



Leadership Development Program (LDP)

Program	Description	Key Activities	Key Outcomes
Leadership Development Program (LDP)	Accelerate the readiness and development of "critical talent" and "business transformation key talent" through Leadership Development Committee (LDC)	LDC Talent Development Meeting	 Promotion rate of critical talent: 72% Rotation rate of critical talent: 41%
		Solution Business & New Business Leader(NBD) Development Activities	 Rotation rate of solution business talent: 48% Rotation rate of NBD talent: 32% Idea Generation Workshop completion rate: 96% Business Proposal Competition completion rate: 94%



2022 Year-end LDC Meeting Agenda - Demo

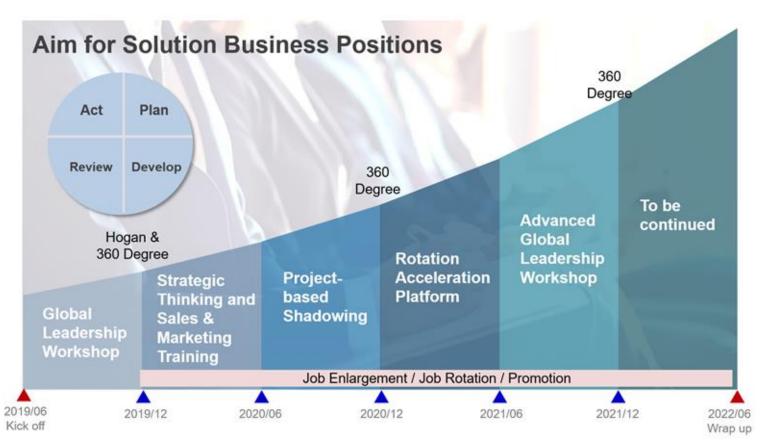
LDC Meeting: 8:30AM-2:00PM

Agenda	Presenter	Time	Duration
I. Executive Summary (Pipeline Overview)	Corp HR	8:30-9:00	30 mins
II. Pipeline Summary	Business Leader	9:00-12:30	3.5 hrs

Agenda	Presenter	Time	Duration
III. Expatriation & Rotation Policy	Corp HR	12:30-13:10	40 mins
IV. LDC Conclusion	Corp HR	13:10-13:30	20 mins
V. NBD Program	Corp HR	13:30-13:45	15 mins
VI. Wrap Up & Discussion	Corp HR	13:45-14:00	15 mins



AIM Program Development Activities - Demo





NBD Leader Incubation Program Introduction - Demo

Focus



- Find potential talents for Corp/BG NBD team
- Equip talents' related abilities

Scope



- Pilot area: TWParticipants: 30
- Time Length: 3 years (First 2 years development, 3rd year transfer or promoted)



Cultivate Future
NBD Team & Core
Team Leaders

Mechanism



Criteria

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- Character Fit + Strong interest and commitment to NBD
- · C above in last 2 years

Preferred

- Cross function experience
- S4 above (internal review only)



Goal

50% of talent pool

- Rotate to Corp. NBD or
- Promoted to be BG NBD Lead / Core Team Lead
- Elimination: Review talent suitability by evaluation in LDC
- Will decide whether to add new members after 2022/12 LDC

NBD Program Progress Application & Selection Development Rotation Oct.12~Nov.end Dec- 2022 Jan 2022 2024 2021 **Delta Publish Promotion** Committee Review+ Nov.3 & 10 **Gallup Assessment NBD Online Forums** Oct.12 Application: 200+ Attendance: 900+ Self-enrollment



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