



BLAST

Building Leadership And Sustaining Talent

Mid-Level Leadership Development Program

Diversity of experience & perspective created via cross-functional, cross-site stretch assignments

**80% of first class now in leadership;
Graduates in high demand**



Results & What's Next?

- ❑ Graduates are comfortable being uncomfortable
 - Engineering -> HR
 - Finance -> Launch Operations

- ❑ Program support from executives & managers

- ❑ Continued focus on developing individual perspectives to bring to other areas of company

- ❑ Broaden reach to more employees

**Build on success and
continue driving diverse experiences**