NVIDIA

Leadership Mid–Term Presentation

Group 6

AGENDA

Team Personalities

SUREPEOPLE

Aman Shaikh

Navigator

He is a detail-oriented and analytical Navigator, driven by procedural methods and sound decision-making. He values practicality and cautious exploration in achieving tangible results.

Anuj Lilhori

Visionary

He is a visionary and independent thinker, driven by achieving goals and finding innovative solutions. Known for being result-oriented and confident, Anuj thrives on challenges.

Swati Sharma

Ambassador

She is a skilled communicator and educator with extensive experience in management, research, and teaching. She excels in digital marketing and cross-cultural communication

Tanay Gajawat

Catalyst

He is a Catalyst, skilled in persuasive communication and leadership, adept at balancing task and people management, and motivated by affiliation and influence, with a preference for variety and achieving goals

Team Roles

Project Manager – Anuj

Overseeing all aspects of the project, managing timelines, and ensuring that every team member is contributing effectively towards the common goals.

Relationship Builder – Swati

Mediating conflicts, providing support to team members, and ensuring that all operations align with team ethics and cultural expectations.

Researcher – Aman

Managing the information flow, synthesizing research findings, and ensuring that decisions are data driven.

External Networker – Tanay

Engaging external stakeholders, conducting interviews, and bringing external knowledge into the team.

NVIDIA

1. Introduction: Founded in 1993 in Santa Clara, California, Nvidia is a global leader in AI and GPU technology.

2. Core Products: GPUs: GeForce (gaming), Quadro (professional), Tesla (data centers), Tegra (mobile).

3. Leadership: Led by co–founder Jensen Huang, CEO since inception. Known for a visionary approach, emphasizing innovation and strategic long–term growth.

4. Organizational Structure: Organized functionally into key divisions: Graphics, Compute & Networking, and Professional Visualization. This structure supports focused innovation and integrated performance across the technology spectrum.

5. Corporate Culture: Cultivates a culture of innovation, excellence, and integrity. Nvidia promotes a collaborative environment that drives technological advancements and ethical business practices.

LEADERSHIP TEAM

Jensen Huang

Founder, President and CEO

Chris A. Malachowsky

Founder and NVIDIA Fellow

Colette Kress

EVP and Chief Financial Officer

Jay Puri

EVP, Worldwide Field Operations

Debora Shoquist

EVP, Operations

Tim Teter

EVP, General Counsel and Secretary

NVIDIA NEWS

In an internal meeting, Nvidia's CEO addressed a question about employees in 'semi-retirement' mode as unusual tension grows

Eugene Kim   Share   Save
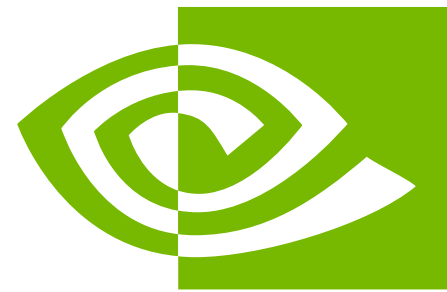
'HARDER TO GET FIRED THAN HIRED'

Almost every tech company at some point faces a similar problem, where longtime employees who know their way around the company "coast" through their jobs. Silicon Valley has a phrase, "rest and vest," for employees who get paid without doing too much work, waiting for their stock awards to vest.

But at Nvidia, the company's famously pro-employee culture can further accentuate this type of behavior.

Nvidia stock has soared

(share price, dollars)

NVIDIA and SoftBank Group Announce Termination of NVIDIA's Acquisition of Arm Limited

Nvidia's Tom Petersen Reportedly Leaves for Intel

Root Causes

Challenges in M&As

Lack of effective integration strategies and insufficient cultural alignment.

Mergers often focus on financial and strategic fits, neglecting the integration of workforce cultures and systems.

Employee Complacency

Inadequate incentives and lack of challenging goals.

During high growth, companies may not adjust targets or incentives to encourage continuous improvement and engagement from their staff.

Leadership Stagnation

Ineffective succession planning and limited upward mobility.

A strong focus on retaining top leadership can unintentionally discourage ambitious employees if they see no clear path to higher roles.

Talent Poaching

Competitive market for specialized skills and insufficient retention strategies

Companies in the tech industry aggressively compete for top talent, and without strong retention incentives, employees are more likely to move to competitors offering better benefits or growth opportunities.

Next Steps

OBJECTIVE: PRIMARY RESEARCH

- **S**pecific: Interview a diverse group of Nvidia employees, including managers and team members, to gather qualitative data on leadership dynamics and organizational behavior.

- **M**easurable: Complete at least 7 interviews, each lasting between 30 to 60 minutes.

- **A**chievable: Gather key insights from the interviews conducted

- **R**elevant: Interviews will provide first-hand insights into the company culture, leadership effectiveness, and employee satisfaction which are critical for analyzing organizational behavior.

- **T**ime-bound: Complete all interviews by WEEK 8 (May 17th)

Next Steps

OBJECTIVE: SECONDARY RESEARCH

- **S**pecific: Collect and analyze secondary data from credible sources such as industry reports, academic journals, and media articles related to Nvidia's organizational practices and performance.

- **M**easurable: Gather and review at least 30 different sources, summarizing key points relevant to the project's focus areas.

- **A**chievable: Utilize academic databases and business journals accessible through your university's library, news, and articles to find pertinent information.

- **R**elevant: This research will complement primary data from interviews by providing context and benchmarking Nvidia against industry standards.

- **T**ime-bound: Complete the collection and initial analysis of secondary data by (Week 9) May 24

THANK YOU!