

One leadership framework across three levels, worldwide

Building leaders for global growth: a global custom-made leadership development program for Infineon Technologies AG, focused on three levels of leadership.

Infineon Technologies • Global • Since 2022

3 programs

for three levels of leadership, one framework

1 leadership language

common feedback style and guiding principles across countries

2022

running since, in a blended format worldwide

The challenge

Key challenges in a changing leadership climate

Infineon identified several key challenges hindering their leadership development goals:

- **Fragmented leadership styles** Leadership styles varied considerably across departments and regions, lacking a consistent approach.
- **Decentralized orchestration** The company desired a more centralized leadership development program across countries, with a common language, feedback style, and guiding principles.
- **Prepared for the future** With a global market and workforce, fostering leaders with a global mindset and adaptability became paramount.

The approach

Programs designed to build our future leaders

To address these challenges of a changing leadership climate, and to build training journeys for different experience levels (from new leaders to seniors leaders), Relevance developed a comprehensive global Leadership Development Program consisting of three distinct programs:

- **Program 1: Leading People (New Leaders)** For leaders with 1-2 years of experience to equip them with the skills to transition from individual contributors to effective leaders.
- **Program 2: Leading People (Experienced Leaders)** For leaders with 3+ years experience to develop agility in a VUCA (volatile, uncertain, complex, ambiguous) domain from diversity to high-performing.
- **Program 3: Leading Leaders & Organizations (Senior Leaders)** For senior leaders to manage leadership teams and global businesses to enhance change management skills and build high-performing leadership teams.

What changed

Success results

The Infineon Leadership Development Program yielded significant results, transforming leadership effectiveness across the organization:

- **Result 1: Consistent leadership approach** A leadership framework with a common language and guiding principles, increasing leadership effectiveness across the organization.
- **Result 2: Global mindset development** Leaders demonstrated a stronger global perspective and increased intercultural competency.
- **Result 3: Increased employee engagement** Improved leadership skills led to a more engaged and motivated workforce.
- **Result 4: Future-proofed leadership** Infineon Technologies is now better positioned to address future challenges with a well-equipped leadership pipeline.

At a glance

Program
Global Leadership Development Program, three levels

Audience
New leaders, experienced leaders and senior leaders

Format
Blended: virtual modules, face-to-face sessions, coaching, peer groups

Since
2022

Region
Global

What they did

Blended learning journey · Virtual classroom · Face-to-face training days · One-on-one coaching · Peer coaching & intervention · Custom curriculum, co-created

“The content for the leading Leaders & Organizations course was well-prepared for understanding and applying the leadership theory and best practices. It helped me sharpen my own leadership identity, in connection to the strategic development of the company.”

Participant of Program 3
Leading Leaders & Organizations

The biggest takeaways

- One framework with three entry points gives every leadership level the same language without giving them the same program.
- Blended delivery is what makes a single global program possible: virtual for reach, face-to-face for depth.
- Personal assignments with the manager involved are where the learning turns into routine.



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