Our Leadership Imperatives define what it means to lead at Duke Energy and we embed these into everything we do:

- **Live Our Purpose**: clear connection between the work, the purpose, and the mission of Duke Energy.
- **Transform for the Future**: leading change toward the vision of transforming the business in an agile, flexible way.
- **Deliver Results the Right Way**: drive outcomes for our customers and stakeholders, with safety, integrity, and customer service.
- **Work as One**: collaboration, joint problem-solving, and enterprise leadership to deliver one solution from Duke Energy.
- **Inspire Our People**: embracing inclusion and inspiring enthusiasm for adding value to the future of the organization.

We promote the continuing development of employees by reimbursing the costs of certain educational programs.

- The Education Assistance Program assists employees with the pursuit of educational opportunities that contribute to skill development and growth.
- Participating employees may receive up to $5,250 per year in reimbursement for eligible course expenses.
- More than 860 employees participated in the program in 2019.

We are committed to providing learning and skill development solutions to help employees power their potential.

- Since 2017, the Duke Energy Leadership Academy has provided learning and development programs for every level in the organization to build talent capabilities for today and tomorrow.
- In 2019, we had 2,512 program completions (913 people leaders, 604 individual contributors and 995 new employees).
- The learner is at the center of everything we do, and we design blended learning curriculums to support a variety of learning styles and delivery methods, including instructor-led (classroom and virtual), social learning communities, learning partners, micro learning and more.
- Our learning solutions are just in time (resources available 24/7), just enough (bite-sized learning content), and just for them (to meet their unique development needs).
Our workforce development and training partnerships build the skills needed for key roles at Duke Energy.

- We partner with community colleges in each of our jurisdictions to provide training and preparation for jobs at Duke Energy.
- Learners earn the middle skill credentials necessary for success in engineering technology, distribution line construction and customer service, and we are building on this to include additional career pathways in the future.

We are building learning solutions for upskilling and reskilling employees to support business transformation.

- Our business is transforming and leveraging more technology and innovation more than ever before.
- To support this trend, we recently launched a digital transformation program as well as learning paths and content on big data, agile and design thinking.
- Our new online learning library content is mobile-enabled so employees can access learning when and where they need it.

We strive to continuously improve our programs by seeking input from the participants.

- Our Learner Satisfaction Scores have continued to increase year over year.
- 78% of participants strongly agree that the program offering will help them to be more effective in their role as a leader.
- 80% of participants strongly agree that the program offerings support Duke Energy’s Leadership Imperatives.

We have programs and initiatives to ensure a strong leadership bench for senior executive roles.

- We have a robust Succession and Talent Planning process that starts with our business strategy. We create succession plans that are reviewed annually and shared with the Duke Energy Board of Directors.
- Our Executive Assessment Process helps us better understand the skills, experiences, and leadership DNA of potential successors for executive roles.
- Insights gained from this customized process helps to inform us about successor readiness and the timing of talent moves to ensure our leadership bench is effectively positioned to drive value for our shareholders.

We recognize the value in career development through executive sponsorship.

- For eligible employees, our Accelerated Pathways Program matches proteges and executive sponsors to accelerate their readiness for their next career opportunity.
- Since the program launched in 2017, 32 high-potential leaders have participated, and several of which received career development moves as a result.