

# Accelerated Development Program

Jump Start Your Career



## RESEARCH & DEVELOPMENT

### The Big Picture

The Research & Development Accelerated Development Program (RDADP) is an immersive two-year experience during which recent college graduates complete four six-month rotations within Research & Development (R&D) to deepen their knowledge and develop expertise in disciplines including Design, Engineering, Product Management, Quality, Analytics, Experimentation, Design Thinking and more. In addition to developing technical skills, RDADP participants will complete challenging assignments, interact with Change Healthcare's senior leaders, focus on developing key leadership skills, and have the opportunity to make an immediate impact.

### Rotations

In each rotation, participants will complete an assignment within a different area of the R&D organization. The projects will be challenging and will have a significant impact. At the end of each rotation, RDADP participants will present project results and success stories to the leadership team, with a focus on individual contributions.

### Development

A formal leadership development program accompanies these action learning experiences. Areas of focused development include:

- Driving Results and Thinking Strategically
- Developing Talent and Communicating Effectively
- Leading Breakthrough Change and Presenting for Results
- Discovering Emotional Intelligence and Executive Presence

The development program will also include book reviews and lunch and learn sessions with R&D leadership.

### Group Projects

In addition to individual projects, RDADP participants will also work as a group to explore key disciplines integral to Change Healthcare's vision of enabling smarter healthcare, and will apply these disciplines to the work they do every day to support leaders and teams solve business problems or identify new opportunities. Working with program managers and mentors, program participants will analyze assigned projects and provide recommendations to the leadership team.

### Mentors

Most successful professionals have had mentors who have helped them advance their careers. Through participation in the RDADP, participants will be connected with mentors over the course of the program. Each mentor will provide a different perspective regarding Change Healthcare initiatives, leadership, and career development.

## Our Vision

Inspiring a better healthcare system.

## Our Values



### Pursue Purpose

We're here to make healthcare work better. The opportunity to help improve a person's life propels us forward.



### Earn Trust

We act with integrity, and are accountable for our actions, working hand-in-hand with our customers to create productive and valued partnerships that lead to success for all.



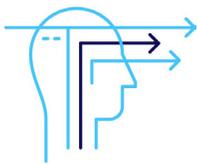
### Champion Innovation

We move fast and advance with a visionary approach and a pragmatic eye, turning today's brainstorming into tomorrow's solutions.



### Include All

We celebrate different ways of thinking and know that great ideas can come from anywhere. By bringing diverse perspectives together, we push ourselves to continue to learn, to stay fresh and refreshed.



### Be Agile

We equally focus on speed and stability which enables us to be both reliable and nimble as we adapt quickly, get things done, and never stop searching for the best answer.

