

LEAD.

Leadership Excellence And Development

6 LEADERSHIP DEVELOPMENT PROGRAMS



**VIRTUAL
KICK-OFF
EVENT
TBD**



**LIVE
WATCH
PARTIES**



What is L.E.A.D.?

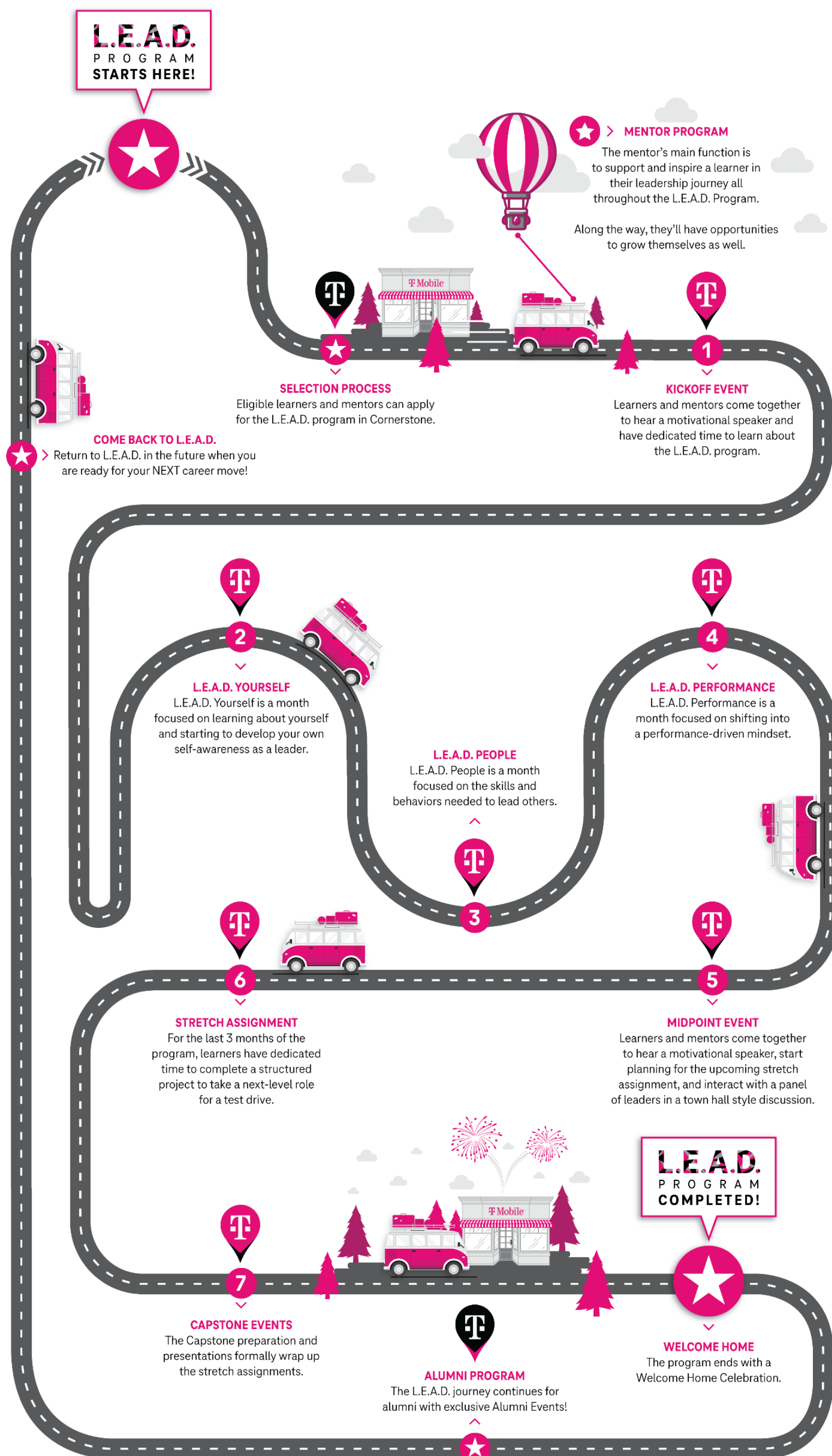
An epic, road trip themed, 6-month learning journey!

See graphic for more detail ➤

Focuses on Values In Action – from Acting like an Owner to incorporating DE&I into everything we do.

Prepares the Top Talent learner at a competency level for the next set of leadership capabilities.

Supports employee growth and mindset shift for the next stage in their career path.





L.E.A.D. Feedback

WATCH OUR PROMO REEL



CHECK OUT SOME OF THE GREAT FEEDBACK!

“This program is changing lives!”

“The program taught me so much. I learned how to be confident in myself and how to understand other people when leading them.”

“It was a very fun and exciting 6 months. You learn a lot about yourself during this time and how to be a better leader!”

“The content was awesome, and the overall program allowed me to see a new side of the business and connect with incredible leaders and challenge my ability to adapt and grow!”

“I loved the opportunity LEAD gave me to show my skillset and what I learned to the right audiences. I was promoted during the LEAD program and whole heartedly know that the hands-on experience I was able to get during my stretch assignment put me in a position that separated me from most of the other applicants.”

“It gave me the right resources to be an inspirational leader and be an inclusive leader thorough my T-Mobile journey.”

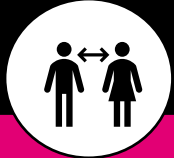
L.E.A.D. Mentors and Alumni

L.E.A.D. MENTORSHIP PROGRAM

All learners are paired with a mentor for 1:1 mentorship. Mentors are offered a series of workshops and skill development.



BUILDING
RELATIONSHIPS



SERVANT
LEADERSHIP



EMOTIONAL
INTELLIGENCE



CONVERSATIONAL
CAPACITY



5 CHOICES OF
PRODUCTIVITY



MENTOR
SUCCESS
AND PERSONAL
RESULTS

L.E.A.D. ALUMNI PROGRAM

We bring L.E.A.D. Alumni together to **network**, **collaborate**, and **learn together** virtually.

Check it out below!





T-MOBILE Culture

Our VALUES



TOGETHER WE ARE THE UN-CARRIER

LOVE OUR CUSTOMERS.

We don't just do customer service. We do customer love.
Simply put, their "happy" is our "happy"

ONE TEAM, TOGETHER.

We celebrate each other. Listen to and empower each other. INCLUDE each other.
We value what each person brings. That's how we win.

DREAM BIG AND DELIVER.

We aim high. We step out. Take smart risks and own our results.
We act like owners because we ARE owners.

DO IT THE RIGHT WAY. ALWAYS.

We do the right thing. For our customers, our shareholders, society and each other. Every time.

WE WON'T STOP

We are relentless. Striving. Never complacent. We find a way, busting down barriers.
We don't wait for change, we make it.

WHAT DOES IT MEAN TO BE UN-CARRIER?

As the Un-carrier, we changed wireless forever. We abolished barriers, cut the BS, and eliminated mind-bending costs and complexities. We led by example. And forced an entire industry to follow. AND that was just the start ...



HOW DOES THIS RELATE TO YOU?

Think about any tie-ins you can make between your content and our values. Speakers that make those connections are more successful!

T-MOBILE Culture

Our VALUES IN ACTION



ACT LIKE AN OWNER

Consistently works to drive successful work outcomes.



CHAMPION CHANGE

Promotes and adapts to changes across the organization with flexibility and resilience.



CONNECT THE VISION

Leverages own understanding of business concepts to best support the organizational vision.



CREATE HAPPY CUSTOMERS

Works to understand customer needs to effectively meet and exceed their expectations.



DARE TO INNOVATE

Challenges status quo or creates new ideas to improve organizational processes and performance.



INCLUDE EACH OTHER

Intentionally acts in ways that create a work environment that is diverse, equitable, and inclusive.



LEAD AND INSPIRE

Recruits, develops, and inspires others to deliver on goals and ensure targets are achieved.



NEVER STOP GROWING

Continuously seeks feedback, learns from experience, and seeks new opportunities.



WIN TOGETHER

Works openly and effectively with others across the organization to collectively drive successful outcomes.



HOW DOES THIS RELATE TO YOU?

Think about any tie-ins you can make between your content and our Values in Action, our passion for diversity and inclusion, and key focus areas for the L.E.A.D. program.

We're diverse, passionate, and have an unbeatable team spirit.

The first & largest nationwide 5G network

Customer Crazy; Employee Committed.

Speaker Commitments

Speaker commitments needed **UP FRONT** (not limited to):

- Participate in one prep/dry run session with our team to help customize the message to align with the L.E.A.D. program. During the session, the speaker will “deliver” their 45-minute keynote and receive feedback to incorporate.
- Deliver a structured keynote focused on strong learning content and frameworks, strong calls to actions and storytelling to help the messages resonate.
- Agree that the keynote will be made available to T-Mobile employees for 6 months or indefinitely.
- Partner with the T-Mobile learning team to provide:
 - Employee and leader worksheets to help employees implement what they learned.
 - Text reminders to be delivered over 4 weeks.

Samples in appendix on page 16.



*We're looking for
flexible speakers
who are open to
new ideas!*

Interview checklist

Here's how to ace the interview with the **L.E.A.D.** Speaker Selection team!



Read this packet and watch embedded videos.



In your interview:

- Share the structure/outline of your presentation.
- Share what content/framework you will leverage during delivery.



Do you have actionable content that T-Mobile employees can start using immediately? In your interview:

- Share how you make your message actionable.



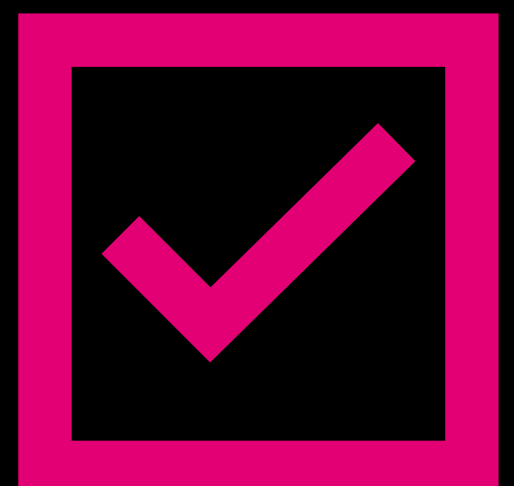
Can you match the energy of the Un-carrier? In your interview:

- Showcase how your message will align to T-Mobile.
- Demonstrate your passion and enthusiasm for your topic.
- Share examples of engaging stories.



If hired, be prepared to work with the L.E.A.D. Program Team to:

- Further customize your content with T-Mobile specific stories and content from our mission, values, etc.
- Create/provide content to reinforce your message (see appendix for examples: worksheets, reminders, etc.).



L.E.A.D.

THANK YOU
for your interest in the
2023 L.E.A.D. Program!



**THANK
YOU!**



APPENDIX

Session Handout Sample

RISHA GRANT



"The only thing we truly control is ourselves."

THREE STEPS

Step 1: Identify your B.S.

- » Who are the people who make me uncomfortable and why?
- » Is the reason I am uncomfortable their fault or my issue?
- » Are my feelings based on personal experiences, societal norms, or a deeply rooted, long-held belief that was instilled in me as a child?

Step 2: Own your B.S.

- » Say your B.S. out loud so it can sound as ridiculous as it actually is.
- » Take it back to kindergarten and remember all the lessons you learned at five years old.

Step 3: Confront your B.S.

- » **Practice unconditional love and foster a culture of belonging:** Work every day to accept and love others for who they are.
- » **Be intentional:** Look for opportunities to include people who are different than you. Ask yourself who is missing from the group or conversation. At T-Mobile, we are One Team Together.

EMPOWER CHANGE

(Risha Grant continued)

- » **Unpack your boxes:** People don't belong in boxes.
- » **Question your assumptions:** This is how you turn your brain off of autopilot. Ask yourself if your assumptions about another person are true, fair, or are they just your unconscious biases showing up again.
- » **Challenge microaggressions:** When people demonstrate microaggressions, ask them what they mean by their comment, and ask if you can suggest a way to say their comment differently.
- » **Build authentic relationships:** Make connections with diverse people so you get to know them firsthand, instead of through secondary perspectives that could be unreliable. T-Mobile Employee Resource Groups (ERG) are a great way to do this!

"I AM" Mad Lib Exercise

Hello, my name is _____.
Pronounced _____ (insert pronunciation).
I use _____ (insert pronouns) pronouns.

A stranger on the street may just see me as _____ (describe surface level diverse characteristic), but if that stranger could get to know me better, they would learn that I am _____, and _____ (insert personal self-describing adjectives).

Sometimes I pre-judge others based on _____ (describe reasons you judge others). But the next time I feel myself pre-judging someone, instead I will _____ (action you will take to overcome your pre-judgments), and I hope others do the same for me because I know we are all in this together.

Sample Text for Tips

**Want to hear
more from
today's
Speaker?**

Text **CHANGE** to:
47474



**Hear more tips from Risha on
how to empower change.**

Sign up to receive one text per week!

(Opt out anytime)