



PM Leadership Program of NXP Semiconductors BL GA Discretetes

Over the last 12 months, 14 Project leaders of NXP BU Standard Products BL GA Discretetes finished successful a dedicated program targeting the increase of desired project results and the success rate of the development. The key success criteria to get these achievements and main topics in the program were leadership, communication, tools and processes. High focus was put onto leadership aspects like leading people without hierarchical responsibility and leading virtual teams, communication, stakeholder management, risk management, effective communication in virtual and cross-cultural environments and successfully maneuver through cultural diversity.

The program was developed together with our partner IIL and our trainer/coach Rolf Hartung as blended training/group coaching with virtual training modules (webinars) as preparation for the live sessions, quarterly F2F sessions - interactive, simulative training and involving the existing project and organization landscape.

The PM's were picked up at their different levels of development, individual strengths and weaknesses which have been identified and are elaborated in the group to get a better understanding of their role in combination of self-perception and reflection already leading to different body language, different presentation and clear straightforward communication. Special enthusiasm and thus also high learning achievements have been made in an international / intercultural virtual session with project leaders from Asia resulting in clearly defined values for worldwide teams, and how they work together. The result is a more precise and clear communication and more efficient project work. Rolf impressively managed these two half-day world-wide live video sessions with 4 sites in Hamburg, China, Hong Kong and Malaysia with more than 30 people.

The content of this training was most suitable for all project leaders especially for their personal development. It has given us the leadership competence and tools to implement in the daily project work. Rolf did a very detailed preparation work and adapted the training content to our needs. For the success of the training it was essential that the training was conducted and accompanied by him. His wide knowledge of communication and human change was one of the key success factors.



The program is a worthwhile investment in the further professionalization of our project management.

Thanks to our trainer and his huge contribution to the success.

Best regards,

A handwritten signature in blue ink, appearing to read 'Florian Brombach'.

Florian Brombach
Director HR BL GA

A handwritten signature in blue ink, appearing to read 'Steffen Henschke'.

Steffen Henschke
Development Manager Project Management