

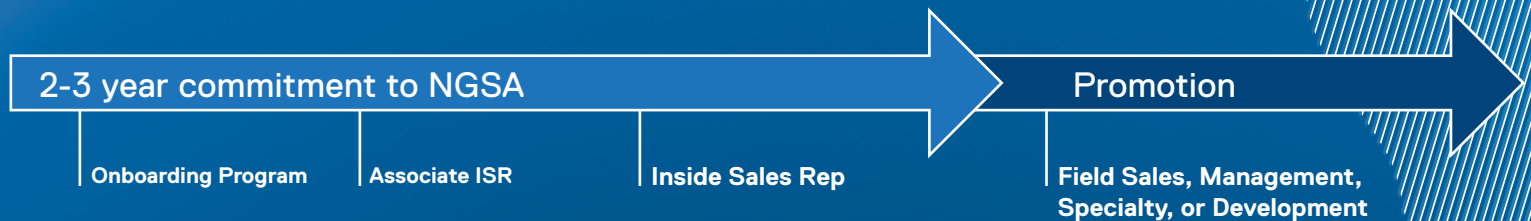


PROGRESS  
TAKES

**ALL  
OF  
US**

**NextGen  
Sales Academy**

# Career Path



## Development

As part of our dedication to your growth, this program is designed to train and educate you to be an effective seller of data center technology. You will be presented training and professional development opportunities consistently throughout your tenure in the program.

## Career Growth

We foster a supportive and collaborative work environment where you don't have to compete against your peers. Promotions are determined by meritocracy, and with promotions come monetary gains. Successful program participants see career growth, elevated in-role performance and increased responsibility within their first three years - with corresponding increases in contribution and paycheck.

## Day to Day

### Onboarding (weeks 1 through 6)

#### Classroom Training

- Associates learn fundamentals of selling including how to conduct a technical sales conversation, industry trends, and objection handling.
- Reinforcement is critical to success, Associates partake in various testing points and technical workshops to ensure material is understood across the group.

### Associate (Week 6 to ISR Promotion)

Associates drive demand into accounts across all industries and company sizes throughout the United States. This allows new sellers to get exposure to a wide variety of customer environments and the ability to showcase the breadth of Dell Technologies' portfolio.

#### Week 6 to ISR Promotion

- Associates engage in outbound demand generation to customers to identify opportunities and initiatives in new and existing accounts.
- Take part in continuous development dedicated to advancing both your technical and sales skills.
- Utilize various sales tools to maximize efficiencies.
- Participate in continuous development activities including technical trainings, roleplays, and workshops with management and development resources.
- Engage in team and organization-wide meetings, 1x1s with your manager, and check-ins with mentors.

### Inside Sales Representative

ISRs get placed into one of four business segments: medium business, enterprise, acquisition, or federal. They also get aligned to accounts in a specific geographic region. This dictates the scope and speed of the deals that they are running, while also allowing a more targeted and strategic focus.

- Develop relationships with recurring buyers of Dell infrastructure.
- Participate in demand generation to attract new customers and subsequent business.
- Engage in weekly cadences such as team meetings, check-ins with your dedicated engineer, field and specialty resources, 1x1s with your manager, and check-ins with mentors and mentees.
- Run and close business to work towards quota.

## Dell Technologies

In the four decades since our founding, Dell Technologies has evolved significantly to become the organization we are today. What started off as a computer company founded in a dorm room has become a key leader in the global technology industry through ambitious innovation, visionary leadership, and the largest technology merger in history. With an unwavering commitment to equality and trust, we are driven by our purpose to create technologies that drive human progress across the globe.

## Cohort Start Dates

Round Rock, TX - February and Summer 2025  
Hopkinton, MA - February and Summer 2025  
McLean, VA - February and Summer 2025  
Toronto, CAN - February and Summer 2025