



Cisco's FLEX Rising Leaders program is a full-time 3-year rotational program for new MBAs and other graduate-level degrees that helps you accelerate your path to senior leadership in **human resources**, **social impact**, and **corporate affairs**.

In FLEX, you can **find** your passion and your community, **lead** your career and work, and **explore** the world of potential in Cisco.



## Individual Role Assignment

FLEXers complete three 1-year rotations on value-driving teams in our People, Policy & Purpose (3P) organization. 3P includes our human resources, social impact, and corporate affairs functions.



## Design Your Leadership Path

Flexibility is at the heart of how the program is structured. You get a voice in designing your experience, so you can tailor your path to your leadership interests.



## Executive Visibility and Support

FLEX has a strong support system that includes regular one-on-one contact with our executive sponsors, as well as access to a 20-year strong network of alumni.



## Drive Meaningful Change

Cisco managers compete for your talent. That means rotational assignments feature leadership opportunities to drive meaningful change, have impact, and solve interesting problems.

[Learn more](#)



#1 Best Company to Work For in the US  
2023 | 2022 | 2021



## About Cisco

Cisco is the worldwide technology leader that securely connects everything to make anything possible.

## Our Purpose

Our purpose is to **power an inclusive future for all.**

We pursue our purpose by closing the digital divide, empowering the future of work, fighting for equality and social justice, and building a regenerative planet.

Our shared purpose creates a unique culture that makes our work more meaningful.

## People, Policy & Purpose (3P)

FLEX is a career and leadership development program for our People, Policy & Purpose (3P) organization.

3P ensures holistic care for the well-being of Cisco's people, establishes Cisco as a trusted and valued partner to governments and global leaders, and extends Cisco's reach to positively impact communities everywhere in alignment with our purpose.

## FLEX – Find. Lead. Explore.

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## PEOPLE, POLICY & PURPOSE

### Where FLEXers Work

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#### People and Communities

Ensuring our people are at their best because they have the support and tools they need to thrive in all aspects of their lives

#### Sustainability

Building a sustainable, regenerative future

#### Social Impact

Driving positive change in global communities

#### Government Affairs

Advocating at all levels of government for pro-technology policies and regulations

#### Workplace Resources

Creating inclusive workplace experiences through real estate strategy, building technology, health and safety, and more

#### Digital Impact Office

Closing the green and digital divide, especially for the most vulnerable and underserved

#### Strategy, Development and Governance

Connecting strategy and innovation efforts across the 3P organization

