

Human Resources Leadership Development Program (HRLDP)

July 2014

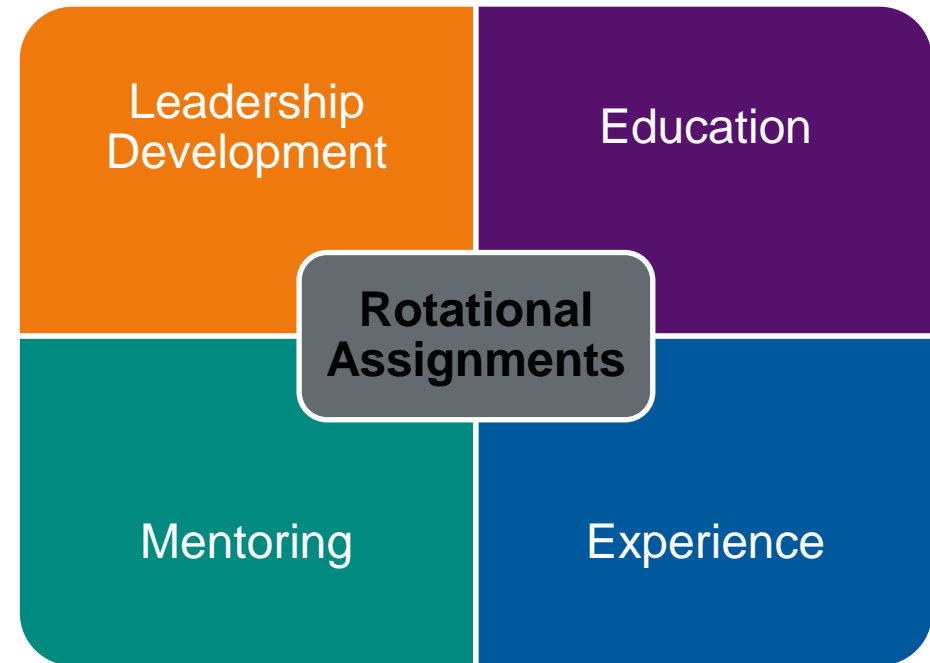


HRLDP Objective

Develop HR leaders who have the necessary knowledge, skills, and abilities to support customers as strategic business partners or subject matter experts

Establish a pipeline of talented and proficient HR professionals who will be prepared for HR leadership positions at BAE Systems

ATTRACT, DEVELOP, and RETAIN the best and brightest within the HR field



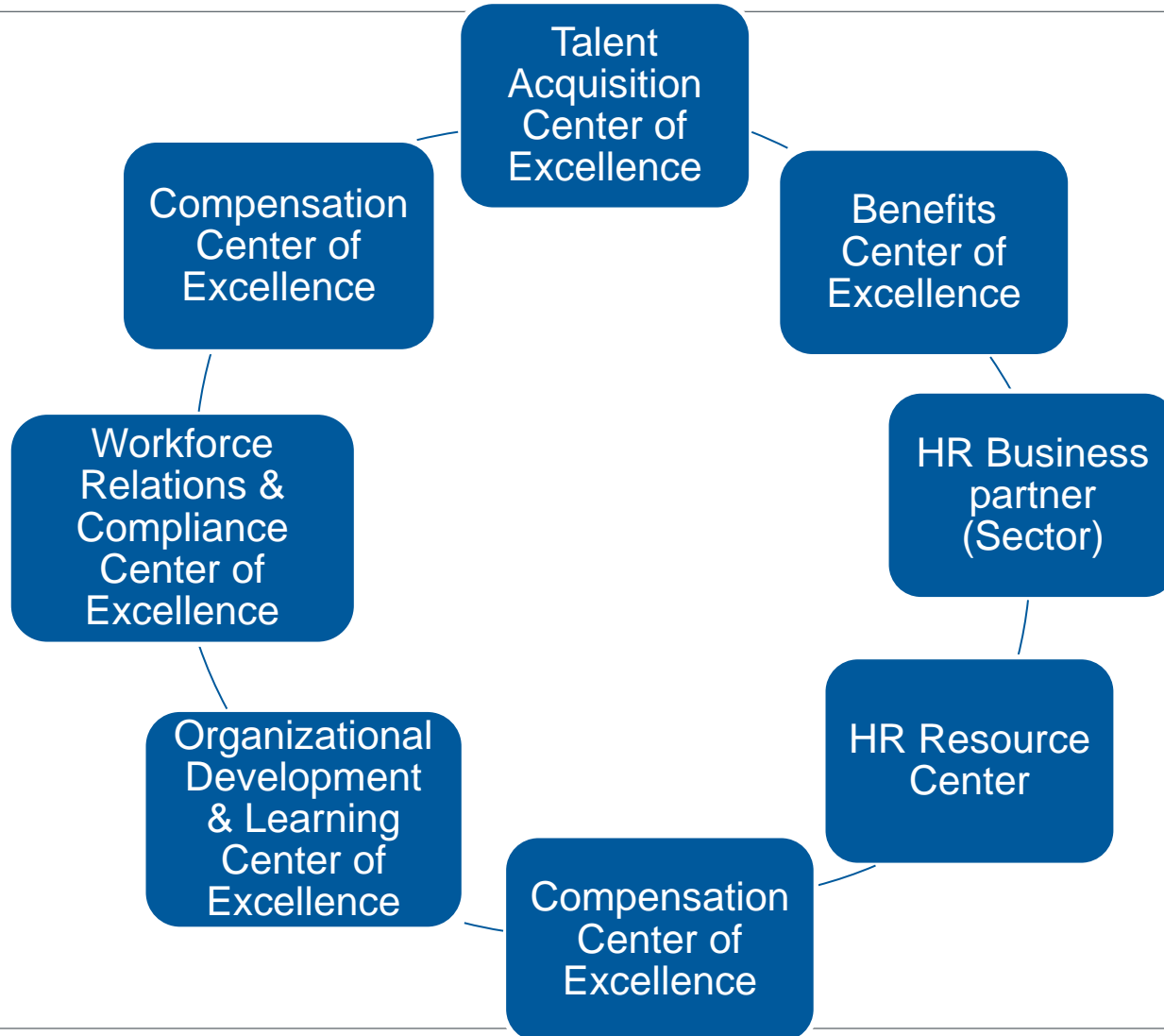
The Leadership Development Program Provides the tools for success

Our Candidates

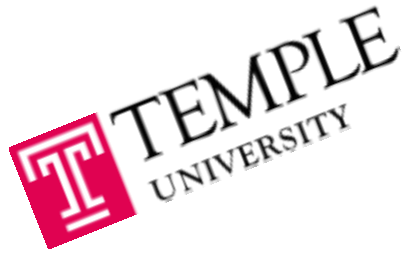
- Recent college graduate
 - BS in Business, Human Resources, Psychology or a related field.
- Excellent academic record (Minimum 3.0 GPA)
- Outstanding verbal/written communication skills
- Flexibility/Adaptability
- Demonstrated leadership and teamwork abilities
 - Internships, part-time work
 - Extracurricular activities
 - Capacity and motivation for hard work
- Mobility (strongly encouraged)
- High Ethical Standards
- Strong interest and motivation to pursue a MBA or masters degree in related field
- Bold and willing to provide a valued perspective and solutions orientation



Possible Rotational Assignments



Advanced Degree



- Tuition reimbursement to cover the costs associated with a MBA or job-related masters program, annual reimbursement maximum of \$15,000.
- Must maintain a “B” average



Participants may attend the school of their choice within their business parameters and cost structure

- Must obtain degree within five years of starting the HRLDP program
- Evening curriculum required



- Past HRLDP participants have attended such schools as Boston College, Bentley College, Northeastern University, Georgetown University, and Southern New Hampshire University



HRLDP Advantages

- Yearly Leadership Development Conference
- Challenging assignments in different HR technical functions or geographic locations
- Experience in various business areas
- Business specific technical training
- Leadership training and opportunities
- Master's degree - reimbursement
- Smooth transition from school to work
- Opportunities to interface with subject matter experts, managers and company leaders
- Develop personal network
- Can provide a fast launch for leadership career



Leadership Development Conference (LDC)

Each year in the program, LDPs across all functions (Engineering, Finance, Operations, Information Management, Quality, & HR) gather for a week long conference. The conference assembles participants from all U.S. sites as well as LDPs on international assignment



