



For 40 years, Connect has been an innovation instigator cultivating San Diego's life science and tech communities. Connect's team and trusted advisors have done what seemed impossible years ago; helping startups raise over \$9B in 2021, reaching a new record high for venture capital dollars invested in the region. As we continue to build on our previous success, our priority remains to advocate for diverse talent across the region to ultimately ensure we're propelling our community to the best future.

As with any big dream and endeavor, it must start with a strategic first step.



building the next generation of innovation leaders

What is XEO?

Diversity in the innovation economy needs to happen at all levels. We believe that cross-functional understanding, coupled with Connect's well-established professional network can help talent soar while contributing to the company's bottom line. This program is designed to provide these critical tools to members of your team that you want to retain, grow and have contribute to your company's success for years to come.



The XEO program:

The XEO program starts March 2025 and runs over the course of 4-months with a fully in-person model, including site visits to innovation companies throughout the region.



Who is the XEO program designed for?

Mid-level managers with 7+ years of experience from across business functions.

Emerging talent from underrepresented backgrounds.

High achieving individuals looking to further develop their leadership skills.



Some Participating Companies Include:





PROGRAM HIGHLIGHTS

- ➔ Real learning from insights directly shared by CEOs across multiple subject areas & site visits around San Diego for a firsthand glimpse into our region's innovation.
- ➔ Tapping into Connect's expansive 40 year network, including founders and C-suite individuals from growing, cutting-edge technology and life science companies.
- ➔ Experience campuses across various industries, including Therapeutics, Genomics, SaaS, Defense, and more. This cross-industry exposure will help participants bring back solutions from new vantage points.
- ➔ An opportunity to build the personal and professional networks of talented, diverse employees. Meaningful connections in the workplace encourage professional support, career growth, and strong mentorships.

BENEFITS & OUTCOMES

Empowering Visioneers

An understanding of the issues, impacts, and implications that will influence the future of the innovation ecosystem five, ten, and thirty years from now.

Expanded Networks

More access to peers, mentors, and allies across the innovation ecosystem.

Value Diversity

Practice harnessing the value of diversity and translating that value to the workplace.

Access to Innovation Leaders

Access to leaders that are driving the future of the San Diego innovation economy.

Growth Mindset

Develop a growth mindset with cross-functional perspectives that allow for enhanced contributions to companies.

SCHEDULE

Connect's XEO sessions are typically held every other week on Thursdays (twice a month), during working hours. Seven sessions are held over a four-month period, beginning in March and ending in June.

Each session features leading experts and innovation leaders. Sessions include interactive fireside chats, facilitated dialogues, site visits, and networking opportunities. Due to the experiential nature of XEO, some sessions will require participants to engage in light to moderate walking.

- Session 1:** Welcome XEO + Goal Setting
- Session 2:** Applying Design Thinking to your Life (OFEE)
- Session 3:** Exploring Global Innovation & Diversity
- Session 4:** Applying the Entrepreneurial Mindset
- Session 5:** Get Out of Your Comfort Zone! Building a Growth Mindset
- Session 6:** Building for Your Future + Leadership Skills Application
- Session 7:** Reflection + Graduation

TUITION

XEO Total: \$2,000 per participant
Connect Annual Sponsor: \$1,500 per participant

ALUMNI

The Graduation Ceremony and initiation into the XEO Alumni group will occur once the program has been completed. At this time, the XEO Alumni will also partake in our social contract, the Alumni Commitment, which is designed to keep our alumni engaged with each other, and encourage and foster a sense of community and support for years to come.

You are the future of XEO!

[VIEW ALUMNI >](#)

Together, we can create what we envision. The strategies we drive today can make a positive impact on our future.

Are you interested in building the best inclusive community in the country?

Reach out to learn more about our program:

TRE BRAQUET
tbraquet@connect.org





2025 COHORT V CALENDAR

Topic	Date	Time	Location
Welcome XEO Class and Goal Setting	March 6th	11:30 AM - 3:00 PM	The Clubhouse at Torrey View
Applying Design Thinking to your Life (OFEE)	March 20th	2:00 PM - 5:00 PM	Scripps Institute of Oceanography
Exploring Global Innovation & Diversity Locally	April 3rd	2:00 PM - 5:00 PM	Leichtag Foundation
Applying the Entrepreneurial Mindset	April 17th	2:00 PM - 5:00 PM	Catalent
Get out of your comfort zone! Building a Growth Mindset	May 1st	8:00 AM - 12:00 PM	West Hills Park
Building For Your Future + Leadership Skills Application	May 15th	2:00 PM - 5:00 PM	ServiceNow
Reflection + XEO Graduation	June 3rd	2:00 PM - 5:00 PM	Connect Summer Social

**All dates, times, and locations are still subject to change at this point in the year. A finalized calendar will be provided once all sessions have been confirmed.*



CONNECT