

Ignite Leadership Development & Rotation Program Overview

The Ignite Leadership Program builds capable, committed early-career leaders in the IT and Finance/Accounting disciplines 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 or Finance who demonstrate leadership potential and drive, and exemplify our company values
- Program is two years with four rotations; rotations are six months in duration
- Rotation assignments are in two separate tracks:
 - *Ignite Digital Leadership* for IT track professionals
 - *Ignite Finance Leadership* for Finance and Accounting track professionals
- Unified program for training and development with entire cohort
- Four weeks of leadership, business skills, and technical domain-specific training woven throughout program
- Approximately 15-18 new hires each summer
 - 10-12 participants in Digital Track, 5-6 participants in Finance Track
 - Digital Track locations: Juno Beach, Jupiter West, GO (General Office – Miami), LFO (Lejeune Flagler Office – Miami)
- 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 own 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
- Initiating a mentoring relationship with a graduate of one of NextEra Energy's prestigious leadership programs
- 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 Finance or IT organizations.