

# ERICSSON EXCELLERATE GLOBAL MANAGEMENT PROGRAM

Are you ready for the challenge of a lifetime?



# Ericsson is looking for future leaders

Ericsson is one of the world's leading international telecommunications companies, providing innovative solutions for telecom operators in more than 140 countries.

Continually developing and evolving the way people communicate with each other around the world, or just around the corner, Ericsson is shaping the future through its technology leadership in mobile and broadband Internet communications. It is looking for potential leaders with the passion and determination to keep driving these developments well into the future.

A truly global program

First run in 1999, Ericsson Excellerate is an 18-month development program for potential Ericsson leaders that takes participants through every facet of the company's operations while providing them with the skills and academic knowledge needed to be a world-class manager.

The program offers participants access to people in the highest levels of Ericsson management, a wealth of management experience and the chance to see Ericsson's operations from a global and customer perspective as they live and work in various parts of the world.

The program is run in cooperation with leading international business schools and offers a mix of job rotation, project work, mentorship, literature studies, personal development and international networking.

## Three main dimensions of the program are ...

- Job rotation – There are three rotations of about six months each where participants will gain practical experience in how Ericsson works on the ground. One of these rotations will preferably be with a customer and all of them will be in a different country. Where participants go will depend on where their home base is established. Performance on these rotations will be evaluated and feedback given.
- Learning modules – All participants will gather about every three months for learning modules of about seven to ten days. These modules will focus on the way the industry is changing, a global understanding of Ericsson, business skills, communication skills, leadership and personal development, and self-learning.
- Mentoring – Each participant will be assigned a mentor from the management and assigned a "buddy" from Excellerate alumni.

## The future is in your hands

Ericsson is looking for determined, talented individuals who – as well as being able to drive the world of communications – can also manage and drive their own careers.

The Ericsson Excellerate program offers participants the opportunity of a lifetime to become a leader in a major international company – but to do this they must be prepared to meet and overcome many challenges and break new ground.

The Excellerate program will prepare you – it is up to participants to take the next step.

### Have you got what it takes?

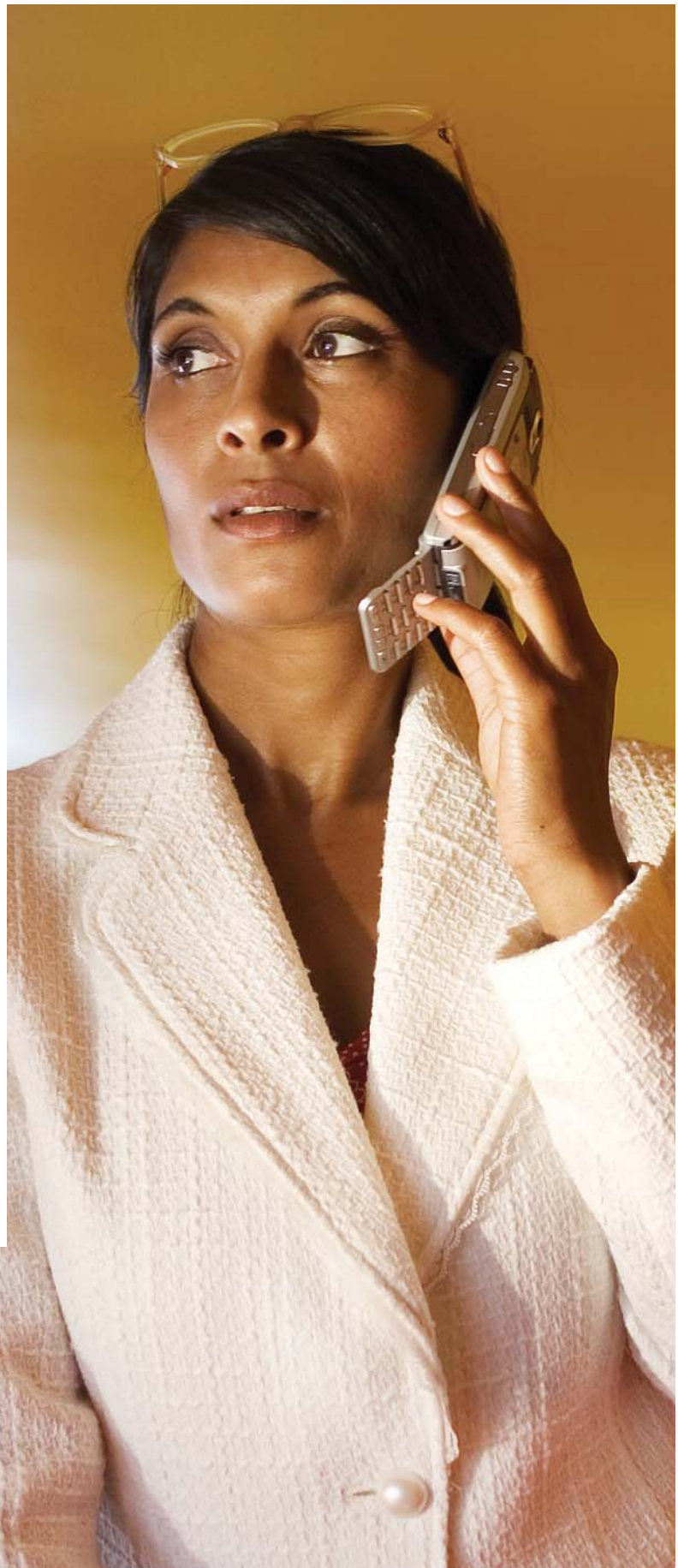
Ericsson is a company working in a global environment, so is looking for a diverse group of talents from around the world. But there are only a limited number of places available.

To be considered, participants must have at least two degrees, including a master's degree in business, international marketing or economics.

Ericsson is looking for people with a global perspective, so participants must be fluent in two or more languages, and have lived and worked in at least two countries.

Relevant/Professional work experience of between two and four years in, for example, the telecoms, IT, media, fast moving consumer goods, or management consulting sectors.

Applicants will be assessed on such aspects as people, organizational and thought leadership, however selection for the program does not guarantee success – it will depend on a candidate's performance.



## Hear from participants, online

Learn more about Ericsson and the Excellerate program by watching video interviews with current participants, online.

You can also download the application form.

[www.ericsson.com/excellerate](http://www.ericsson.com/excellerate)

