



Customer Success Is Our Mission

Missile Systems
Human Resources
Diversity & Inclusion

Raytheon Company
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Biography

Lexi Hernandez is currently the director of Diversity and Inclusion within Human Resources at Raytheon Missile Systems (RMS). Raytheon Company (NYSE: RTN), with 2017 sales of \$25 billion and 64,000 employees, is a technology and innovation leader specializing in defense, civil government and cybersecurity solutions. Raytheon is headquartered in Waltham, Massachusetts.

Lexi is responsible for determining strategies to achieve the Raytheon diversity and inclusion (D&I) objectives, strategic focus areas and high impact initiatives. Working closely with leaders at all levels, Lexi identifies systemic D&I issues and improvements to enable cultural advancements that align with business priorities, growth roadmaps and environmental factors. As a member of the Raytheon Diversity Council, she leads enterprise D&I initiatives and drives cultural change at RMS.

Lexi joined Raytheon in 2008 and has held a variety of learning, talent development and organizational effectiveness roles. Previously, in Organizational Effectiveness Lexi led organizational assessments, design, and strategy alignment as well as promoted the discipline of change management and team effectiveness best practices. She also led the RMS Learning and Development team and was responsible for the RMS leadership development strategy, strategic development initiatives, new employee orientation, career development, and learning governance.

Prior to joining RMS, Lexi worked at PetSmart Inc., where she created a career development program for retail store employees and managers across the United States. She also worked for TalentSmart, an international consulting firm and a leading provider of emotional intelligence assessments, training programs, and research. At TalentSmart she held the title of Director, Client Services and Programs where she worked closely with a variety of industries and organizations to identify and deploy customized learning solutions.

Lexi holds a bachelor's degree in Psychology from the University of Arizona, and a PhD in Industrial Organizational Psychology from Alliant International University.