

Ignite Leadership Development Rotational Program Overview

The Ignite Leadership Program builds capable, committed early-career leaders in the Information Technology (IT) discipline with a broad knowledge of NextEra Energy. Through rotation assignments, skill development and hands-on projects, participants will enhance their professional capabilities and career options.

Framework

- Participants are high-performing, recent college graduates in IT who demonstrate leadership potential and drive, and exemplify our company values
- Program is two years with four rotations; rotations are six months in duration
- Unified program for training and development with entire cohort
- Four weeks of leadership, business skills, and technical domain-specific training woven throughout program
- Up to 15 new hires each year
- Locations:
 - Juno Beach – NextEra Energy corporate headquarters (JB)
 - Jupiter West – Jupiter (JW)
 - Customer Service East – West Palm Beach (CSE)
 - Lejeune Flagler Office – Miami (LFO)
 - Technology Center South – Miami Lakes (TCS)
- Team and individual projects and presentations
- Prior to program graduation, participants will develop a relationship with one or more NextEra mentors, have the opportunity to undergo a 360-degree (multi-rater) feedback process, present their projects to leadership and create their professional development plan.

Program Outcomes

During the course of this exciting leadership development and rotational program, Ignite Leadership participants will engage in meaningful, career-building pursuits:

- Four rotational assignments in diverse work groups to build experience and visibility
- Networking and exposure to a variety of leaders, mentors, and work groups
- Training and development opportunities, including:
 - Leadership Foundations courses with focus on influencing, teamwork, emotional intelligence
 - Six Sigma – Yellow & Green Belt Project and Certifications
 - Agile Mindset training
 - Presentation skills training and multiple practice opportunities with feedback
 - Overview of NextEra Energy business units

- Intro to NextEra Energy-specific business operations and finance processes
- How NextEra Makes Money
- Career management
- Meeting management and interpersonal communication skills
- Tours of NextEra Energy facilities including solar, gas-fired, nuclear generating facilities; diagnostic and control centers
- Opportunity for one-on-one professional development coaching from a certified coach
- Collaborating with a group of peers who are talented, creative and upwardly mobile
- Exposure to many different business units across the company to build organizational awareness and develop short-term and long-term career goals

After successfully completing the program, Ignite Leadership Program graduates are well positioned to pursue a permanent role in line with their interests and skill sets, either in one of their rotational groups or on a different team in the IT organization.