

# BlackRock Built a Leadership Culture for Engineers

Turning a leadership gap into a program people line up to join!

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## ABOUT THE EVENT

Go behind the scenes of one of BlackRock's most impactful leadership initiatives: the Technology Leadership Acceleration Program (TLx). Learn how a pressing need became one of the company's most in-demand programs and how you can adapt the same approach to spark culture change in your own org.



## KEY TAKEAWAYS

### Multifaceted Setup

The TLx program blends external training, coaching, senior leader involvement, and peer connection to create a human-centered, well-rounded experience that makes leadership development feel relevant, practical, and inspiring.

### Skin in the Game

With over 125 applicants for 50 spots last round, TLx is a coveted experience. Applicants are global employees that have 7-10 years of career experience that show a commitment to growth and a willingness to participate in the 6 month program.

### Bridging the Gap

Being a strong individual contributor doesn't automatically make someone a great leader. TLx was built for engineers to close that gap through targeted development, coaching, and storytelling to expand leadership capabilities.

### Alumni-Powered

TLx alumni shape what comes next. They provide feedback to refine future cohorts, share insights that spark new initiatives (like mentoring programs), and return as mentors, reinforcing a continuous learning culture.

[Watch Stephen explain how TLX turned managers into change agents](#)

# How BlackRock Built a Leadership Culture for Engineers

## ACTION ITEMS



### Start With the Why

Anchor your program in a real business need. Identify the leadership gaps holding your org back, and design with purpose, not just best practices.



### Get Buy-In + Support

Secure sponsors at every level—C-suite, HR, team leads, and admin support—to champion the program and ensure alignment, visibility, and long-term traction.



### Create Excitement

Treat the program like a can't-miss event. Use senior leader involvement, info sessions, and alumni buzz to build interest and make participation feel like a privilege.



### Stay Slushy

Stay flexible, responsive, and open. Instead of sticking to a fixed formula, adapt your approach as your org grows, modeling the same leadership agility you aim to build.

Use this free toolkit to design learning programs people actually want to join: [Learning & Development Toolkit](#)



“We had to create a program that was going to help us develop key leaders—what we called change agents—who were going to actually take that strategy and put it into action.”

#### Stephen LaSalle

Head of Strategic Architecture for Aladdin Platform Engineering  
BlackRock

## Want to build a leadership program people line up for?

Let's make it happen. LifeLabs Learning helps you design programs that stick with a culture-building approach that works fast. Visit [lifelabslearning.com](https://lifelabslearning.com) to learn more!

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