

# Development Programs



Careers are made from experiences and learning opportunities. We continuously invest in up-skilling and re-skilling our workforce through dedicated development programs that focus on **mentorship, coaching and training**. They empower and inspire team members to personalize their career journey and build the portfolio of value they bring to the table by building skills, gaining experience, and learning new things.

## Mentor Connect



A unique cross-company mentorship program that engages companies outside of Dell Technologies to promote diverse leadership development. Through this innovative initiative, global female leaders are equipped to guide and advise their mentee groups on how to successfully build their networks, develop new skills and insights on areas such as critical business insights, negotiations, personal branding, and other professional skills. By participating in leadership development discussions led by senior representatives from participating companies committed to diversity and inclusion, mentees develop both the hard and soft skills necessary for the next stage in their career.

## EDL

Empowering Diverse Leaders



This one-year leadership training program focuses on developing a diverse pipeline of emerging leaders. EDL starts with a course on advancing your career, and then goes on to challenge one's self-awareness, help understand unconscious bias, build and maintain one's personal brand, build networking skills, negotiation skills and advocacy.

## RISE



RISE is a 12-month program designed to create a collaborative learning environment through mentorship by executive leadership, industry exposure as well as interventions facilitated by experts on Diversity@Workplace and leaders within. By building a support system, RISE helps high potential women at Dell define career goals and deal with challenges involved in navigating the corporate world.

## EDGE

### Learning Program



This is a flagship program to develop leadership competencies at mid/senior levels and create a leadership pipeline delivered in association with the Indian Institute of Management, Bangalore and OD Learning Consultants. The program has four focus areas – Understanding Business, Decision Making, Change Management and Cross-Functional Collaboration.

## Be the Change



Be the Change helps accelerate our progress and cultivate an inclusive surrounding where all team members can be authentic, thrive, and grow their careers. The program provides self-guided foundational learning experiences on demand and makes it easier to deepen our understanding about unconscious bias, harassment, and microaggression – and how this can show up in the workplace.

## DWEN

Dell Women's Entrepreneur Network



Dell is committed to accelerating the increasingly powerful role that women play in driving economic growth. DWEN helps entrepreneurial women share best practices, build business opportunities, access new resources and technologies to empower their businesses.

## TechEDGE

### Learning Program



This is a flagship technical leadership development program which aims to groom the next generation of technical leaders. Delivered in association with the Indian Institute of Management Bangalore, NIIT StackRoute and OD Learning Consultants, the program looks at developing primary competencies of business acumen, technical expertise, technical leadership, self-development and communication.