



Learning and Career Development Brief

Strategic Approach

As our industry evolves, Team Magenta evolves with it. We focus on helping T-Mobile employees develop critical skills to further their careers and sharpen our company's competitive edge. Through a range of programs, employees can build first-hand expertise, explore career paths, and learn from each other. Providing these opportunities helps T-Mobile build a workplace where people are inspired to deliver for our customers and to stay and grow their careers within the company.

Management Approach

No matter where employees are in their careers, we give them the opportunity to build connections, learn new skills, and gain real-world experience to take their career development to the next level. To support employees in these areas, we have resources and programs designed for different stages of the career journey.

Learn New Skills

T-Mobile employees can learn in ways that work for them. We provide a host of courses, platforms, and certification resources, including:

- Learning platforms, such as:
 - **Magenta U**, our learning experience platform that offers on-demand access to company-specific training and learning courses to support career development.
 - **Percipio by Skillsoft**, a vast library of professional development courses ranging from technical training to leadership growth and certifications for business-relevant skillsets and tools like project management.
 - **Prosci**, which offers a host of change management courses designed to drive successful transformation, support teams, and make lasting impact.
- **Level Up Library**, an always-on resource that empowers employees to take personalized steps toward skill enhancement in areas including adaptability, change management, growth mindset, and innovation.
- **AI Learning Portal**, featuring AI resources and guided paths for personalized AI learning.
- **Day of Learning**, an opportunity for employees to prioritize personal growth and strengthen their skillsets with timely topics.
- **Tuition Assistance**, a benefit provided for coursework leading to a degree that's directly related to a position at T-Mobile. We award full-time employees up to \$5,250 and part-time employees up to \$2,500 annually, while partnering with several universities to fully sponsor employees' degrees.

Create connections

We prioritize opportunities for employees to network, collaborate, and connect with each other through programming that includes:

- **Mentor Match**, a year-round program that connects employees with experienced T-Mobile mentors who can share insights, guidance, and career advice to help mentees develop new skills and explore career paths.
- **Job Shadowing**, which allows employees to explore roles and departments of interest by joining a colleague's workday to observe tasks, attend meetings, connect with peers and leaders, ask questions, and gain advice, with assignments lasting from one day to one week.
- **Employee Resource Groups (ERGs)**, which include six ERGs, four sub-affinity groups, and 38 local chapters, are voluntary, employee-led groups open to all employees. Our ERGs provide a space to build connections, engage in learning and development opportunities available to everyone, and participate in local community service and volunteer initiatives.



Gain experience

To help employees learn by doing, we invest in programs that allow them to gain first-hand experience in different departments or using new skills. These include:

- **Magenta Accelerator**, an 11-week internal internship opportunity where employees can work in areas of the business beyond their current team or department, with high-performing participants earning the opportunity to transition into new roles.
- **Stretch Assignments**, short-term assignments or projects that allow employees to practice and develop new skills, partner with new people or teams, or work in a new business area.

Cultivate leaders

We work to build confident, capable leaders across the company. Employees have access to a range of leadership development opportunities that help them build new skills and learn from each other, including:

- **People Leader Learning Journeys**, where people leaders can participate in rich learning journeys designed to build the skills needed to deliver on T-Mobile's leader expectations. These include managing their teams to inspire performance and growth: spending intentional time and building trust, providing clear priorities, honest and transparent feedback, coaching and support, and enabling continuous growth.
- **Manager Mastery**, a four-week course where experienced people managers enhance their leadership skills through self and group learning, AI simulations, assessments, on-the-job tasks, and supervisor coaching.
- **Executive Learning Catalog**, a suite of development resources tailored to leaders who are transitioning roles, readying for the next level, or wanting to increase leadership competencies.
- **Exec Direct Connect**, a quarterly meeting available to all directors and senior directors to learn, build community, and share insights with one another.
- **Peer Learning Communities**, which are cohorts led by executives to discuss leader challenges and learn through connection, reflection, and shared experiences.
- **Leadership Speaker Series**, a quarterly speaker series featuring external experts on business-relevant topics to help inspire continued learning among T-Mobile leaders.
- **Leadership Toolkits**, a resource that blends micro-learning, reflection, and downloadable Field Guides to help employees practically apply leadership concepts like time management and navigating difficult conversations.
- **Immersive Experiences**, geared toward emerging leaders across the company and open to all employees, are two-day sessions that combine professional development, networking, and community service. These sessions also give participants focused time to identify their unique strengths and learn how to better navigate change.

Career planning and goal setting

Employees work closely with their managers to set career goals and determine what skills they need to develop to achieve them. They do so through:

- **Performance and Development Goals**, set annually by employees and approved by their direct managers. Performance goals help identify where employees can contribute to business priorities through their work, while development goals focus on building capabilities, career experiences, and connections.
- **Mid-year and Year-end Check-ins**, which are semi-annual conversations between managers and their direct reports, focusing on reviewing performance, growth and development progress, adjusting goals where needed, and providing actionable feedback for ongoing career development.



- **Career Pathfinder**, an interactive dashboard that enables employees to dive deeper into internal job description details, pay ranges, and open roles. It also shows the common career path typically taken to obtain a desired role, helping employees plan their next steps toward their dream job.

Oversight

We have a Learning Experience Council (LEC) that oversees T-Mobile's Learning and Career Development work, bringing representatives from all learning teams together to align T-Mobile's learning and development offerings with core business needs. The LEC helps establish best practices and standards for programs and coordinates a balanced training cadence to provide a consistent, accessible experience for learners across the business.

Relevant Resources

- [T-Mobile Culture and Benefits](#)