Leadership Programs and Training

What are the programs called?

• Store Leadership Program (SLP)
• Business Leadership Program (BLP)
• Merchandising Leadership Program (MLP)
• Internal Assurance & Advisory Leadership Program (ILP)

What is the duration of the leadership programs.

• SLP—24 months
• BLP—Two years
• MLP—On-the-job training
• ILP—Two years

Please describe the leadership programs.

• SLP: The Home Depot’s selective and challenging 24-month Store Leadership Program will provide you with the tools you need to be an outstanding leader in our company!

If you are a dynamic, results-driven individual, take the opportunity to pursue your career goals with The Home Depot! Our Store Leadership Program is a unique development experience where you will build a strong foundation of leadership, technical, and strategic skills, which will prepare you to succeed as a store manager and beyond.
• BLP: The Business Leadership Program is one of the best leadership development programs in the Fortune 50. Its mission is to attract the best and brightest to The Home Depot, and develop them into the next generation of business leaders through cross-functional job assignments, mentoring, formal classroom instruction and leadership development.

An intense, two-year development program, BLP gives top management candidates the chance to reach higher levels of achievement by joining the most outstanding talent in business today.

The program includes four six-month rotational assignments in a variety of disciplines such as finance, strategic business development, marketing and human resources, with the opportunity to focus program experience in a desired field. The rotations are complimented by hands-on leadership experience in the field working on real-world business issues.

• MLP: The Merchandising Leadership Program is an opportunity for individuals with retail buying and merchandising experience who are interested in a career in product category management.

The development program provides a blended learning experience, where on-the-job training is augmented by special projects that broaden the participant’s perspective on the entire merchandising process.

In addition, the assignments are complemented by classroom instruction through a curriculum designed to broaden business perspectives with practical knowledge, to be used in a business application. Areas of focus are financial management, forecasting, innovation and forward thinking, negotiation, pricing logic, leadership and more.

Opportunities in MLP are available to those possessing strong analytical and critical thinking skills, three or more years experience in retail, wholesale or hardlines manufacturing, prior experience in a buying or sourcing function, and two or more years of management experience.

• ILP: The Internal Assurance & Advisory Leadership Program is a dynamic program for individuals who are results driven and interested in further developing their career and leadership skills in an invigorating, team-oriented environment.

ILP is a two-year program, which ensures varied business exposure and development of future talent through challenging auditing/consulting rotational assignments. Our mission is to deliver outstanding customer service, drive
continuous improvement and develop future management talent. Areas of focus include: store operations, finance, supply chain, growth, IT, merchandising, marketing and more. Rotational assignments are aligned with learning opportunities in leadership, Six Sigma, finance and technical/functional areas to create practical business application. Graduates of the program have the opportunity to continue their career in the ILP or move into functional roles within the business.

**Qualifications of the candidate:**

SLP:

*Has to have one of these four requirements:*

- Four to 10 years experience in business management
- Four to 10 years as a commissioned military officer
- Four-year college degree
- Six+ years of retail management

AND

- Advanced degree a plus, but not required
- Results-oriented leadership
- Customer service focus
- Ability to solve problems, delegate tasks and achieve goals
- Solid business acumen
- An eagerness to learn and master new roles quickly
- Willingness to relocate within a Home Depot division
- Ability to work a flexible retail schedule including nights and weekends

BLP:

- Master’s or MBA degree
- Strong work experience in a related field
- Strong analytical skills
- Solid track record of results-oriented leadership
ILP:

• Problem-solving and general analytical skills
• Ability to communicate with all levels of associates
• Strong organizational skills and attention to detail
• Ability to manage multiple tasks at once and prioritize work
• Ability to work in ambiguous situations with little direction

Requirements:

• Bachelor’s degree required
• Background in finance/accounting, engineering or consulting preferred
• Two to four years work experience or advanced degree equivalent experience
• Overnight travel may be more than 20 percent or as job requires
• Prior Six Sigma or auditing experience a plus
• Previous experience working in a team environment

What impact does the program have on the candidates’ career path?

BLP:

After graduating from the program, BLP alumni have assumed roles across a variety of business functions including:

• Six Sigma leader
• Human resources manager and director
• Organizational effectiveness manager
• Finance manager
• Home Depot store manager
• New store merchant
• Strategic business development senior analyst
• Internal audit senior auditor
• IS people systems chief systems engineer
• International supply chain senior manager
• Logistics manager
• District safety manager

This information is taken from publicly available sources.