers CFO Org Learning & Development, Director

D&LLTechnologies

• Talent Philosophy

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

Fostering Career Journeys



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.

Balance

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



Connection

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



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

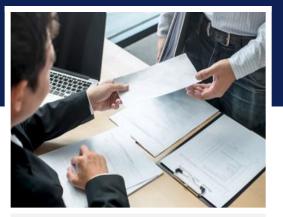


FOSTERING CAREER JOURNEYS

Environment, Initiatives & Actions

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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

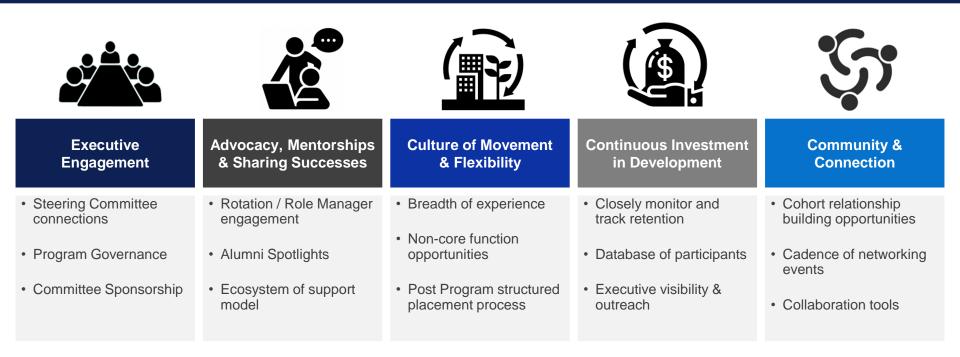


In-Program



Continuing into Post-Program

In-Program Initiatives



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



FOSTERING CAREER JOURNEYS

Success Measures

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Success Measures



Increased Retention



Sustainable Pipeline



Executive Engagement



Career Progression



Skillset Readiness



Accelerated Promotions



Deeper Connection



Breadth of Knowledge

Executive Insights



We want to hear from you!

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



Structured Development Programs Mentorship & Advocacy Support Accelerated Promotions / Comp & Ben Others? (Bring New Ideas)

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Discuss further with your table members

FOSTERING CAREER JOURNEYS

Questions?

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