



Speak to a GE leader and you'll begin to understand why 90 percent of GE's top 600 leaders are promoted from within. Our people are passionate, resourceful and committed. And GE invests around \$1 billion every year in their growth.

Crotonville: The epicenter of learning at GE

The John F. Welch Leadership Development Center, better known as "Crotonville," was founded in 1956 and is recognized as the world's first major corporate business school. Located in the hamlet of Crotonville in Ossining, New York, the 53-acre campus hosts around 10,000 GE employees and customers every year. For GE employees, ranging from entry-level to our highest-performing executives, a journey to Crotonville is something of a pilgrimage — a transformative learning experience that, for many, can become a defining career event.

Crotonville courses cover a broad range of topics and expertise including:

- Executive courses in leadership, innovation, strategy and manager development
- Leadership courses for new managers focusing on development, business impact and external focus
- Essential skills courses such as hiring, presentations, team building and project management
- Customer programs including executive briefings, change management and integration

Beyond offering organizational and management courses, Crotonville also plays an important role in facilitating diversity at GE. Classes have a broad functional and global mix, with most courses having 50 percent non-U.S. participation. Special events hosted by affinity groups at Crotonville also help to strengthen diverse relationships both within and beyond the company. For example, the annual "Leading & Learning" summit hosted by the GE Women's Network invites 150 women leaders — two-thirds of whom are GE customers or suppliers — to network and share experiences.

Growing leaders worldwide

To reach our leaders and customers across our businesses and across the world, GE has taken the Crotonville experience global — so GE leadership training is available everywhere our leaders are.

Our international locations and special global courses include:

- **Sharing best practices in Asia:** Our team in Shanghai, China engages employees, suppliers and customers at our Shanghai leadership development center in our newly expanded Asia headquarters.
- **Management development in Europe:** Leadership courses are delivered to our leaders and executives from across Europe at our Global Research Center just outside of Munich and GE International headquarters in Brussels, Belgium.
- **Learning in Abu Dhabi:** GE has partnered with the Mubadala Development Company to establish a corporate learning program to host both GE leaders and customers at GE's Crotonville campus as well as in the Middle East and Africa.
- **Growing teamwork in Asia:** In 2008, our team-based, action training course called Leadership, Innovation and Growth (LIG) took more than 280 people across 18 GE businesses on a tour of Asia that visited Shanghai, New Delhi and Dubai.
- **On the ground in Africa:** In late 2008, a class of 50 top-level GE executives traveled to Nigeria, Mozambique and Kenya to explore growth opportunities and understand the challenges of the continent. Participants held audiences with government, business and academic leaders to discuss where GE could provide long-term, sustainable solutions.

Awards & Recognition

Best Places to Launch a Career
Business Week, September 2008

2008 Top 25 MBA Employers
Fortune

2007 Best Companies for Leaders
Chief Executive Magazine

2007 Best Rotational Leadership Programs
Universum

100 Best Companies for the Working Mother
Working Mother, October 2008

Leadership

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