



Training Overview Booklet

HR People Development
Version 4 | 2024



Agenda of the Booklet

Intro & Overview of Training Landscape

Management

Project Management

Technical Ladder

Individual Contributor

Infineon Academies

Soft-Skill Trainings

Local/Site Specific Trainings

Virtual learning

FAQ & Contact



Intro & Overview of Training Landscape



Purpose and Content of the Training Booklet

Passionate and talented people are the foundation of our company success

The fast-changing semiconductor industry and our aspiration to be a high-performance company requires continuous learning and development of all employees.

The purpose of this booklet is to **provide an overview and inform about our current face-to-face, as well as hybrid and virtual training offering**. Furthermore, the Infineon Academies as a provider for functional trainings are included in this guide.

This booklet is structured into the following parts:

- Available trainings along the career path and/or role
- Overview of Infineon Academies
- Available trainings and formats for individual skill development (e.g. feedback, coaching, additional trainings)
- Local training offerings

Please note: This booklet contains global face-to-face training offerings and does not provide a comprehensive collection of all available trainings at Infineon. Access the full Infineon training catalog via [Success Factors](#).



There Is More to Learning Than Classroom Trainings

For us learning is not just training, but a continuous development. It happens everywhere and at all times. Thus, the learner's journey as well as the learning offering at Infineon is guided by the 4E-philosophy, promoting holistic development by using a mix of different learning styles.

What the 4E stand for – and what they mean in practice:

Education

F2F trainings, web-based trainings, formal learning

Exposure

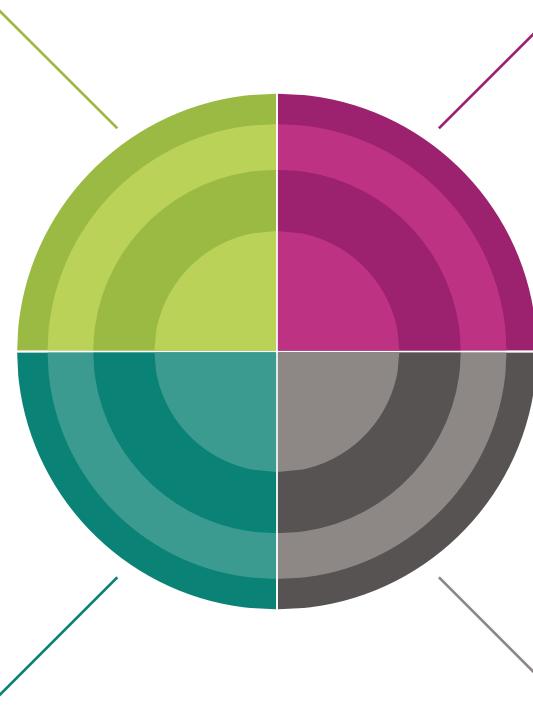
Learning that occurs through interaction and relationships
(e.g., mentoring, tutoring, coaching)

Experience

Learning that occurs through performing professional tasks
(e.g., learning on-the-job, assignments abroad)

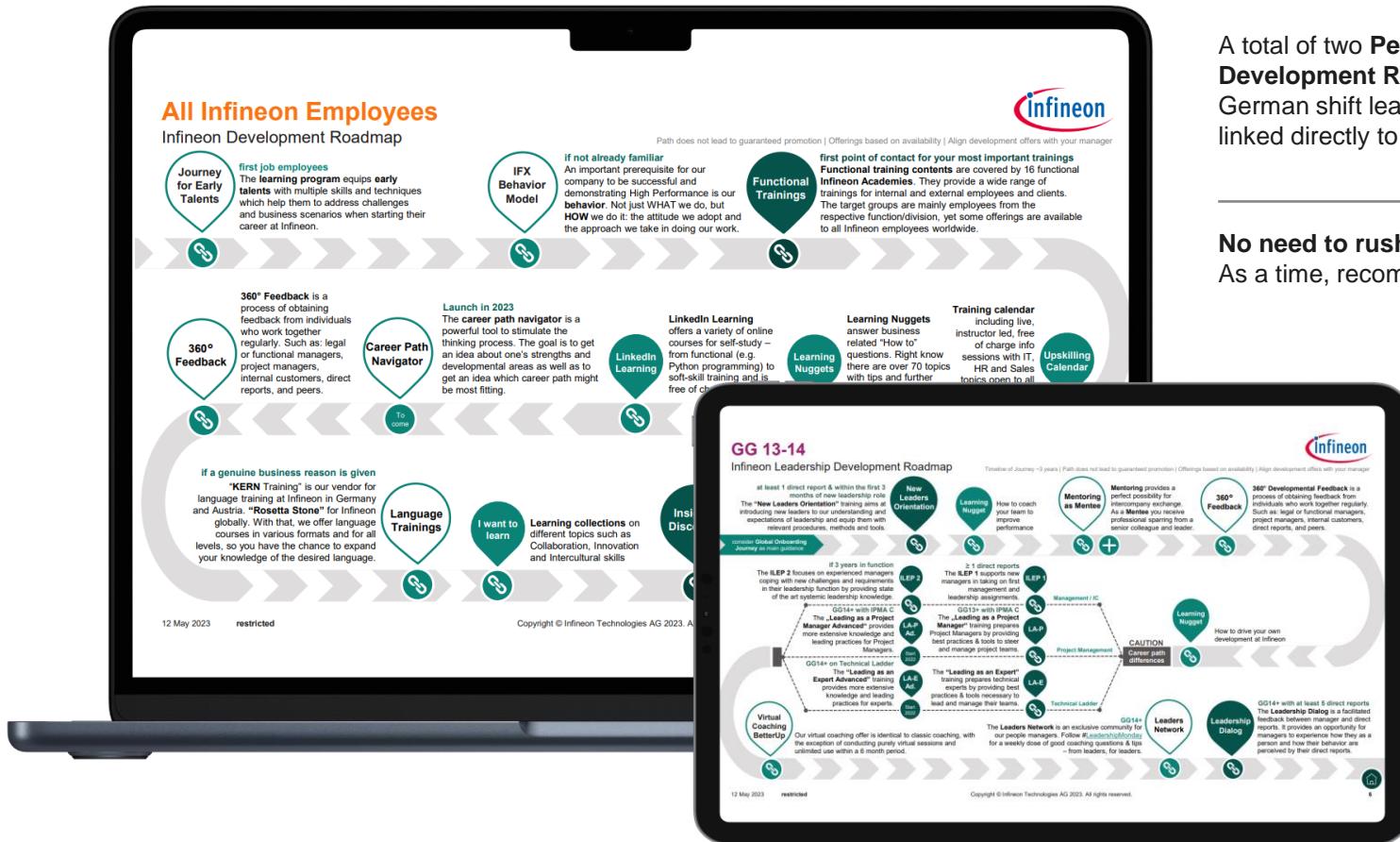
Environment

Point-of-need learning that leverages tools, systems, and other infrastructures in the workplace
(e.g., SuccessFactors)



Development Roadmaps

You will find that Infineon offers many opportunities for further development. If you prefer a guided approach, the "**Development Roadmaps**" are the right place for you. Here you are provided with structured recommendations similar to a "**“shopping guide”**". They give employees and managers the opportunity to develop their skills in a structured way along all career paths. They are designed as clear one-pagers, a mix of methods and recommendation instead of obligation.



A total of two **People Development Roadmaps** for all employees and five **Leadership Development Roadmaps** for managers and their specific Global Grades, including one for German shift leaders. They were developed using a mix of methods, with different offerings linked directly to the relevant intranet pages or registration forms.

No need to rush: Take your time to develop your leadership competencies. As a time, recommendation, you can plan around three years per roadmap

Find our roadmaps via [goto/developmentroadmaps](#)

CAUTION!
The roadmaps are based on voluntariness. They are neither an obligation nor a qualification for the next career step.

Overview Global Training Offering



Trainings along career path and/or role

Management

Project Management

Technical Ladder

Individual Contributor

Functional trainings

Infineon Academies

Individual development

Personal Development

Feedback

Skills and Methods

Local offerings

Please note, that there are additional local offerings.

Virtual learning

Shifting from classroom trainings towards virtual or hybrid trainings and self-learning formats

Variety of high-quality virtual learning offerings

Overview

Global Training Offering



Career/Role related	Management	ILEP Production	Leading Others for Today and Tomorrow (LOFTT)	Manager Essentials Program (ILEP 1)	Manager Advanced Program (ILEP 2)	Manager Leading Leaders (ILEP 3)	General Management Program			
	Project Management	PRIMA Basics	Project Mgmt. Essentials (PME)	Project Mgmt. Details (PMD)	Leading as a PJM	Leading as a PJM Advanced	Further trainings (e.g., Scrum) +			
	Technical Ladder	Leading as an Expert	Leading as an Expert Advanced	Functional trainings are provided by the respective Infineon Academies +						
	Individual Contributor	Individual Contributor Excellence Program	Manager Essentials Program (ILEP 1)	Manager Advanced Program (ILEP 2)	Functional trainings are provided by the respective Infineon Academies +					
Function	ATV Academy	CSS Academy	Frontend Academy	HR Academy	PROC Academy	Quality Academy	Sales & Marketing Academy			
	Backend Academy	Finance Academy	GIP Academy	IT Academy	PSS Academy	R&D Academy	Supply Chain Academy			
Individual	Mentoring	Coaching	Leadership Dialog	360° Feedback	Further Trainings (Skills and Methods)	Local	Local/Site specific offering			
	LinkedIn Learning Offerings (Shopfloor, Early Talents) +	Virtual Upskilling Calendar	Learning Nuggets	Global Onboarding Journey +	Leadership Monday					
Virtual										

+ Details in respective sub-overview L Local Adoptions

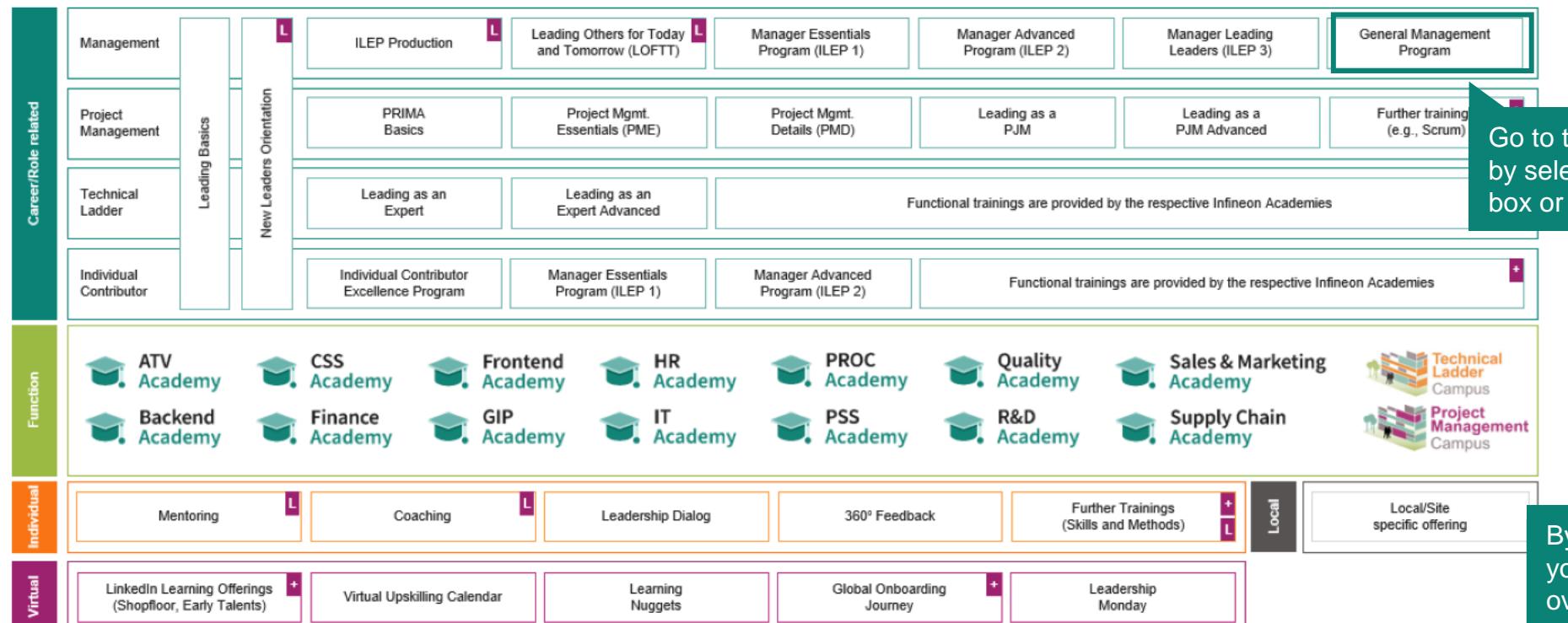
How to Use This Booklet (1/2)

General Introduction



Overview

Global Training Offering



Go to the **one-pagers** directly by selecting the respective box or icon

By clicking on the **home** button, you will be directed back to the overview slide

How to Use This Booklet (2/2)

General Introduction



Title and cluster
of the training

Management New Leaders Orientation

The “New Leaders Orientation” training aims at introducing new leaders to our understanding and expectations of leadership and equip them with relevant HR procedures, methods and tools.

Content

- Introduction into Infineon's HR frameworks for leaders such as relevant leadership roles and tasks, High Performance Behavior Model, Leadership Principles and SuccessFactors
- Introduction on HR processes that are relevant for managers such as recruiting, people development & benefits, labor relations, workers council etc.

Learning Objectives

- Understand Infineon's expectations towards our leaders regarding HR frameworks and related processes and roles
- Know relevant legal procedures

Good to know

- The program structure and content varies from site to site due to regional specifics
- New leaders with at least 1 direct report will be invited by their HR BP and/or sign up initially via SuccessFactors
- Recommended within first 3 months of new leadership responsibility

Is the training aimed at
a specific target
group?



Target group

Newly promoted Managers with people responsibility
(min. 1 direct/functional report)

Is the training
recommended for or
part of a career path?



Career path

All

2024

restricted

What is the cost of
the training?

How long is the training?
How is it compiled?



Duration

Varies from site to site



Course fees

Small course fees based on pre-material

What is the maximum number
of people to attend the training?



Group size

10–20 participants



Contact

trainings.hrservicecenter@infineon.com

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Who do I contact in case
of questions?



[Sign up for this training](#)



Sign up directly for the
training in **Success
Factors**; Please note:
All face-to-face
trainings must be
accepted and released
by your manager

Good to know – are
there any prerequisites
to attend the training?

Career and/
or role related
trainings



Career and/or Role Related Trainings

Introduction



Career'/Role related	Management		L	ILEP Production	L	Leading Others for Today and Tomorrow (LOFTT)	L	Manager Essentials Program (ILEP 1)	Manager Advanced Program (ILEP 2)	Manager Leading Leaders (ILEP 3)	General Management Program (IGMP)
	Project Management	Leading Basics		PRIMA Basics		Project Mgmt. Essentials (PME)		Project Mgmt. Details (PMD)	Leading as a PJM	Leading as a PJM Advanced	Further trainings (e.g., Scrum) +
	Technical Ladder			Leading as an Expert		Leading as an Expert Advanced					Functional trainings are provided by the respective Infineon Academies +
	Individual Contributor			Individual Contributor Excellence Program		Manager Essentials Program (ILEP 1)		Manager Advanced Program (ILEP 2)			Functional trainings are provided by the respective Infineon Academies +

Management

Employees who are responsible to manage and lead people in their areas of business

Technical Ladder

Employees who mainly contribute through their specialized technical know-how

We offer **four careers** to give employees the **opportunity** to follow the path that is **right** for them.

Each career/job role requires specific training and development options.



+ Details in respective sub-overview

L Local Adoptions

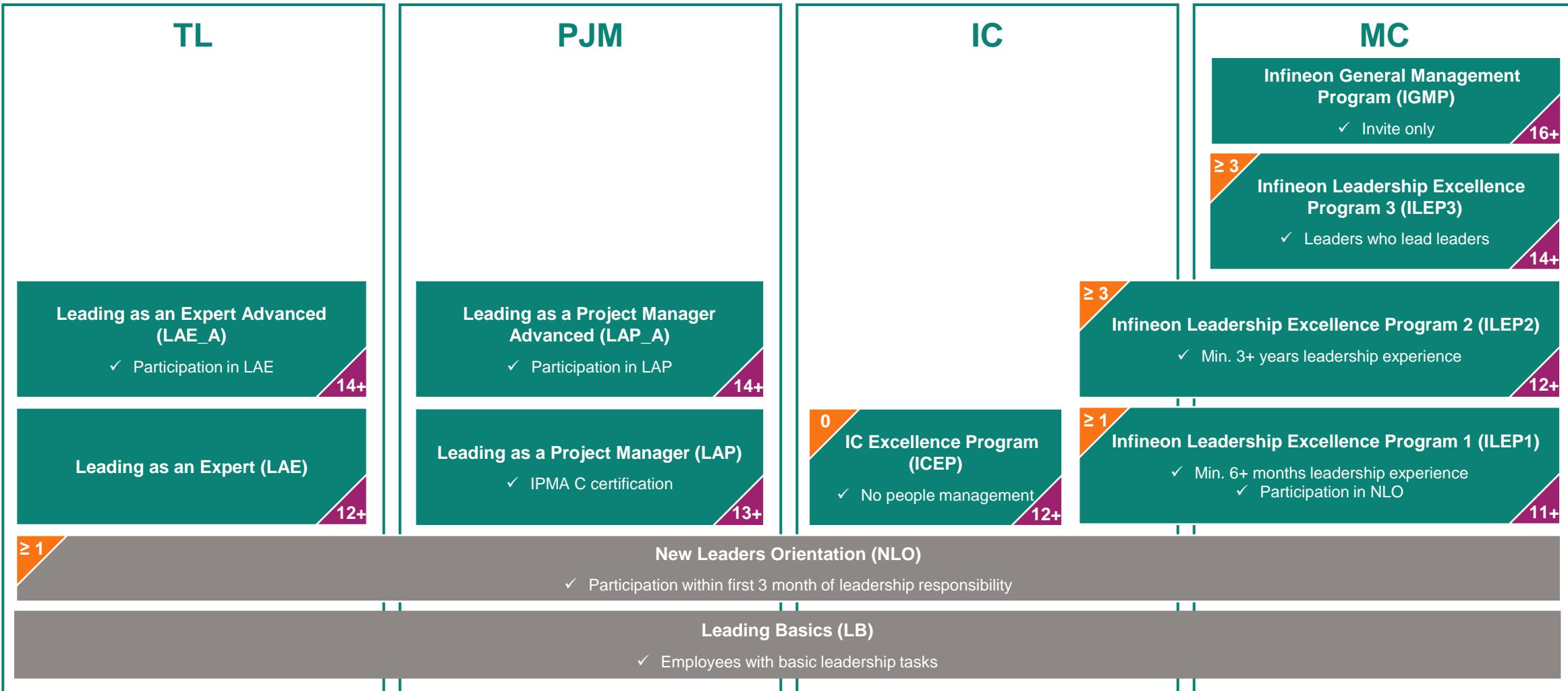
Project Management

Employees who mainly manage projects and are responsible for the functional leadership of project teams

Individual Contributor

Employees who mainly contribute through their specialized expertise in a specific area of business

Infineon Career & Leadership Training Landscape



Management



Management Trainings for Our Management Career Path



Career

**ILEP Production/LOFTT**

tailored to leadership in production incl. conflict management and communication

When to attend:

Newly promoted shift leaders in production

**Career & Leadership Journey**

L Local Adoptions

Management

Leading Basics

The “**Leading Basics**” training provides the fundamental knowledge on what it means to lead effectively by understanding basic tools and methods to reflect role requirements, steer self and team with clear target setting, efficient communication and feedback.

Content

Understanding your role

- Reflection on leadership role, attitude & values
- Applying a leadership mindset
- Successful communication
- Moderating effective meetings

Leadership means clear guidance

- Strategic target setting
- Delegation of tasks
- Giving & taking effective/critical feedback
- Motivating the team

Learning Objectives

- Understand role as leader reflecting values and cultural background
- Learn how to set goals for yourself and how to win others for them
- Understand how to communicate clearly and use different communication channels properly
- Learn how to structure & facilitate meetings
- Be able to ask questions and master listening skills to provide feedback effectively

Good to know

- Basis training for all employees with leadership tasks and exposure (such as first functional/legal leadership role, leading a working student or intern, first project lead)
- Offered also in Spanish (Mexico) and German (Germany, Austria)



Target group

Employees with a need for basic leadership skills



Career path

All



Duration

3 days (face-to-face); 2 x 2 days (virtual)



Course fees

Costs differ per country



Group size

16 participants



Contact

trainings.hrservicecenter@infineon.com

Management

New Leaders Orientation

[Sign up for this training](#)

The “New Leaders Orientation” training aims at introducing new leaders to our understanding and expectations of leadership and equip them with relevant HR procedures, methods and tools.

Content

- Introduction into Infineon's HR frameworks for leaders such as relevant leadership roles and tasks, High Performance Behavior Model, Leadership Principles and STEPS
- Introduction on HR processes that are relevant for people managers such as recruiting, people development, rewards & benefits, labor relations, workers council etc.

Learning Objectives

- Understand Infineon's expectations towards our leaders
- Know HR frameworks and related processes and procedures
- Understand people development offering to support employees
- Know relevant legal procedures

Good to know

- The program structure and content varies from site to site due to regional specifics
- New leaders with at least 1 direct report will be invited by their HR BP and/or sign up initially via SuccessFactors
- Recommended within first 3 months of new leadership responsibility



Target group

Newly promoted Managers with people responsibility
(min. 1 direct/functional report)



Career path

All



Duration

Varies from site to site



Course fees

Small course fees based on pre-material



Group size

10 –20 participants



Contact

trainings.hrservicecenter@infineon.com

Management ILEP Production – Führen in Der Fertigung (Deutsch)



The “ILEP Production” is a course for German & Austrian shift leaders. The program is specifically targeted at leaders in the production environment as they may face different challenges in their day-to-day leadership.

Content

Module 1

- Culture, role and responsibilities of a manager
- Business administration knowledge via simulation game INFINOPOLY
- Communication and feedback
- Moderating shift handover

Module 2

- Best practice sharing
- Personnel conversations
- Conflict management
- Leader's map

Learning Objectives

- Reflection of role as leaders in a production environment
- Application of leadership tools
- Translation of Infineon leadership understanding to daily work life
- Cross-site exchange and peer learning
- Tackle personal leadership challenges

Good to know

- This training is only offered in German
- This training is only offered at production sites in Germany and Austria
- The training locations differ between Villach, Regensburg, Warstein and Dresden
- Nomination to attend by pre-selection only



Target group

Disciplinary Managers in production/related functions up to and incl. GG10, Shift Supervisors



Career path

Management career



Duration

2 modules of 2 days each



Course fees

EUR 1,350



Group size

12 participants



Contact

trainings.hrservicecenter@infineon.com

Management

Leading Others for Today and Tomorrow (LOFTT)



The “Leading Others for Today and Tomorrow ” (LOFFT) training is a dedicated training in APAC for shop floor managers. It aims at developing our shop floor leaders’ skills further in leading and managing employees to High Performance.

Content

Module 1

- Self-Reflection
- Understanding different leadership roles
- Leading & motivating others
- Driving high performance results
- Organizing effectiveness & efficiency

Module 2

- Communicating effectiveness
- Giving & receiving feedback
- Managing undesirable behaviors
- Coaching high performance

Learning Objectives

- Understanding leadership roles through self-reflection, incl. behavioral style assessment & role balancing
- Gain knowledge and methods to lead and motivate others; drive results through managing and measuring work; organize work by planning and managing time
- Communicate effectively, give and receive feedback using PERSON formula
- Manage undesirable behaviors at work & learn methods to coach people

Good to know

- This training is only offered in Asia
- Nomination to attend by pre-selection only



Target group

Disciplinary Managers in production/related functions up to and incl. GG10, Shift Supervisors



Career path

Management career



Duration

5 days: 2 modules of 2 days each + 2 review sessions
0.5 day/session



Course fees

SGD 100



Group size

14 participants



Contact

trainings.hrservicecenter@infineon.com

Management

Infineon Leadership Excellence Program 1 (ILEP 1)



[Sign up for this training](#)

The “**Infineon Leadership Excellence Program 1**” (ILEP 1) supports new managers in taking on first management and leadership assignments by providing management knowledge, role clarity, as well as reinforcement of personality and leadership abilities.

Content

Module 1 - Leading yourself and others

- My role as a leader
- My leadership environment
- Managing relationships

Module 2 - Resilience & well-being in a hybrid team setup

- Leading remotely
- Resilience
- Manage well-being in your (hybrid) team

Module 3 - Leading your team

- Forming a team
- Leading your team to success
- Leading through change

Learning Objectives

- Build understanding of leadership at Infineon by translating concepts into strategy and real-world application
- Learn state of the art leadership concepts and tools; apply them to cope with current real-life challenges
- Develop a network of managers through group activities, reflection and peer group coaching

Good to know

- Attend in first or second year of leadership role
- Min. 1 direct/functional report
- Blended format of 7 days with trainers (virtual & face-to-face sessions, individual & peer coaching) and 1-day individual learning spread over 20 learning weeks
- Offered also in Spanish (Mexico) and German (Germany, Austria)

Role of the Participant's Manager

- Agreement on goals for learning and development, incl. review after ILEP and next steps for further learning



Target group

Managers in first leadership role, first to second year of leadership responsibility, min. 1 direct/functional report



Career path

Individual Contributor, Management career



Duration

7 days of facilitator led & 1 day of individual learning activities spread over a period of 20 learning weeks



Course fees

EUR 4,750



Group size

18 participants (2 trainers)



Contact

trainings.hrservicecenter@infineon.com

Management Infineon Leadership Excellence Program 2(ILEP 2)

The “**Infineon Leadership Excellence Program 2**” (ILEP 2) focuses on experienced managers coping with new challenges and requirements in their leadership function and provides new leadership knowledge.

Content

Module 1 - Leading in the current world

- Leading yourself to the next level
- Leading others
- Leading in situations of change

Module 2 - Resilience & well-being in a hybrid team setup

- Leading remotely
- Resilience
- Manage well-being in your (hybrid) team

Module 3 - Leading your team

- Leading a diverse and inclusive team
- Leading towards a high performing team

Learning Objectives

- Improve relationships with stakeholders, team members and colleagues
- Understand the VUCA world and how it affects your present and future leadership when it comes to agility in your daily work
- Leverage regional and other cultural differences in the team (managing diversity) and build up an inclusive leadership style
- Be able to lead in times of change by providing guidance, orientation and coaching

Good to know

- ILEP 2 as follow-up course of ILEP 1; attending ILEP 1 is strongly recommended; at least 2 years between ILEP 1 & 2
- Attend with 3+ years of leadership experience and min. 1 direct report
- Blended format of 7 days with trainers (virtual & face-to-face sessions, individual & peer coaching) and 1-day individual learning spread over 20 learning weeks
- 360° Feedback upfront

Role of the Participant's Manager

- Agreement on goals for learning and development, incl. review after ILEP and next steps for further learning



Target group

Managers with advanced leadership experience (min. 3+ years), min. 1 direct/functional report



Career path

Individual Contributor, Management career



Duration

7 days of facilitator led & 1 day of individual learning activities spread over a period of 20 learning weeks



Course fees

EUR 4,750



Group size

18 participants (2 trainers)



Contact

trainings.hrservicecenter@infineon.com

Management

Infineon Leadership Excellence Program 3 (ILEP 3)



[Sign up for this training](#)



The “**Infineon Leadership Excellence Program 3**” (ILEP 3) focuses on the specific role of leaders leading leaders and management teams. How can they create impact through the empowerment of the next management level? Special emphasis is on the management of organizational and cultural change.

Content

Module 1 - Leading leaders at Infineon

- Scaling leadership
- Mastering ambidexterity
- Making team success a priority

Module 2 - Leading globally and across cultures

- Leading globally and across cultures
- Retaining talents

Module 3 - Managing change and leading living systems

- Leading change: inspire, involve and implement
- Making change sustainable and leading the living system

Learning Objectives

- Know what it takes to lead leaders and scale leadership at Infineon
- Get comfortable with and develop ambidexterity in own leadership
- Inspire and lead management teams and make team success a priority
- Develop cross-border and cross-cultural leadership
- Understand different types of change and learn to apply related tools
- Learn about the Infineon approach of Organizational Design and Cultural Change
- Learn about implementation of change architectures

Good to know

- Only relevant for managers who lead at least 1 leader
- Blended format of 7 days with trainers (virtual & face-to-face sessions, individual & peer coaching) and 1-day individual learning spread over 20 learning weeks
- 360° Feedback upfront

Role of the Participant's Manager

- Agreement on goals for learning and development, incl. review after ILEP and next steps for further learning



Target group

Only for managers who lead leaders, at least 1 leader



Career path

Management career



Duration

7 days of facilitator led & 1 day of individual learning activities spread over a period of 20 learning weeks



Course fees

EUR 4,900



Group size

18 participants (2 trainers)



Contact

trainings.hrservicecenter@infineon.com

Management

Infineon General Management Program (IGMP)



The “**Infineon General Management Program**” (IGMP) is an intensive, module-based program addressing key aspects of personal leadership development as well as core innovation processes and offers tools for building and enhancing a general management mindset.

Content

Personal Leadership Development & Org. Design

- Decision Excellence
- Leading Teams High Pressure Contexts & Team Dynamics
- Leading Ambidextrous Organizations
- Shaping Organization Culture & Managing global
- 360 Coaching Workshops

Core Innovation Process Excellence

- Business Model Innovation The Innovation Process as Decisive for Innovation Success
- Decision Biases & Heuristics
- The Role of Incentives and Measurement

GM Mindset: Expanded Toolkit

- Financial ratios Forensics & Value-Based Management
- Strategic Analysis Tools and Thinking

Learning Objectives

- Become self-aware, versatile leaders with shared capacity for excellence in execution with speed
- Establish skills in managing complex modern organizations that require both exploration and stability. (OD skills)
- Create a shared understanding of innovation as not just technical invention but as a business system
- Develop the ability to relate different management models to different contexts: e.g., management system for explorative vs. for efficiency topics
- Know-how to combine decision making in line with fast innovation
- Develop creativity and innovation mindset
- Build an entrepreneurial mindset
- Grow an integrative and multi-functional approach to GM thinking with a desire to create new value for end-users by not simply completing technical projects

Good to know

- Participants will be selected per invite only
- The program covers a total of roughly 9 months
- The IGMP consists of on-site and remote learning courses as well as webinars covering aspects like personal leadership development or core innovation process excellence



Target group

GG16+ managers



Career path

Management career



Duration

Overall ~ 9 months (combining various delivery elements)



Course fees

Will be announced



Group size

Selected cohorts



Contact

HR@Infineon.com

Project Management

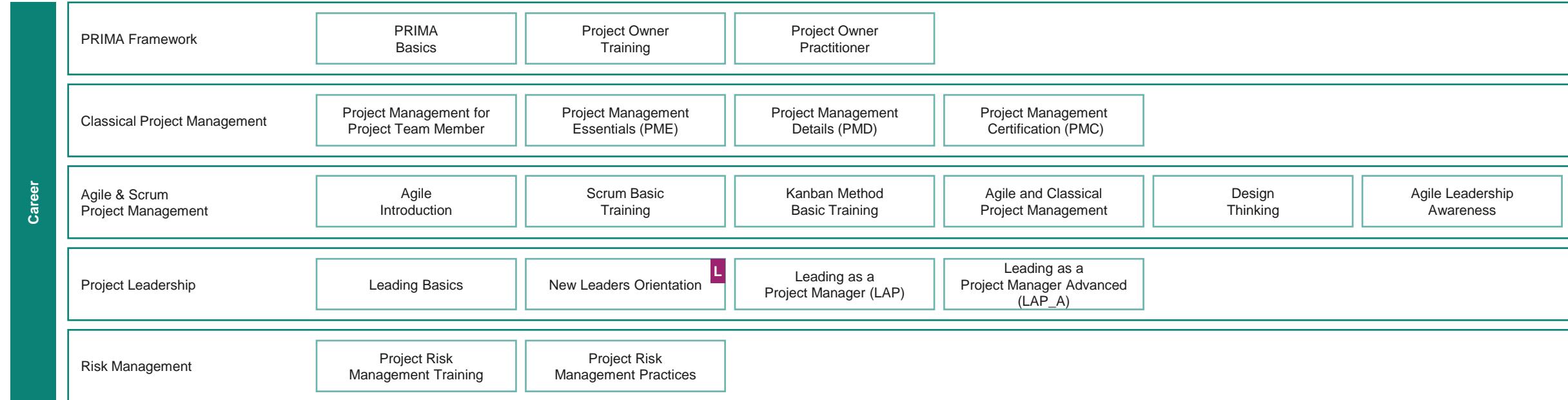


Project Management

Trainings for more Professional Projects



An excellent project execution is the key for the future business success of Infineon and Project Management has become a core competence to reach our strategic targets. The overall **Project Management Competence** at Infineon is developed through well-structured trainings and a dedicated development roadmap.



On the following pages, you will find an overview on the available Project Management trainings. Find further information on the available trainings [here](#).

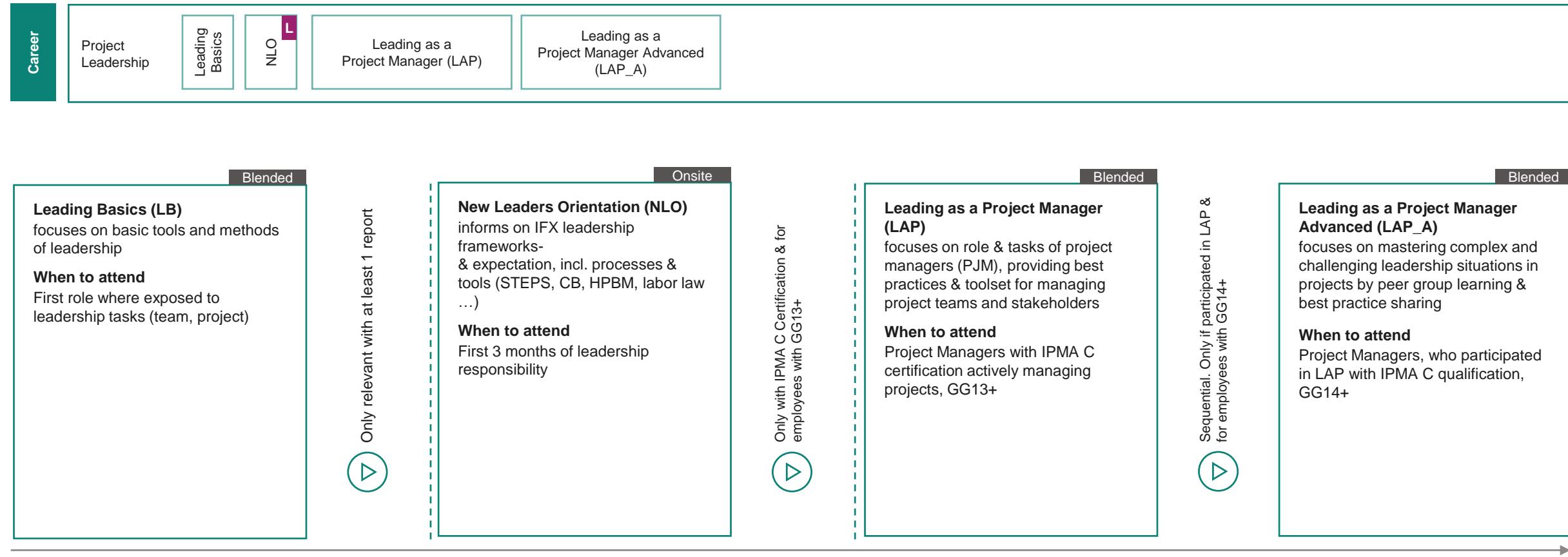
Note: PRIMA is the worldwide binding project management framework at Infineon for classical and scrum projects – [goto/PRIMA](#)

Project Management

Trainings for Project Leadership



An excellent project execution is the key for the future business success of Infineon and Project Management has become a core competence to reach our strategic targets. The overall **Project Management Competence** at Infineon is developed through well-structured trainings and a dedicated development roadmap.



Career & Leadership Journey

Project Management

Trainings Per Target Group Overview



Target Group	Project Team Member & Resource/Line Managers	Scrum Masters or Scrum Product Owners	Project Managers	Project Owners	Project Portfolio Manager		
PRIMA Framework	PRIMA Basics						
Project Management	Project Management Essentials (PME) Project Management for Project Team Member	Class E Projects Project Management Essentials (PME) Class D Projects Project Management Details (PMD) Class C+ Projects Project Management Certification (PMC)	Class E Projects Project Management Essentials (PME) Class D Projects Project Management Details (PMD) Class C+ Projects Project Management Certification (PMC)	Project Owner Training Project Owner Practitioner			
Project Leadership	Leading Basics @ Infineon						
Risk Management	Project Risk Management Training Project Risk Management Practices						



PRIMA Framework

PRIMA Basics



[Sign up for this training](#)



The “**PRIMA Basics**” eLearning provides essential knowledge around (technical) Project Management at Infineon and is aimed at everyone curious to gain first insights.

Content

- Project Roles & Responsibilities
- Project setup
- Project categorization and classification
- Project Manager Competencies, Levels and Development
- Project Management Career

Learning Objectives

- Understand how IFX manages projects
- Project Roles and Responsibilities incl. relevance and contribution of the Project Manager (PJM), the Project Owner (PJO) and Project Portfolio Manager (PPFM), Project Team Members (PTM) as well as the Resource Managers roles, the Project Steering Committee and the Sustaining Function
- Set up projects and contributing roles
- Understand needed competencies to manage projects of specific classes and how to develop them accordingly

Good to know

- This training can be attended by anyone involved in projects at Infineon, i.e., PJM, PJO, Resource Managers, other Line Functions, Project Team Members
- This training is the prerequisite for
 - PME, PMD and PMC Project Management Trainings
 - Project Owner Trainings
 - Project Management for Project Team Members Training



Target group

Everyone involved in projects at Infineon



Career path

All



Duration

2.5 h (eLearning)



Course fees

No course fees



Group size

eLearning



Contact

trainings.hrservicecenter@infineon.com

PRIMA Framework

Project Owner Training



[Sign up for this training](#)



The “**Project Owner Training**” provides fundamental insights for the Roles & Responsibilities in Projects at Infineon as well as important Project Management aspects from the Project Owner point-of-view.

Content

- Project Roles & Responsibilities
- Project Steering Committee
- Project setup
- Project categorization and classification
- Strategic project targets
- Project Environmental Analysis
- Stakeholder Management
- Risk Management

Learning Objectives

- IFX Project Management Methodology incl. project Roles and Responsibilities (especially PJM, PJO and PPFM)
- Set up of project incl. project categorization, classification and definition of strategic targets

Good to know

- Prerequisite: PRIMA Basics eLearning or equivalent
- Further information can be found here: [goto/PRIMA](#)



Target group

Project Owners and Project Managers of large projects,
Project Portfolio Manager



Career path

All



Duration

4 h virtual classroom



Course fees

No course fees



Group size

10 – 12 participants



Contact

trainings.hrservicecenter@infineon.com

PRIMA Framework

Project Owner Practitioner

[Sign up for this training](#)

The “**Project Owner Practitioner**” training focuses on real-life case studies, enabling Project Owners to an optimal interaction with their Project Managers and to navigate demanding situations and ensure the project success.

Content

- Principles of Project Management
- Interactions between PJM (Project Manager), PJO (Project Owner), PPFM (Project Portfolio Manager) and other important players
- Case study with real-project-life examples

Learning Objectives

- Gain clarity about obligations and authorities of all parties involved in a project
- Learn how to best cooperate with Project Managers
- Navigate through demanding situations during the entire project

Good to know

- Participants must have attended the PJO Training prior to this training
- If you would like to prepare Project Management basics before this training, please visit the [“Project Management Online Training”](#)
- 2 external trainers will guide your group to maximize your learning experience



Target group

Project Owners from medium to large projects



Career path

All



Duration

3 x 4.5 h virtual classroom



Course fees

Costs differ per country



Group size

10 – 12 participants



Contact

trainings.hrservicecenter@infineon.com

Classical Project Management

Project Management for Project Team Members

[Sign up for this training](#)

The “**Project Management for Project Team Members**” training provides essential knowledge of methods and approaches of Project Management, as well as an insight into the tasks and responsibilities of an Infineon Project Manager and the contribution of Project Team Members.

Content

- Define project objectives
- Analyze the project environment
- Identify project stakeholders
- Schedule and coordinate a project timeline
- Set up and manage the project organization
- Identify and manage risks
- Structure a project (work packages, milestones, phases)
- Importance of a good project kick-off (start)

Learning Objectives

Basic Project Management methodology from Project Team Members point-of-view

Good to know

- Prerequisite: PRIMA Basics eLearning or equivalent
- This training does not replace the more intense Project Management Trainings (PME, PMD, PMC) for Project Managers
- It focuses on Project Team Members/Work Package Owners



Target group

Project Team Members/Work Package Owners,
Resource/Line Managers



Career path

All



Duration

4 h virtual classroom



Course fees

No course fees – eLearning



Group size

8 – 16 participants



Contact

trainings.hrservicecenter@infineon.com

Classical Project Management

Project Management Essentials (PME)


[Sign up for this training](#)

[Sign up for this training](#)


The “**Project Management Essentials**” training provides essential knowledge of methods, tools and approaches to Project Management, as well as an insight into the tasks and responsibilities of an Infineon Project Manager.

Content

- Workshop: Reflection of eLearning, application of Project Management tools within case studies
- Project scoping, stakeholder management and project organization
- Project structuring, scheduling, controlling
- Change and risk management

Learning Objectives

- Define and manage project objectives and the project organization, structure a project and schedule a timeline
- Identify and manage project stakeholders, risks and project resources
- Acquire essentials by communication and teamwork

Good to know

Prerequisites

- PRIMA Basics eLearning or equivalent
- If you are going to be managing class D projects, the PME can be skipped, and the training journey can be started with the PMD – the PME is not a prerequisite for the PMD training
- Time effort for this training is higher than the 6 x 4 hours of virtual classroom trainings due to the additional eLearnings

Target group

 Project Managers & Owners, Project Mgmt. Office, Resource Managers, Contributors, Scrum Product Owners & Masters

Career path

All



Duration

6 x 4 h (virtual classroom)



Course fees

Costs differ per country



Group size

10 – 12 participants



Contact

trainings.hrservicecenter@infineon.com

Classical Project Management

Project Management Details (PMD)


[Sign up for this training](#)

[Sign up for this training](#)


The “**Project Management Details**” training enhances knowledge and practice of tools and methods for efficient Project Management, as well as leadership in Project Management. The training is a mix of self learning & classroom phases.

Content

- Project Management fundamentals, goals and goal definition, project closing
- Project organization, roles and responsibilities of the project manager
- Project team development, leadership and coaching, remote team and diversity management
- Cost and resource planning, project schedule and risk management
- Project controlling and reporting

Learning Objectives

- Initiate, plan and execute a project from beginning to closing
- Effective stakeholder management
- Apply Project Management tools efficiently
- Understand demands of IFX Project Management Roles, transfer IFX methodology to project incl. creation of project handbook
- Develop a (cross-border) project team and understand intercultural differences
- Manage project risks, monitor and report project progress (e.g., to steering committee)

Good to know

Prerequisites

- PRIMA Basics eLearning or equivalent
- PMD can be attended without prior PME training
- The attending Project Managers will reflect the learnings with their current project and document it in a Project Handbook
- The cumulated time effort for this training is approx. 11 days due to eLearnings and home assignments



Target group

Project Managers or Scrum Product Owners & Scrum Masters of projects or sub-projects of Class E and D



Career path

All



Duration

12 x 5 h (virtual classroom)



Course fees

Costs differ per country



Group size

10 – 12 participants



Contact

trainings.hrservicecenter@infineon.com

Classical Project Management

Project Management Certification (PMC)


[Sign up for this training](#)


The “**Project Management Certification**” aims at preparing Project Managers for the Project Management Certification IPMA Level C. The focus is on application of project management skills and leadership techniques.

Content

- Refresh Project Management basics (IPMA Level D and Level C)
- Application of Project Management Methods
- Leadership techniques (problem solving, teamwork, communication, conflict management and result orientation) in complex projects
- Preparation for and know-how on IPMA Level C certification, know-how to create all formal documents as prerequisite for IPMA Level C Certification
- Writing a PJM Report for the Certification

Learning Objectives

- Leadership techniques (e.g., problem solving, teamwork, communication, conflict management, result orientation)
- Effective project structuring, planning, executing, monitoring and controlling in real-life complex project scenarios, incl. creation of formal documents
- Project orientation, program orientation and portfolio orientation
- Reflection on methods and skills within Project Experience Report, implementation of various project management approaches

Good to know

Prerequisites

- At least 36 months of net experience in leading projects of at least class E over the last 6 ...10 years
- Former participation in PMD or equivalent knowledge is needed
- The cumulated time effort for this training is 30+ days due to the eLearnings and home assignments. Please ensure time availability with your line manager

Target group



PJM or Scrum Product Owners who lead mid/large projects (in the future; project classes C, B and A); must have attended PMD training

Career path

All

Duration

13 x 4 h virtual classroom training
+ 12 h assessment by IPMA

Course fees

Costs differ per country

Group size

10 – 12 participants

Contact

trainings.hrservicecenter@infineon.com

Agile & Scrum Project Management

Agile Introduction

[Sign up for this training](#)

The “[Agile Introduction](#)” provides an understanding of what (working) agile means.

Content

- What is Agile
- Agile characteristics
- When Agile is applicable and recommended
- Getting Agile experience
- Short overview of the most common Agile methodologies and frameworks

Learning Objectives

- Learn what it means to work Agile and understand the related terminology
- Learn to recognize when the Agile approach is applicable
- Learn the main characteristics that define an Agile way of working
- Experience what it is like to BE Agile
- Learn the main methodologies that implement the Agile mindset

Good to know

Originally being developed for software development projects it often works well for any other complex, innovative scope of work



Target group

Employees interested in agile process management as well as Scrum Masters & Scrum Product Owners



Career path

All



Duration

2.5 h



Course fees

No course fees



Group size

5 – 12 participants



Contact

acetrainings@Infineon.com

(last synchronized on March 2022 with [goto/ace](#))

Agile & Scrum Project Management

Scrum Basic Training

[Sign up for this training](#)

The “**Scrum Basic Training**” provides basic information about Scrum. Scrum is an iterative and incremental framework for product development and developing teams.

Content

- High-level overview of the Scrum framework
- Agile manifesto
- Critical elements of Scrum like roles, artifacts, events and activities
- Scrum simulation – an interactive game where participants get a hands-on experience
- At the end you will have an overview of this framework

Learning Objectives

- Learn how Scrum differs from traditional, plan-oriented work models
- Learn the fundamentals of Scrum and how to apply them correctly
- Experience what it's like to use Scrum and if it's right for your team
- Learn about the most common mistakes when applying Scrum and how to avoid them

Good to know

Originally being developed for software development projects it often works well for any other complex, innovative scope of work



Target group

Employees interested in agile process management as well as Scrum Masters & Scrum Product Owners



Career path

All



Duration

3.5 h



Course fees

No course fees



Group size

5 – 12 participants



Contact

acetrainings@Infineon.com

(last synchronized on March 2022 with [goto/ace](#))

Agile & Scrum Project Management

Kanban Method Basic Training

[Sign up for this training](#)

The “**Kanban Method Basic**” training provides an overview of the Kanban method, an evolutionary change management method that affects the overall working environment. It highlights bottlenecks in the development flow and levels the workload.

Content

- Introduction to the Kanban Method
- 7 Principles of Lean Development
- 7 Wastes of Lean Development
- Foundational principles and core practices of the Kanban Method
- Kanban Method simulation for hands-on experience

Learning Objectives

- Understanding the effects of limiting work in progress
- Understanding the difference between “pull” and “push” mechanism
- Get an overview and experience how Kanban can help to achieve agility
- Learn about implementation and design of a Kanban system

Good to know

Originally being developed for software development projects it often works well for any other complex, innovative scope of work



Target group

Employees interested in agile process management as well as Scrum Masters & Scrum Product Owners



Career path

All



Duration

4 h



Course fees

No course fees



Group size

6 – 10 participants



Contact

acetrainings@Infineon.com

(last synchronized on March 2022 with [goto/ace](#))

Agile & Scrum Project Management

Agile and Classical Project Management

[Sign up for this training](#)

The “[Agile vs. Classical PJM](#)” provides the differences between classical and agile project setups.

Content

- Differences between classical and agile project setup
- Project Management Triangle (Iron Triangle)
- Basic introduction to Agile and Agile PJM
- Characteristics of an Agile driven project
- Short overview of Scrum

Learning Objectives

- Understanding the difference between agile vs. classical project mgmt.
- Get to know different (agile) approaches

Good to know

Originally being developed for software development projects it often works well for any other complex, innovative scope of work.



Target group

Employees interested in agile process management as well as Scrum Masters & Scrum Product Owners



Career path

All



Duration

3 h



Course fees

No course fees



Group size

5 – 12 participants



Contact

acetrainings@Infineon.com

(last synchronized on March 2022 with [goto/ace](#))

Agile & Scrum Project Management

Design Thinking

[Sign up for this training](#)

The “**Design Thinking: Understanding the process**” training provides basic information about Design Thinking. Design Thinking is an agile method for finding customer matching solutions in complex situations.

Content

- Overview of the Design Thinking framework
- Design Thinking simulation – an interactive game to get a hands-on experience
- Debriefing & Discussion

Learning Objectives

- Learn why this method is so radical and adaptable
- Understand why the customer is always the focus
- Learn how to get a quick result and why that result has to be questioned again and again

Good to know

Originally being developed for software development projects it often works well for any other complex, innovative scope of work.



Target group

Employees interested in agile process management



Career path

All



Duration

4 h



Course fees

No course fees



Group size

5 – 12 participants



Contact

acetrainings@Infineon.com

(last synchronized on March 2022 with [goto/ace](#))

Agile & Scrum Project Management

Agile Leadership Awareness



[Sign up for this training](#)

The “Agile Leadership Awareness” trainings provides awareness of the focus and journey of the agile leader at Infineon.

Content

- Awareness of current challenges and differences to traditional projects (VUCA world)
- Introduction to Agile Values and Agile Manifesto
- Overview of Agile methods and frameworks
- Comparison Agile vs. traditional Leadership
- Leadership Responsibilities in the Agile context

Learning Objectives

- Understand of what Agile is
- Understand the Agile values, principles and main methodologies
- Overview of agile Roles and Responsibilities and the differences to the classical roles
- Understand what it means to be an agile leader
- Share good practices and clarify open questions

Good to know

Prerequisites

- To participate in the Agile Leadership Program Module
- Currently leading a team



Target group

Managers, Senior Managers and Directors



Career path

Management



Duration

2 x 4 h



Course fees

No course fees



Group size

8 – 15 participants



Contact

acetrainings@Infineon.com

(last synchronized on March 2022 with [goto/ace](#))

Project Leadership

Leading Basics



[Sign up for this training](#)



The “**Leading Basics**” training provides the fundamental knowledge on what it means to lead effectively by understanding basic tools and methods to reflect role requirements, steer self and team with clear target setting, efficient communication and feedback.

Content

Understanding your role

- Reflection on leadership role, attitude & values
- Applying a leadership mindset
- Successful communication
- Moderating effective meetings

Leadership means clear guidance

- Strategic target setting
- Delegation of tasks
- Giving & taking effective/critical feedback
- Motivating the team

Learning Objectives

- Understand role as leader reflecting values and cultural background
- Learn how to set goals for yourself and how to win others for them
- Understand how to communicate clearly and use different communication channels properly
- Learn how to structure & facilitate meetings
- Be able to ask questions and master listening skills to provide feedback effectively

Good to know

- Basis training for all employees with leadership tasks and exposure (such as first functional/legal leadership role, leading a working student or intern, first project lead)
- Offered also in Spanish (Mexico) and German (Germany, Austria)



Target group

Employees with a need for basic leadership skills



Career path

All



Duration

3 days (face-to-face); 2 x 2 days (virtual)



Course fees

Costs differ per country



Group size

16 participants



Contact

trainings.hrservicecenter@infineon.com

Project Leadership

New Leaders Orientation

[Sign up for this training](#)

The “New Leaders Orientation” training aims at introducing new leaders to our understanding and expectations of leadership and equip them with relevant HR procedures, methods and tools.

Content

- Introduction into Infineon's HR frameworks for leaders such as relevant leadership roles and tasks, High Performance Behavior Model, Leadership Principles and STEPS
- Introduction on HR processes that are relevant for people managers such as recruiting, people development, rewards & benefits, labor relations, workers council etc.

Learning Objectives

- Understand Infineon's expectations towards our leaders
- Know HR frameworks and related processes and procedures
- Understand people development offering to support employees
- Know relevant legal procedures

Good to know

- The program structure and content varies from site to site due to regional specifics
- New leaders with at least 1 direct report will be invited by their HR BP and/or sign up initially via SuccessFactors
- Recommended within first 3 months of new leadership responsibility



Target group

Newly promoted Managers with people responsibility
(min. 1 direct/functional report)



Career path

All



Duration

Varies from site to site



Course fees

Small course fees based on pre-material



Group size

10 –20 participants



Contact

trainings.hrservicecenter@infineon.com

Project Leadership

Leading as a Project Manager



[Sign up for this training](#)

The “**Leading as a Project Manager**” training prepares Project Managers to master the leadership tasks in their role by providing best practices and tools to steer and manage project teams as well as understand and cater to the needs of different stakeholders.

Content

Module 1 – Understanding the expectations of the PJM role

- Understanding PJM Role & identifying growth potential
- Managing stakeholders & expectations

Module 2 – Working with the team

- Structuring effective kick-off meetings
- Building trust & motivation within the project team
- Delegation & decision making
- Communicating difficult decisions to the team

Module 3 – Standing my ground

- Behaving professionally in different stakeholder settings
- Detecting conflicts & settling them

Learning Objectives

- Understand the expectations of the PJM role and own strengths
- Define own role model based on own values, motivation and (cultural) background
- Be able to manage (senior) stakeholder expectations and use effective communication to build trust and support in the project
- Learn how to delegate tasks and make decisions efficiently

Good to know

- Project Managers actively managing projects at least 50% of their time
- IPMA C certification required



Target group

Project Managers with IPMA C certification
actively managing projects; GG13+



Career path

Any, as long as avg. working hours as PJM > 50%



Duration

3 modules – 3 x 2 days (virtual & face-to-face)



Course fees

Costs differ per country



Group size

16 participants



Contact

trainings.hrservicecenter@infineon.com

Project Leadership

Leading as a Project Manager Advanced



[Sign up for this training](#)



The “**Leading as a Project Manager Advanced**” provides more extensive knowledge and leading practices for Project Managers in complex and challenging leadership situations. The focus is on learning from others and communication in complex situations and towards senior stakeholders.

Content

Module 1 – Leading effectively in crucial situations

- Communicating with and handling difficult stakeholders
- Leading in complex and challenging situations
- The coach role, embedded in the leading role
- Moderating conflicts

Module 2 – Managing the uncertainty

- Collaborating & communicating in uncertainty
- Leading based on KPIs and the bigger picture

Module 3 – Safeguard the team and negotiate assertively

- Emotional intelligence as a leader
- Psychological safety in the team
- Leading in a crisis
- Conducting challenging negotiations

Learning Objectives

- Refreshing fundamentals of leadership in projects as the basis for further development
- Know how to deal and communicate with difficult stakeholders
- Know how to lead, coach and motivate a team in complex, dynamic situations
- Understand the dynamics of change and how to lead through change successfully
- Understand how to foster decisions as a PJM based on a systemic understanding of the big picture
- Know, how to create psychological safety for your team to lead your team to higher performance
- Improve negotiation skills in challenging situations

Good to know

- Participation in “Leading as a Project Manager” is a prerequisite
- Project Managers actively managing projects at least 50% of their time
- IPMA C certification required



Target group

Project Managers, who participated in LAP with IPMA C qualification, starting GG14+



Career path

Project Manager



Duration

3 modules (3 days face-to-face, 1 day virtual, 2 days face-to-face)



Course fees

Costs differ per country



Group size

16 participants



Contact

trainings.hrservicecenter@infineon.com

Risk Management

Project Risk Management Training


[Sign up for this training](#)


The “**Project Risk Management Training**” provides a complete overview about the standard procedures and tools within Infineon, as well as respective tasks, competencies and responsibilities related to Risk Management.

Content

- Basics of Project Risk Management and embedding in Project Management
- Connection between project categories and project risks
- Identification of project risks and differentiation from FMEA product risks
- Overview of the IAPC-Model
- Behavioral aspects of successful risk management
- Transfer to own working environment

Learning Objectives

- Evaluate and prioritize project risks using the project business case (e.g., PPL) and other calculation schemes
- Ability to apply the Risk Response Strategies (RRS): avoid, reduce, transfer and accept incl. analysis of effect and side effect of RRS applied
- Integration of RSS in the project planning SMA2RT

Good to know

- The Project Risk Management Methods described in this training have been mandatory worldwide since 2015 for Infineon R&D projects. They can/should be applied in projects from other organizations as well
- Methods will be applied to own projects and real-life case studies

Target group



PJMs, Resource Managers, Project Team Members, Scrum Product Owners & other employees who are operationally responsible for project risk management

Career path



All



Duration

3 x 6.5 h virtual classroom



Course fees

Costs differ per country



Group size

10 – 15 participants



Contact

trainings.hrservicecenter@infineon.com

Risk Management

Project Risk Management Practices

[Sign up for this training](#)

Projects are subject to many external influences that may have a negative effect on the project's outcomes. In the “**Project Risk Management Practices**” training you will learn to understand and handle project risks.

Content

- Project Roles & Responsibilities
- Project Risk Management – basic concept
- Learning by doing – understanding and executing the method
- Good practices
- Questions and Answers

Learning Objectives

- Get an overview of Project Risk Management
- Understand RPtS Project Risk Management concept, as well as understand and execute the method
- Understand Roles and Responsibilities as PJM, PJO
- Learn how to implement the method effectively with KLUSA
- Share good practices and clarify open questions

Good to know

Prerequisites: Having participated in at least one of the following:

- Project Risk Management
- Project Management Essentials
- Project Management Details
- Active risk management role such as Project Manager, substitute PJM, Risk Team Member

Bringing your own Project Case to the training and preparing the short check list that you will receive after registration



Target group

Project Managers, Project Owners, Resource Managers and Team Members, Scrum Product Owners



Career path

All



Duration

4 h virtual classroom



Course fees

None



Group size

10 – 15 participants



Contact

trainings.hrservicecenter@infineon.com

Technical Ladder



Technical Ladder

Trainings for Our Technical Ladder Career Path

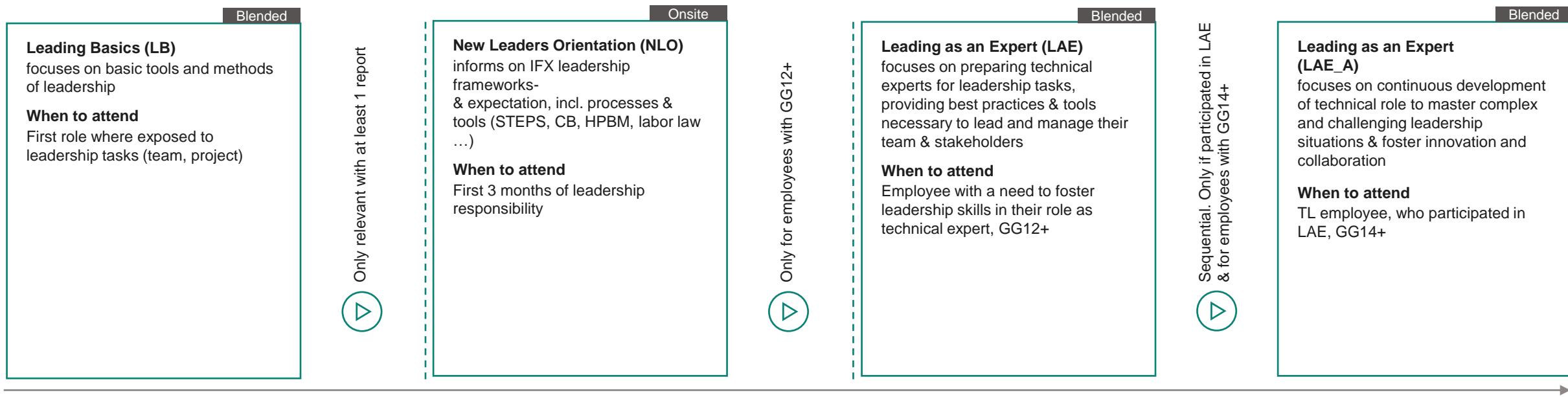


Career



The Technical Ladder is the expert career for employees with specialized technical know-how. It encourages technical expertise and fosters the development of our technical experts in accordance with business needs. Competencies describe the expectation towards employees on the Technical Ladder for each level. They provide orientation towards employees what kind of knowledge, skills and abilities are required to successfully fulfill their role.

On the following pages you will find an overview on the available Technical Ladder face-to-face trainings. Find more TL Learning Opportunities [here](#).



L Local Adoptions

Technical Ladder

Leading Basics

The “**Leading Basics**” training provides the fundamental knowledge on what it means to lead effectively by understanding basic tools and methods to reflect role requirements, steer self and team with clear target setting, efficient communication and feedback.

Content

Understanding your role

- Reflection on leadership role, attitude & values
- Applying a leadership mindset
- Successful communication
- Moderating effective meetings

Leadership means clear guidance

- Strategic target setting
- Delegation of tasks
- Giving & taking effective/critical feedback
- Motivating the team

Learning Objectives

- Understand role as leader reflecting values and cultural background
- Learn how to set goals for yourself and how to win others for them
- Understand how to communicate clearly and use different communication channels properly
- Learn how to structure & facilitate meetings
- Be able to ask questions and master listening skills to provide feedback effectively

Good to know

- Basis training for all employees with leadership tasks and exposure (such as first functional/legal leadership role, leading a working student or intern, first project lead)
- Offered also in Spanish (Mexico) and German (Germany, Austria)



Target group

Employees with a need for basic leadership skills



Career path

All



Duration

3 days (face-to-face); 2 x 2 days (virtual)



Course fees

Costs differ per country



Group size

16 participants



Contact

trainings.hrservicecenter@infineon.com

Technical Ladder

New Leaders Orientation

[Sign up for this training](#)

The “New Leaders Orientation” training aims at introducing new leaders to our understanding and expectations of leadership and equip them with relevant HR procedures, methods and tools.

Content

- Introduction into Infineon's HR frameworks for leaders such as relevant leadership roles and tasks, High Performance Behavior Model, Leadership Principles and STEPS
- Introduction on HR processes that are relevant for people managers such as recruiting, people development, rewards & benefits, labor relations, workers council etc.

Learning Objectives

- Understand Infineon's expectations towards our leaders
- Know HR frameworks and related processes and procedures
- Understand people development offering to support employees
- Know relevant legal procedures

Good to know

- The program structure and content varies from site to site due to regional specifics
- New leaders with at least 1 direct report will be invited by their HR BP and/or sign up initially via SuccessFactors
- Recommended within first 3 months of new leadership responsibility



Target group

Newly promoted Managers with people responsibility
(min. 1 direct/functional report)



Career path

All



Duration

Varies from site to site



Course fees

Small course fees based on pre-material



Group size

10 –20 participants



Contact

trainings.hrservicecenter@infineon.com

Technical Ladder

Leading as an Expert



[Sign up for this training](#)



The “**Leading as an Expert**” training prepares technical experts for leadership tasks in their role by providing best practices & tools necessary to lead and manage their team as well as relevant stakeholders.

Content

Module 1 – Understanding myself to connect with others

- Leadership role & TL competency profile
- Managing stakeholders & expectations
- Onboarding & supporting new TL members

Module 2 – Convincing decision makers

- Practices in knowledge sharing
- Explaining complex topics & effective argumentation

Module 3 – Handling negotiations & conflicts successfully

- Negotiation practices
- Managing conflicts successfully
- Personal cases & development steps

Learning Objectives

- Reflect on role as an expert and identify own competence profile
- Understand key stakeholders and how to manage relationships/expectations
- Understand the importance of unlearning & challenging yourself for further development
- Learn how to share knowledge effectively and support new TL members in their onboarding/development
- Be able to convince senior stakeholders and to apply relevant argumentation & negotiation strategies

Good to know

- Training was reviewed in 2019: 80% of the contents are completely new, e.g. mentoring & onboarding new hires, stakeholder management etc.. Therefor participation highly recommend when attended LAE before 2019



Target group

Employees on the Technical Ladder; GG12+



Career path

Technical Ladder



Duration

3 modules – 3 x 2 days (virtual & face-to-face)



Course fees

Costs differ per country



Group size

16 participants



Contact

trainings.hrservicecenter@infineon.com

Technical Ladder

Leading as an Expert Advanced


[Sign up for this training](#)


The “**Leading as an Expert Advanced**” training provides more extensive knowledge and leading practices for experts in complex and challenging leadership situations. The focus is fostering innovation & collaboration as well as continuous reflection and development of own role.

Content

Module 1 – Change & Stakeholder Management

- Dealing with large scale changes & disruptive challenges
- Advanced stakeholder management
- Networking as a TL member

Module 2 – Leading my team

- Leading my team & create trust within my team
- How to create & share my big picture with my team

Module 3 – Top Management Proposals & Agreements

- Presenting innovation proposals to top management
- Reaching agreements on relevant topics with top management

Learning Objectives

- Reflect deeply on expert role & attitude
- Understand large scale change drivers and the anatomy of change
- Learn advanced stakeholder management
- Understand the driving forces and success criteria for networking
- Foster team leadership & collaboration skills
- Learn influencing skills as well as understand how to reach agreements with top management

Good to know

- Participation in “Leading as an Expert” is a prerequisite



Target group

Employees on the Technical Ladder who participated in LAE; GG14+



Career path

Technical Ladder



Duration

3 modules – 3 x 2 days (virtual & face-to-face)



Course fees

Costs differ per country



Group size

16 participants



Contact

trainings.hrservicecenter@infineon.com

Individual Contributor

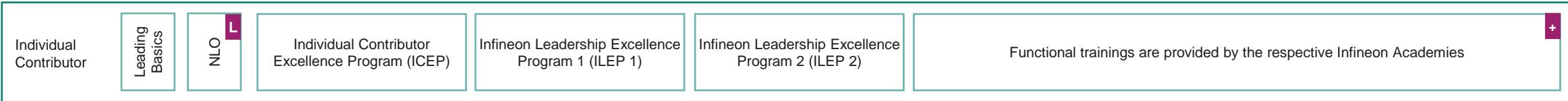


Individual Contributor

Trainings for Our Individual Contributor Career Path

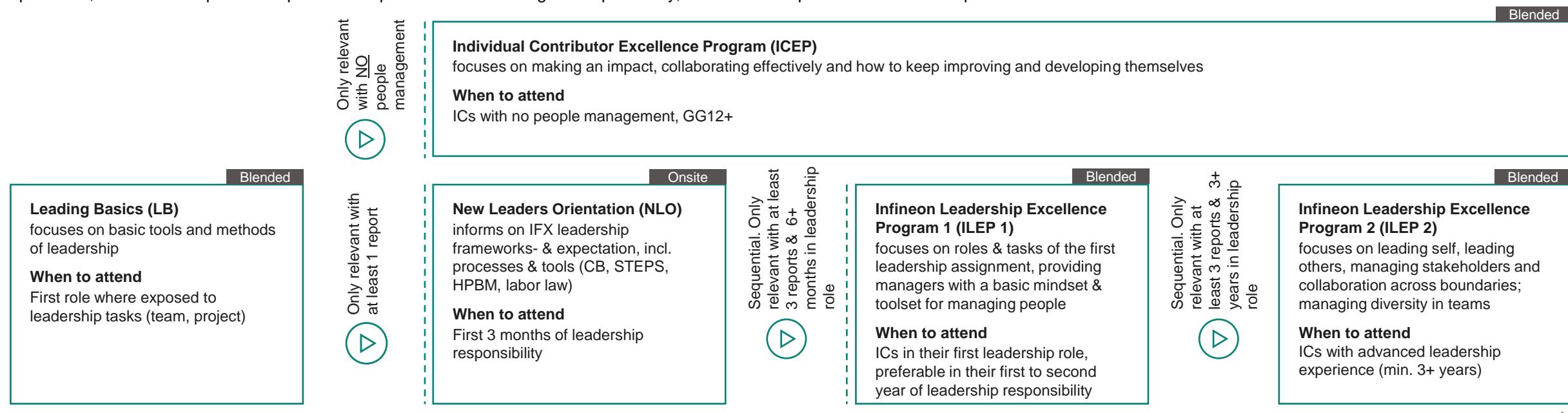


Career



A career path for all employees who contribute particularly through their dedicated expertise in a specific area of the company, where they drive continuous improvements and implement them sustainably.

This career path is aimed at employees who contribute to Infineon's success, particularly through their professional expertise. Examples can be found in almost all areas of the company. The experts occupy roles such as operators, assistants, analysts, specialists, process or product owners, members of projects, and even (temporary) project managers. What they all have in common is that they act as specialists, contribute to specialist topics from implementation to taking full responsibility, and thus each person on this career path contributes to Infineon's business excellence.



Career & Leadership Journey

L Local Adoptions

Individual Contributor Leading Basics



[Sign up for this training](#)



The “**Leading Basics**” training provides the fundamental knowledge on what it means to lead effectively by understanding basic tools and methods to reflect role requirements, steer self and team with clear target setting, efficient communication and feedback.

Content

Understanding your role

- Reflection on leadership role, attitude & values
- Applying a leadership mindset
- Successful communication
- Moderating effective meetings

Leadership means clear guidance

- Strategic target setting
- Delegation of tasks
- Giving & taking effective/critical feedback
- Motivating the team

Learning Objectives

- Understand role as leader reflecting values and cultural background
- Learn how to set goals for yourself and how to win others for them
- Understand how to communicate clearly and use different communication channels properly
- Learn how to structure & facilitate meetings
- Be able to ask questions and master listening skills to provide feedback effectively

Good to know

- Basis training for all employees with leadership tasks and exposure (such as first functional/legal leadership role, leading a working student or intern, first project lead)
- Offered also in Spanish (Mexico) and German (Germany, Austria)



Target group

Employees with a need for basic leadership skills



Career path

All



Duration

3 days (face-to-face); 2 x 2 days (virtual)



Course fees

Costs differ per country



Group size

16 participants



Contact

trainings.hrservicecenter@infineon.com

Individual Contributor

New Leaders Orientation



[Sign up for this training](#)



The “New Leaders Orientation” training aims at introducing new leaders to our understanding and expectations of leadership and equip them with relevant HR procedures, methods and tools.

Content

- Introduction into Infineon's HR frameworks for leaders such as relevant leadership roles and tasks, High Performance Behavior Model, Leadership Principles and STEPS
- Introduction on HR processes that are relevant for people managers such as recruiting, people development, rewards & benefits, labor relations, workers council etc.

Learning Objectives

- Understand Infineon's expectations towards our leaders
- Know HR frameworks and related processes and procedures
- Understand people development offering to support employees
- Know relevant legal procedures

Good to know

- The program structure and content varies from site to site due to regional specifics
- New leaders with at least 1 direct report will be invited by their HR BP and/or sign up initially via SuccessFactors
- Recommended within first 3 months of new leadership responsibility



Target group

Newly promoted Managers with people responsibility
(min. 1 direct/functional report)



Career path

All



Duration

Varies from site to site



Course fees

Small course fees based on pre-material



Group size

10 –20 participants



Contact

trainings.hrservicecenter@infineon.com

Individual Contributor

Individual Contributor Excellence Program (ICEP)



[Sign up for this training](#)

The “**Individual Contributor Excellence Program**” (ICEP) provides participants helpful concepts and tools to be effective and communicate successfully in their IC role. The focus is on making an impact, collaborating effectively and how to keep improving and developing themselves.

Content

Module 1 – Making an Impact

- Expectations on Individual Contributors and partnering with stakeholders
- Leading and challenging myself
- Understanding, building and improving working relationships
- Communicating effectively and giving/taking feedback

Module 2 – Collaborating effectively

- Best Practice Sharing
- Valuing diversity and communicating in an intercultural environment

Module 3 – Supporting Improvement

- Facing change and improving own processes
- Practicing influencing skills and talking to the management
- Working on Case Studies and personal development landscape

Learning Objectives

- Understanding my role as Individual Contributor
- Leading and challenging myself
- Establishing working relationships
- Communicating effectively in an intercultural environment
- Benefiting from diversity for better decisions
- Expressing own ideas, creating understanding and winning others
- Improving processes
- Driving my own development

Good to know

- Individual Contributors with NO leadership responsibility
- GG12+



Target group

Individual Contributors with no leadership responsibility;
GG12+



Career path

Individual Contributors



Duration

3 modules (3 days face-to-face, 1 day virtual, 2 days face-to-face)



Course fees

Costs differ per country



Group size

16 participants



Contact

trainings.hrservicecenter@infineon.com

Individual Contributor

Infineon Leadership Excellence Program 1 (ILEP 1)



[Sign up for this training](#)

The “**Infineon Leadership Excellence Program 1**” (ILEP 1) supports new managers in taking on first management and leadership assignments by providing management knowledge, role clarity, as well as reinforcement of personality and leadership abilities.

Content

Module 1 - Leading yourself and others

- My role as a leader
- My leadership environment
- Managing relationships

Module 2 - Resilience & well-being in a hybrid team setup

- Leading remotely
- Resilience
- Manage well-being in your (hybrid) team

Module 3 - Leading your team

- Forming a team
- Leading your team to success
- Leading through change

Learning Objectives

- Build understanding of leadership at Infineon by translating concepts into strategy and real-world application
- Learn state of the art leadership concepts and tools; apply them to cope with current real-life challenges
- Develop a network of managers through group activities, reflection and peer group coaching

Good to know

- Attend in first or second year of leadership role
- Min. 1 direct/functional report
- Blended format of 7 days with trainers (virtual & face-to-face sessions, individual & peer coaching) and 1-day individual learning spread over 20 learning weeks
- Offered also in Spanish (Mexico) and German (Germany, Austria)

Role of the Participant's Manager

- Agreement on goals for learning and development, incl. review after ILEP and next steps for further learning
- Support of learning journey



Target group

Managers in first leadership role, first to second year of leadership responsibility, min. 1 direct/functional report



Career path

Individual Contributor, Management career



Duration

7 days of facilitator led & 1 day of individual learning activities spread over a period of 20 learning weeks



Course fees

EUR 4,750



Group size

18 participants (2 trainers)



Contact

trainings.hrservicecenter@infineon.com

Individual Contributor

Infineon Leadership Excellence Program 2 (ILEP 2)



[Sign up for this training](#)



The “**Infineon Leadership Excellence Program 2**” (ILEP 2) focuses on experienced managers coping with new challenges and requirements in their leadership function and provides new leadership knowledge.

Content

Module 1 - Leading in the current world

- Leading yourself to the next level
- Leading others
- Leading in situations of change

Module 2 - Resilience & well-being in a hybrid team setup

- Leading remotely
- Resilience
- Manage well-being in your (hybrid) team

Module 3 - Leading your team

- Leading a diverse and inclusive team
- Leading towards a high performing team

Learning Objectives

- Improve relationships with stakeholders, team members and colleagues
- Understand the VUCA world and how it affects your present and future leadership when it comes to agility in your daily work
- Leverage regional and other cultural differences in the team (managing diversity) and build up an inclusive leadership style
- Be able to lead in times of change by providing guidance, orientation and coaching

Good to know

- ILEP 2 as follow-up course of ILEP 1; attending ILEP 1 is strongly recommended; at least 2 years between ILEP 1 & 2
- Attend with 3+ years of leadership experience and min. 3 reports
- Blended format of 7 days with trainers (virtual & face-to-face sessions, individual & peer coaching) and 1-day individual learning spread over 20 learning weeks
- 360° Feedback upfront

Role of the Participant's Manager

- Agreement on goals for learning and development, incl. review after ILEP and next steps for further learning



Target group

Managers with advanced leadership experience (min. 3+ years), min. 3 direct/functional reports



Career path

Individual Contributor, Management career



Duration

7 days of facilitator led & 1 day of individual learning activities spread over a period of 20 learning weeks



Course fees

EUR 4,750



Group size

18 participants (2 trainers)



Contact

trainings.hrservicecenter@infineon.com

Functional Trainings provided by Infineon Academies



Functional Trainings Provided by Infineon Academies

Introduction



Click on the Academy icon to jump to the corresponding page:



Our global functional training offering is covered by the Infineon Academies. They provide a wide range of trainings that are delivered face-to-face or virtually. The target groups are mainly employees from the respective function/division, yet some offerings are available to all Infineon employees worldwide.

Divisional Academies and the Sales & Marketing Academy also offer training to distribution partners, sales representatives and mass-market (public content). On the following pages, each academy is introduced including information on target group and training offering. The different Academy pages can be accessed directly on the [intranet](#).



ATV Academy



The **ATV Academy** is the global training platform of Infineon's Automotive division. We offer technical and sales trainings on automotive applications and products. The Academy is a central pillar to strengthen the system understanding of our internal & external sales forces.

Introduction to Academy

The ATV Academy follows a modular approach and the learning offering is structured along different training levels which allow the learner to customize an individual learning path and grow competencies from basic sales (S/E1) to advanced (E2) and specialist technical level (E3).

We provide different automotive application and product segments and ensure the maintenance of our training catalog.

The trainer team is the backbone of success. More than 100 internal experts are actively contributing to the Academy.

Various training methods and formats are used to deliver training material: Online courses as well as internal face-to-face trainings.

Training Offering

Target Groups

- Sales and Marketing
- Engineering

Offering

- Product Training
- Application Training

 **Contact**
ATVAcademy@infineon.com



Academy link
[ATV academy](#)



Training catalog
[Classroom training catalog](#) [online course catalog](#)

Backend Academy



The **Backend Academy** is a key enabler of operational excellence in the Backend. This is achieved by driving competency development for Backend engineers and technicians as well as training landscape development for the Backend.

Introduction to Academy

Backend Academy operations can be split into two main segments: Competency Development and Training Landscape Development.

Backend Academy

Competency Development

- Governed by the **Backend Competency Development Framework**
- Work with functions to develop Competency Profiles based on job roles
- Involves competency assessment and implementation of target-oriented development measures

Check out [this page](#) for more information.

Training Landscape Development

- Support BE functions in Training Creation via the **BE Training Creation Process**
- Support BE functions in Trainer Pool Development via the **BE Trainer Certification Framework**
- Assist functions in Training Administration and Scheduling

Check out [this page](#) for more information.

Training Offering

Backend Academy works closely with our partners (who have approached us for Competency Development) to ensure that their training catalogues remain relevant.

Function-specific Training Catalogues

EE	EE Training Catalogue	IE	IE Training Catalogue	OPC	OPC Training Catalogue	OSAT ENG (Assy)	OSAT (Assy) Training Catalogue
OSAT ENG (PI)	OSAT (PI) Training Catalogue	OSAT ENG (Test)	OSAT (Test) Training Catalogue	ProdN	Production Training Catalogue	PTE	PTE Training Catalogue
PTE (LCY)	PTE (LCY) Training Catalogue	QM	QM Training Catalogue	TTI (AUT)	TTI AUT Training Catalogue	TTI (FT)	TTI FT Training Catalogue
UPE	UPE Training Catalogue						

Segment-specific Training Catalogues

TAD (HPS)	TAD (HPS) Training Catalogue	TLD (HPS)	TLD (HPS) Training Catalogue	UPS (Cegled)	UPS (Cegled) Training Catalogue



Contact

Backend-Academy@infineon.com



Academy Link

[Backend Academy](#)



Training Catalogue

[Training Catalogue](#)



CSS Academy



The **CSS Academy** is the global training platform of the Connected Secure Systems division. We offer technical and sales trainings on CSS applications, products & software. Our offering contributes to strengthen application & system understanding and supports our Product-to-System strategy.

Introduction to Academy

WHO are we

- Your #1 contact for all educational trainings on CSS applications, products & software

WHAT do we do

- Train our customers, distributors and internal colleagues
- Enable everyone to choose the most suitable learning path through a variety of trainings

HOW do we do that

- Produce and organize technical and sales trainings
- Offer different formats to find the best way to convey knowledge
- Provide learning programs for FAEs and Distis
- Publish & maintain trainings on our internal page as well as on the product and applications pages on Infineon.com

WHY do we do that

- Internal target: keep our Distis, FAEs, DEMs and other colleagues up to date with our latest products, applications, software, tools and technologies
- External target: provide learning offerings that are tailored to specific customer needs and contribute to Infineon's lead generation

Training Offering

Our Learning Formats

- Video
("on-demand", for all target groups)
- Webinar
(for internal learners only)
- Face-to-face training support
(for internal learners only)

Target Groups

- Sales and marketing (S)
(Infineon employees, distribution)
- Engineering (E)
(Infineon employees, distribution, and (potential) customers)
 - E1 | Engineering (introductory)
 - E2 | Engineering (advanced)
 - E3 | Engineering (advanced hands-on; for face-to-face format only)



Contact

CSSAcademy@infineon.com



Academy link

goto/cssacademy



Training catalog

[Training catalog](#)

Finance Academy



Finance
Academy



Finance Academy is the trusted partner and go-to solution for finance professionals and for individuals interested in basic finance concepts, encouraging a lifelong learning attitude.

Introduction to Academy

Finance Academy empowers individuals at all stages of their finance journey.

From newcomers to senior professionals, we offer the knowledge and skills required to excel in the ever-evolving financial landscape.

By offering state-of-the-art tailored learning programs, thought leadership and a collaborative network, we aim to drive learning excellence, foster innovation, and shape the future of finance professionals worldwide.

Training Offering

Target Groups

- Finance Community and Non-Finance employees for related topics

Offering

- Training management worldwide
- Consultancy and advisory on the best learning formats, tailored according to Finance learners' needs
- F2F and virtual training organization
- Learning journeys governance
- eLearning development management



Contact

Olga.Machado@Infineon.com



Academy link

[Finance Academy](#)



Training catalog

[Training catalog](#)

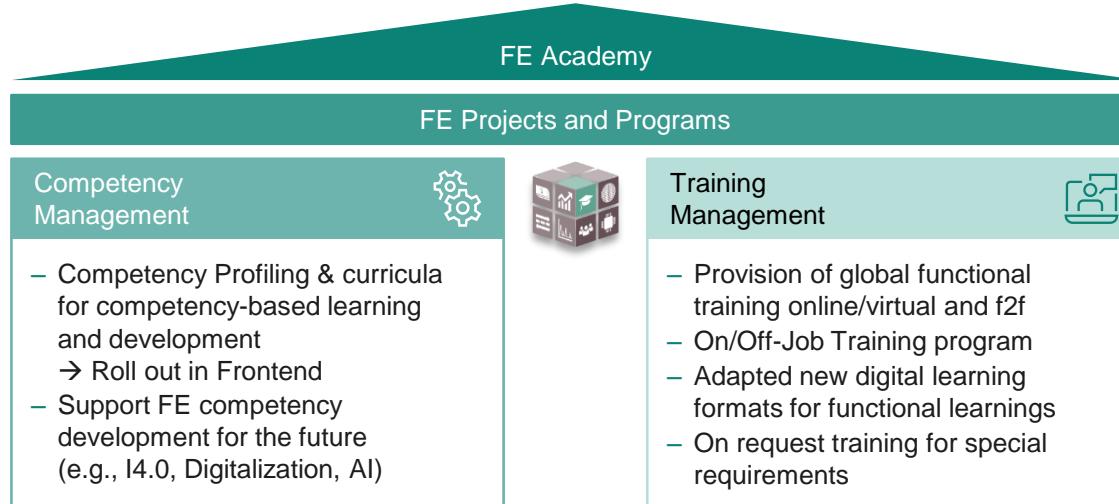
Frontend Academy



"Have the right competencies in Place!" – The Frontend Academy provides competency development as it is key for the success of the FE-cluster. The **FE Academy** supports by analyzing and developing the functional competency of all Frontend employees with competency management and tailored training portfolio.

Introduction to Academy

[Have a look at our video](#)



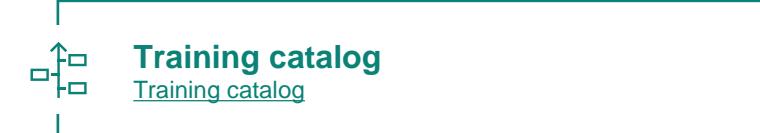
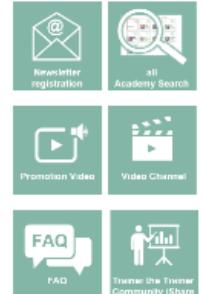
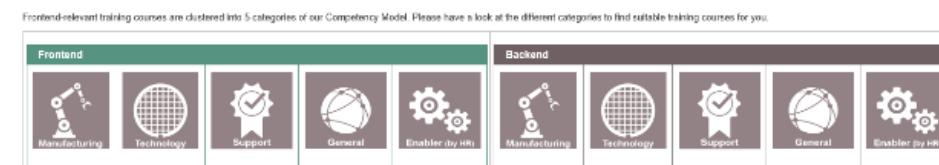
Training Offering

Target Groups

- Technical Training & Methodological Training with focus on Frontend
- Enabling experts to trainers :
 - In-house Train-the-Trainer for f2f and especially for the virtual classroom
 - WebEx Training Center Certification for internal trainer
 - E-Moderation for Remote Cooperation



On this page you will find all information about our Frontend training portfolio as well as upcoming training events and more about special topics.
Take a look at our Frontend Academy Training Catalog to start your own learning experience.



GIP Academy



The **GIP Academy** is the global training provider for Infineon's Green Industrial Power division. Learn with us or share your knowledge with your customers! We are your right partner when it comes to training offering, production and promotion.

Introduction to the Academy

With a wide variety of training topics, the GIP Academy supports the GIP trainers along the entire customer journey. Together with you, we strive to provide the right training for your existing customers or attract new customers to learn about your products and applications and then find more information on the dedicated product and application pages.



Training Offering

Target Groups

- Mass-market/public
- Distribution partners
- Infineon employees

Benefit from our expertise and experience when creating or consuming live or recorded sessions (webinars), classroom trainings, online courses and „how to“ recordings in different languages. We also offer storyboarding sessions to trainers to shape their training content for webinars.

To join the webinars [subscribe](#) to our newsletter.

Offering

- Product trainings
- Application trainings
- System and tool support
- GIP specific processes



Contact

GIPAcademy@infineon.com



Academy page

[GIP Academy](#)



Training catalog

[Training catalog](#)

HR Academy



The **HR Academy's** aim is to make all HR colleagues passionate about learning by offering training formats that are closely matched to their current and future learning needs and to the requirements resulting from Infineon and HR strategy and priorities.

Introduction to Academy



We grow ourselves

- HR Academy offers HR employees functional learning & development opportunities and acts as learning facilitator
- HR employees are self-responsible to use the offering & drive their careers. Managers support their employees and allow them space and time for learning & development



We collaborate

- In general, close collaboration between HR Strategy & Excellence and other HR departments to consolidate different expertise
- HR Academy as the main interface to TDS, managing the HR training pipeline and steering the training portfolio

Training Offering

Target Groups

HR employees

Learning Roadmaps

Global HR Onboarding

Business Partner

Talent Acquisition

PS Customer Support

PS Frameworks & Infrastructure

tHRive

Additional offerings

HR4HR Sessions

Training Catalog

Manager Toolkit

Tips for Self-Organized Learning

HR Academy Workbook

HR Academy Consultation Hour

HR Business Partner Excellence Program

Virtual Job Shadowing

Cheat Sheets



Contact
HR@infineon.com



Academy link
[HR Academy](#)



Training catalog
[Training catalog](#)

IT Academy



The **IT Academy** provides a wide range of learning units for Infineon IT and FI (Factory Integration) employees worldwide. It contains all IT learning activities under one umbrella and every IT and FI colleague is part of the IT Academy.

Introduction to Academy

Our focus

- Infineon specific IT topics: knowledge & skills needed to operate the IT environment effectively and efficiently
- Have the right skills at the right time by the right people
- Onboarding of new IT/FI employees

Our offering

- Is based on internal knowledge sharing between subject matter experts (SME) and the wider IT/FI audience. We consult IT SMEs and external trainers in creating suitable learning measures.
- Includes consultancy and support for qualification initiatives applying to various teams and skill areas as well as guidance within Infineon's development opportunities
- Guidance on efficient and effective learning methods and formats

Training Offering

Target Groups

IT and FI employees worldwide

Learning formats

We offer webinars, classroom & Lab sessions, online courses & videos, self-study material

Setup in “Schools” and special topics, such as

- IT Processes
- SAP (technical training)
- Infrastructure
- Meet IT
- System & Architecture
- Megatrends
- HICP – Hybrid Infineon Cloud Platform



Contact

Ilka.Lehmann@infineon.com



Academy link

[IT academy](#)



Training catalog

[Training catalog](#)

PROC Academy



The **Procurement Academy** offers trainings for Procurement employees, and anyone specially interested in Procurement processes and methods.

Introduction to Academy

Overview

Training	Description
01 PROC Introduction	Infineon and Procurement introduction
02 PROC Kickstart	Summary of the most important compliance topics and rules in Procurement
03 PROC Deep dives	Deep dives on Procurement processes, methods and tools
04 Design for Sourcing	Specific trainings in design for sourcing toolbox and methods
05 Negotiation Tactics	Behavioral tools and techniques for interacting with suppliers
06 Negotiation Strategy	Tools and techniques for negotiation preparation
07 Interface to other trainings	Link to relevant trainings on "Success factors", "LinkedIn learnings", and other training platforms

Training Offering

Target Groups

PROC employees

Offering

- **Get started**
Introduction to Infineon and Procurement, global get-to-know-each-other, and summary of most important processes and rules in [PROC Introduction](#), [PROC Kickstart](#) training and the global [Onboarding](#) session.
- **Understand Procurement**
Detailed information on Procurement processes in the [PROC Deep dives](#) (e.g., reporting, tendering and negotiation, contract management)
- **Build new competencies**
Training for relevant Procurement methods/skills, [specifically Design for Sourcing, Negotiation Tactics, and Negotiation Strategy](#)



Contact

Katharina.Maehringer@infineon.com
procacademy@infineon.com



Academy link

[goto/PROC Academy](#)



Training catalog

[goto/PROC Academy](#)

PSS Academy



The **PSS Academy** as global training platform offers technical training on PSS products and applications for internal audiences and the public. Additionally, Go-to-market preparation assets for the SMD community are provided.

Introduction to Academy

The PSS Academy was founded in 2012 as the first division academy with the aim to support the PSS product-to-system strategy. Since 2023, the Academy is acting under the umbrella of the DCE (Digital Customer Engagement) organization. We contribute to PSS' profitable growth with the enablement of our internal learning community while putting customers first.

The PSS Academy offers over 450 on-demand training videos on power and sensing products as well as application solutions. Such a continuously growing catalog is only possible with team effort:

- Our request interfaces align with us on push topics (inside-out topics) and pull topics (customer needs)
- Infineon's experts act as trainers and create, conduct, review and approve training
- Our production partners support the preparation, conduction and production (storyboard, film, animation) of training content

Target Groups

- Sales and marketing (S)
(Infineon employees, distribution)
- Engineering (E)
(Infineon employees, distribution, and (potential) customers)
 - E1 – Engineering (introductory)
 - E2 – Engineering (advanced)
 - E3 – Engineering (advanced hands-on; for face-to-face format only)



Contact

PSSAcademy@infineon.com

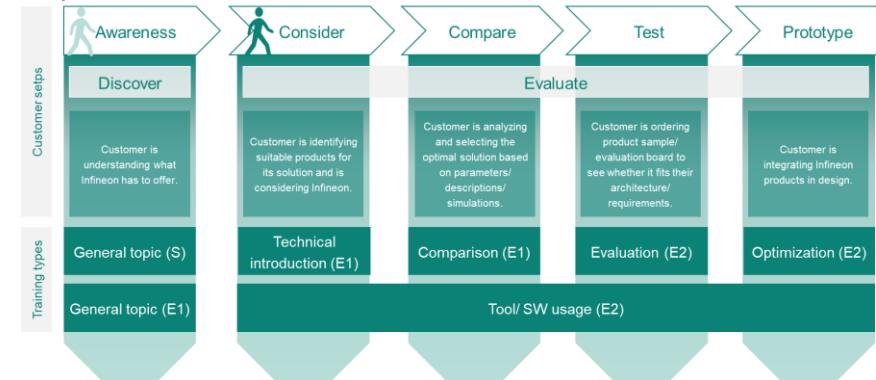


Academy link

[PSS academy](#)

Training Offering

PSS Academy offers its learning on-demand portfolio structured along the customer journey steps.



Our learning formats:

- Video ("on-demand", for all target groups)
- Webinar (for internal learners only)
- Face-to-face training support (for internal learners only)



Training catalog

[Training catalog](#)

Quality Academy



The **Quality Academy** ensures and provides knowledge to establish quality process-, method- and tool competencies through all types of training and learning concepts. Our mission is to enable people to understand quality processes, methods & tools and to apply them correctly.

Introduction to Academy

Our guideline



All Infineon quality topic trainings are global as they belong to a global process or method

The Quality Academy helps you to find the right training



Check out our LMS or our quality topic training catalog on [goto/quality_academy](#)

The Quality Academy supports establishing new trainings



The Quality Academy helps to decide on the best training format. Together with our training developers your training will be established

The Quality Academy consults how to handle a roll out



The Quality Academy guides you through the crucial steps of a roll out and supports the alignment with the HR training center

Training Offering

Target Groups

Infineon employees worldwide

Audit, Standards, Norms and Guidelines	Basics of Quality Management	Business Process Mgmt & Framework
Change Management	Complaint Management	Deviation Management
Document Management	Failure Analysis	FMEA (Failure Mode and Effects Analysis)
Functional Safety/ISO 26262	Green Line	Problem Solving T6s + Lean & 8D
Qualification Process	Quality Requirement Categories	Reliability
Software QM	Statistical Methods	Idea Management



Contact

Quality.Academy@infineon.com



Academy link

[Quality academy](#)



Training catalog

[Training catalog](#)

R&D Academy



The **R&D Academy** managed by the central DES organization provides all trainings related to the hardware and software development aspects of our R&D design projects. It covers all EDA and R&D tool related trainings offered by external suppliers, classes for various HDL, scripting, and programming languages, and many internal trainings for all methodologies and flows provided in the Infineon design system (Bixby Creek). Access to various self-paced training portals is also available.

Introduction to Academy

The trainings are clustered into Areas of Knowledge (AOK) that are derived from Infineon Core Competencies. They describe the areas of specific and strategic relevant knowledge and are the basis for Technical Ladder target tree demand planning.

System/Product Architecture	Analog Mixed Signal Design including AMS Layout	Digital Design
Verification and Validation	Standard Cells, IOs, Memories & Reliability	Quality Management
EMC & ESD & Latch Up & EOS	Software and Firmware	Test Technologies & Solutions
Physical SoC Design & Implementation	Design System	

Training Offering

Target Groups

Infineon R&D employees worldwide

Offering

- R&D related curricula for design specific domains, e.g. analog design, functional verification
- R&D methodology and EDA tool courses, including IFX Design System
- Programming language courses for HDL
- Programming language courses for software development

The R&D curriculum includes four training levels

- R&D basic concepts from university
- Prerequisite trainings
- Core trainings
- Expert trainings



Contact

Doris.Gramlich@infineon.com



Academy link

[R&D academy](#)



Training catalog

[Training catalog](#)



Sales and Marketing Academy



The **Sales & Marketing Academy** owns the “**G2M Learning**” process which consists of the development and the deployment of learning measures across regions, divisions, functions and channels to Sales & Marketing employees, Distributors and other external audiences for the accurate and fast adoption of Infineon products, applications and relevant processes, tools, skills and methods.

Introduction to Academy

The Sales and Marketing Academy tailors and creates training and workshop concepts with internal and external experts according to regional and divisional business needs.

The team consists of certified and experienced **trainers**, **moderators** and **business coaches** located in all regions. It works in close collaboration with division academies, forming together the Academy Charter ([introduction video](#)).

Training Offering

Target Groups

Sales & Marketing employees, Distributors and other external audiences

Offering

- **Skills** and **methods** training that are specifically relevant for the S&M functions
- **Business workshops** that are set up according to business needs
- **Impulse** sessions i.e. 2h virtual teaser/refresher sessions to prepare for upcoming challenges
- **Application** and **product** training offered to **Distribution** partners and other **external** audiences worldwide
- Framework for S&M **processes** and **tools** training



Contact

Infineon.Sales.Marketing.Academy@infineon.com



Academy link

[Sales & Marketing Academy](#)



Training catalog

[Functional Onboarding for Sales and Marketing](#)

Supply Chain Academy



Supply Chain
Academy



The **Supply Chain Academy** is offering class trainings, eLearning modules, colloquiums and diploma programs to improve your knowledge in Supply Chain (SC) and to pave the way towards the Digitalized SC. Our Supply Chain is a competitive advantage!

Introduction to Academy



Training Offering

Target Groups

Supply Chain employees worldwide

Offering according to your level/role in the Supply Chain

For beginners

- “Supply Chain, a competitive advantage” training
- “Introduction to Infineon”
- “Introduction to Supply Chain”

For the role

- Customer Logistics Management Representative (CLM)
- Supply Chain Planner (SCP)

For advanced knowledge/further personal development

Diplomas in Supply Chain Management



Contact
SCA@Infineon.com



Academy link
[Supply chain academy](#)



Training catalog
[Training catalog](#)

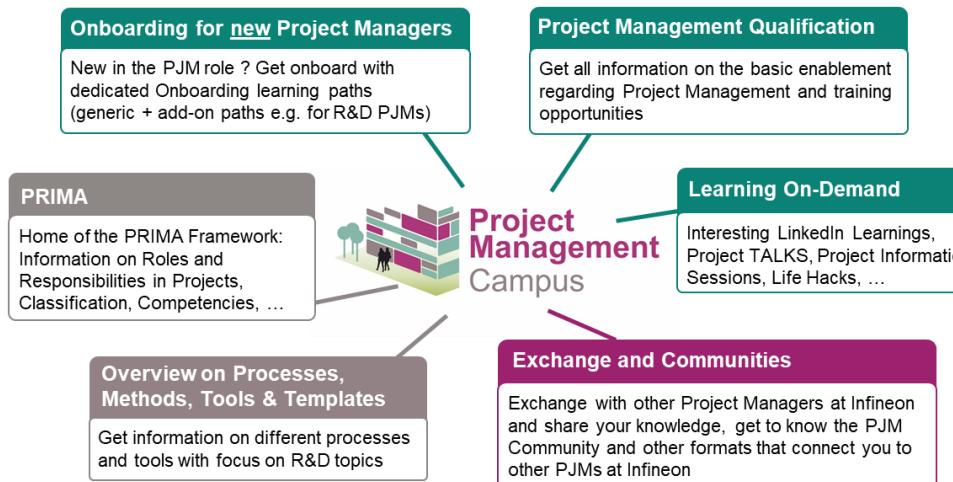
Project Management Campus



The **Project Management Campus** is the “One-stop-shop” with all information related to professional project execution at Infineon. It includes information on the Project Management framework “PRIMA” with binding rules regarding “Roles & Responsibilities” as well as the competence development offerings for the people working in projects.

Introduction to Academy

Our Project Management Campus addresses not only classical development offerings as like f2f trainings, virtual trainings, eLearning's and onboarding paths for new PJMs. It is also about networking opportunities: Get to know other project enthusiasts and exchange with them on project management. Find out more ...



Training Offering

Target Groups

All people at Infineon who are working in and around projects (i.e., Project Portfolio Manager, Project Owner, Project Manager, Project Team Member & Resource Manager)

Offerings

- New at Project Management
- All target groups
- Project Manager
- Project Owner/-Portfolio Manager
- Project Team Member

[I am new @ Project Management](#)

[Project Framework “PRIMA”](#)
[Online training catalog](#)

[Onboarding for new PJMs](#)
[Project Management Qualification](#)
[Project Owner Qualification](#)
[Project Team Member Qualification](#)

Contact
PRIMA@infineon.com
[Sonja.Rummel@infineon.com](mailto>Sonja.Rummel@infineon.com)



Academy link
[Project Management Campus](#)



Training catalog
[Online training catalog](#)

Technical Ladder Campus



Technical Ladder Campus is a “One-stop-shop” bringing all relevant information regarding Technical Ladder @ Infineon together. A network of restless innovators, preparing for tomorrow, pathfinders for new solutions to secure sustainable, profitable growth through technical expertise, application & system understanding, innovation power and trusting relationships.

Introduction to Academy

Key for the Technical Ladder is to have the right competence in the right place at the right time and to develop the people needed to match it. Additionally, the TL career encourages technical expertise and fosters the development of our technical experts. The Campus also includes an overview of training and development offerings as well as a comprehensive collection of processes, methods & tools.

Strategic Competence Management	TL Career	Learning Opportunities
Innovation	Top Technical Colleagues	Governance & Decision Meetings
Exchange & Community	Processes, Methods & Tools	Knowledge Sharing

Training Offering

Target Groups

People at Infineon who are working in and around Technical Ladder Careers

Offering

- Main offerings for Technical Ladder
 - [Leadership Training](#)
 - [Academies](#)
 - [Virtual Learning Formats](#)
 - [LinkedIn Learning](#)
 - [Soft-Skill Training & Tips](#)
- Additional offerings
 - Mentoring, Coaching & Feedback



Contact

Mariana.Kostan@infineon.com



Academy link

[Technical ladder campus](#)



Training catalog

[Training catalog](#)

Individual Development



Individual Development

Introduction



Besides career-oriented and functional training offerings, a wide range of individual development opportunities are available at Infineon.

Offering

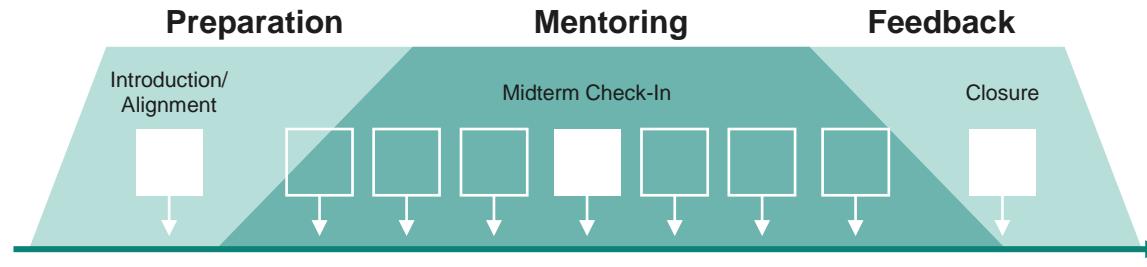
- Coaching and mentoring as holistic professional learning methods
- Feedback tools for a guided dialog and a structured self-reflection
- Skills and methods trainings targeted for specific areas of knowledge and ability (e.g., interviewing, change management, language)



Mentoring

Mentoring is an on-the-job development measure that provides a perfect possibility for personal or professional development and intercompany exchange. Together, Mentor and Mentee work towards an individual development topic to grow and develop specific competences.

Supported pairing and process overview is provided by HR



Meet regularly for at least 1 – 2 hours every 4 – 6 weeks for the next 10 – 15 months

Training Offering

- Purpose oriented exchange between a Mentor and a Mentee
- **Mentor:** Operates as an advisor, knowledge broker, sparring partner and networker and shares his/her knowledge and experience as well as his/her “view from the outside”
- **Mentee:** Actively introduces his/her current topics and challenges from his/her professional life, asks for advice and tries out things learned and developed in the process
- Info sessions/Briefing sessions/Tool infos: <http://goto/upskilling>



Target group

All employees, recommended for further development



Career path

All



Duration

Approximately 10 – 15 months



Course fees

Free of charge



Group size

One-on-One

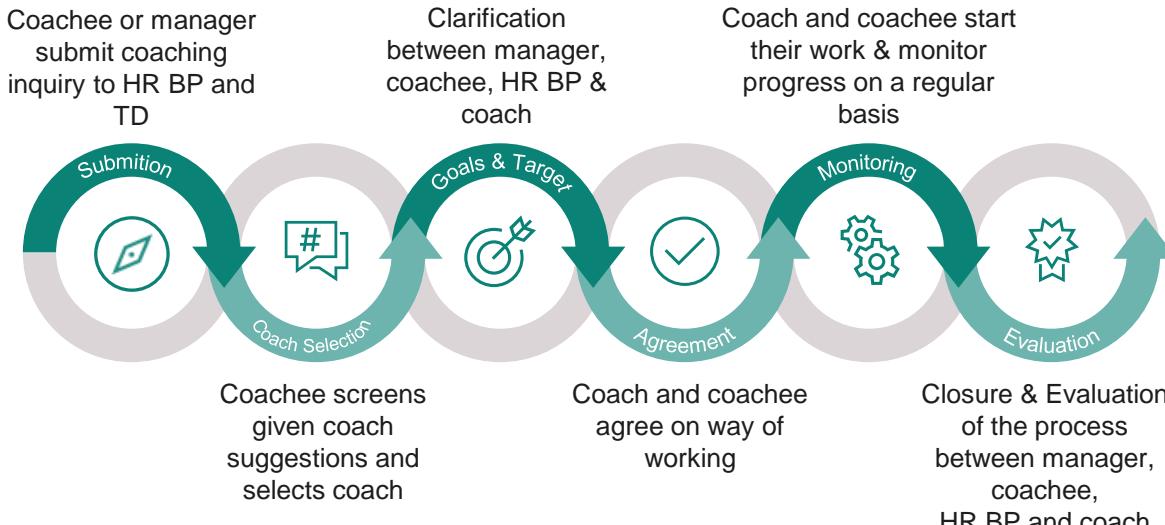


Contact

HR@infineon.com

Coaching

How do I manage my area of responsibility? What expectations do I want to meet? How do I initiate necessary changes? How can I stay in balance in my leadership role? These and more are classic situations or challenges that you clarify with a coach. Our Executive **Coaching** for Managers GG16+ offers a large group of face-to-face coaches.



Training Offering

- You take concrete possibilities for action into your (leadership) everyday life and can thereby increase efficiency and your own degree of effectiveness.
- **Understanding:** A coach works with you one-on-one to help you grow professionally, over a fixed period of time
- **Process:** a qualified, external coach supports you in finding solutions to your specific goals by asking questions and acting as a sparring partner
- **Results:** self-reflection process; you become aware of your own skills and abilities and tap into new resources and behavior patterns.



Target group

All employees GG16+



Career path

Employees with management function



Duration

Differing per individual



Course fees

Cost for external coach carried by cost center of coachee



Group size

One-on-One

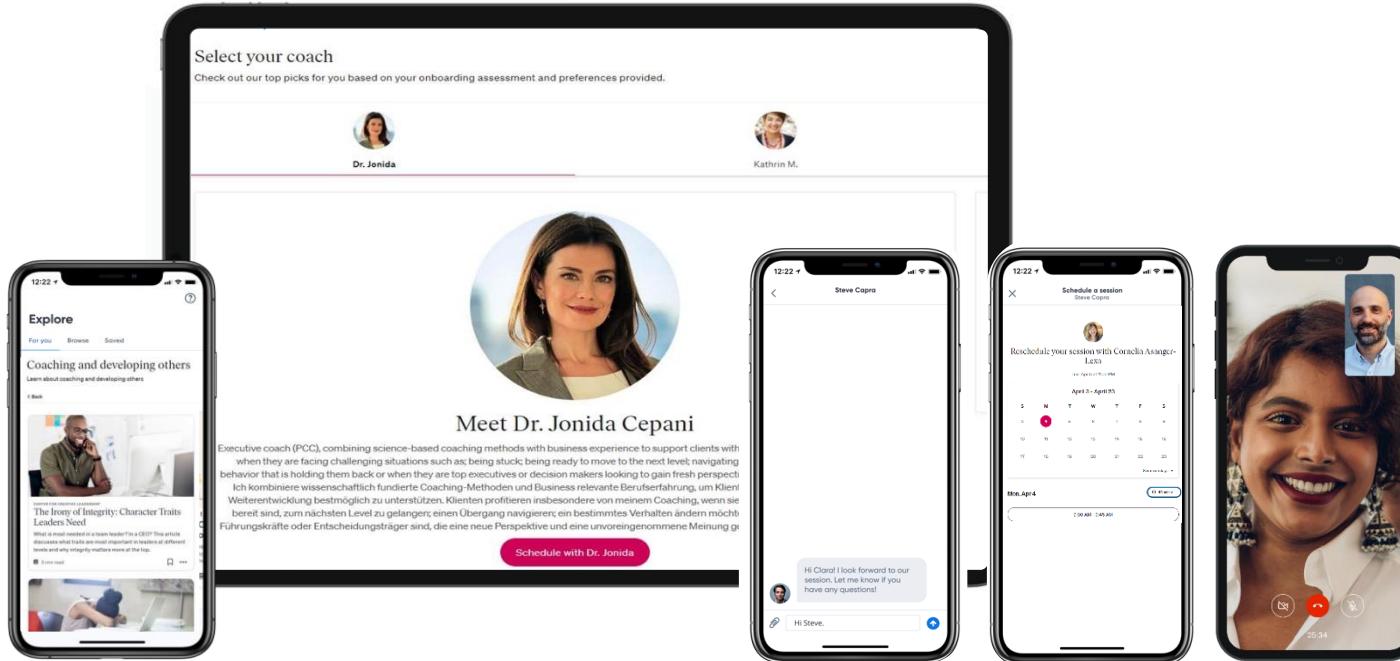


Contact

Your HR Business Partner

Virtual Coaching with BetterUp

How do I manage my area of responsibility? What expectations do I want to meet? How do I initiate necessary changes? How can I stay in balance in my leadership role? These and more are classic situations or challenges that you clarify with a coach. **BetterUp Virtual Coaching** is providing 2300+ best-in-class, ICF certified coaches with leadership & industry experience from around the world



Training Offering

- You take concrete possibilities for action into your (leadership) everyday life and can thereby increase efficiency and your own degree of effectiveness
- **Understanding:** A coach works with you one-on-one to help you grow professionally, over a fixed period of time
- **Process:** a qualified, external and purely virtual coach (not a chatbot) supports you in finding solutions to your specific goals by asking questions and acting as a sparring partner
- **Results:** self-reflection process; you become aware of your own skills and abilities and tap into new resources and behavior patterns.
- **Features:** Microlearning platform to receive targeted information & tips; Ability to contact coaches directly in-app; Coach-matching algorithm considers over 150 factors to recommend 3 coaches (rematchable); Regular 1:1 virtual coaching sessions as well as on-demand coaching with unlimited access to the platform; Specialist coaching e.g., nutrition, sleep, parenthood



Target group

All employees GG15-



Career path

All



Duration

6 months (extension possible)



Course fees

USD 2,000 carried by cost center of coaches



Group size

One-on-One

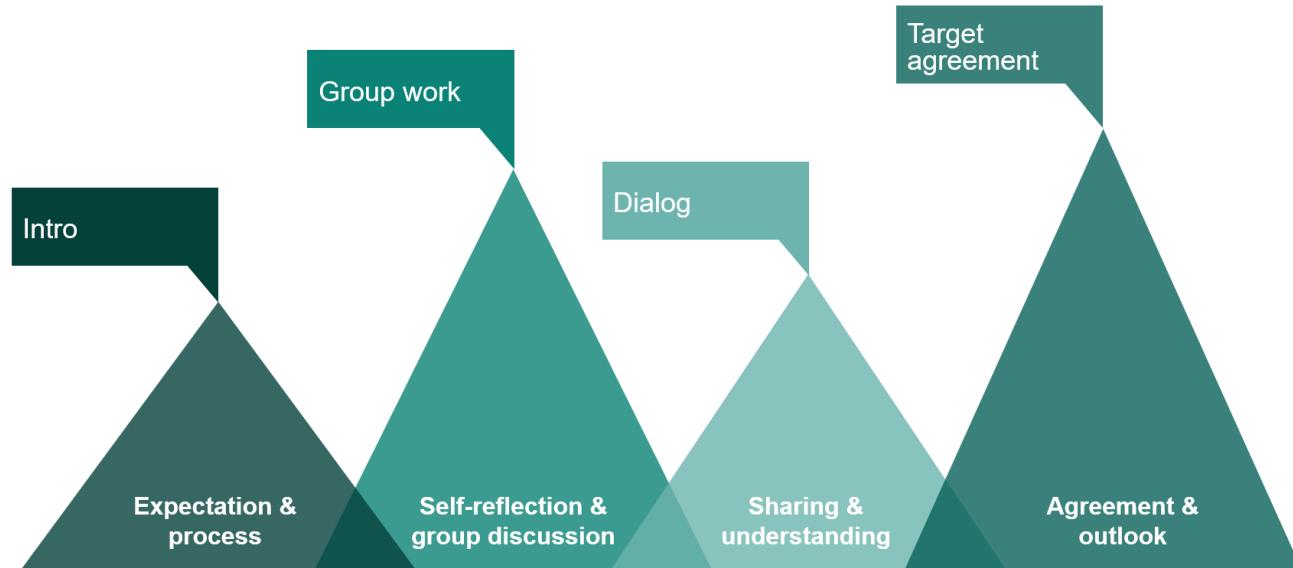


Contact

Your HR Business Partner

Leadership Dialog

The “**Leadership Dialog**” is a mandatory and structured feedback approach for leaders at Infineon for starting a process of self-reflection as well as for receiving feedback from their direct reports.



Training Offering

- The Leadership Dialog is a **facilitated feedback** between manager and their direct reports. It offers the opportunity to managers to **critically reflect on one's own strengths and areas of improvement** and to compare the results to how he/she is **perceived by his/her direct reports**
- The Leadership Dialog is not intended to be a manager's assessment exclusively, but it is also meant to **strengthen and improve the collaboration within the team** via an open, transparent and appreciative dialog
- Closing a Leadership Dialog by **formulating and committing to goal agreements** for the upcoming 2 years helps both the manager as well as the team to keep track and adhering to jointly aligned measures



Target group

Managers (GG 14+) with 5+ direct reports



Duration

~ 3 h every 2 years



Group size

Flexible



Career path

All



Course fees

Free of charge (internal facilitator)



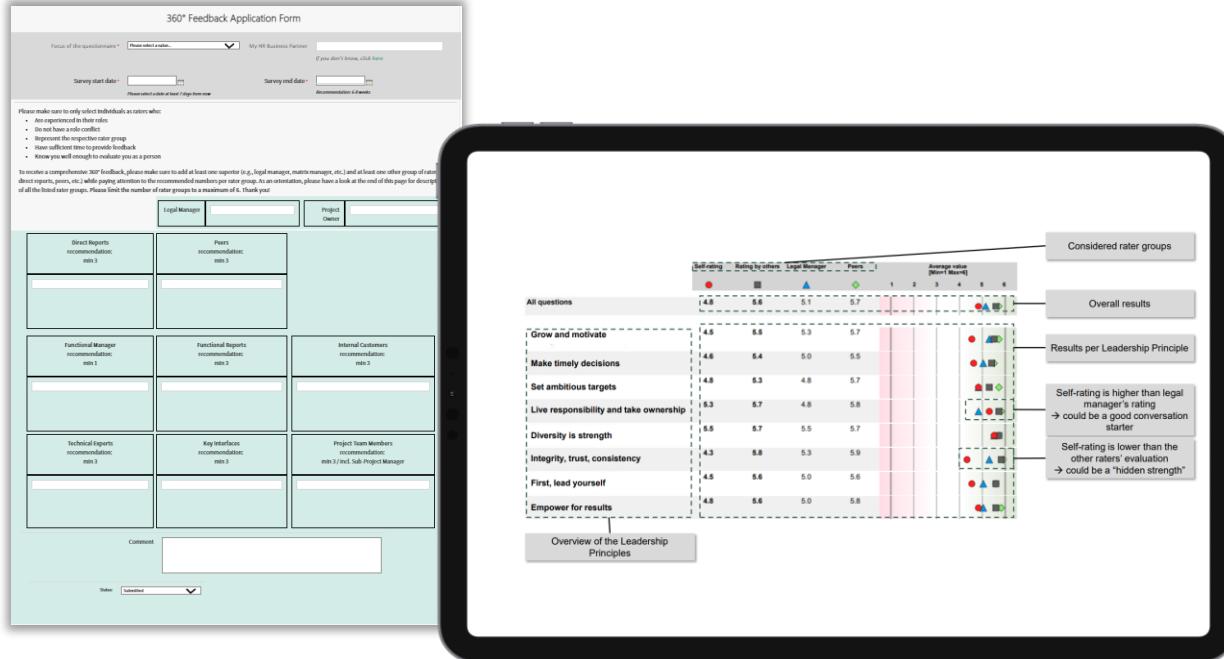
Contact

HR@Infineon.com

360° Feedback


[Find out more](#)


The **360° feedback** is a form of behavioral and competency assessment in which external and self-image are compared.



Target group

Open to all employees at Infineon



Career path

All



Duration

6-8 weeks (recommended time frame); 30 – 60 minutes for filling out the questionnaire



Course fees

Free of charge



Group size

No limitations regarding number of raters, restrictions regarding recommended number of rater groups



Contact

HR@Infineon.com

Training Offering

- The 360° feedback offers a **comprehensive evaluation of one's strengths and areas of improvement** by combining self-reflection and the perception of others. The **comparison of external and self-image** is very revealing, as it allows for the formulation of concrete development measures
- The 360° feedback is **completely anonymous and tool-based**. The questionnaires are based on different concepts, which the respective learner can choose from:
 - Leadership Principles → 8 dimensions
 - High Performance Behavior Model → 8 dimensions
 - Technical Ladder (GG13 – GG 16) → Competency-focus
 - Project Management Career → Competency-focus

Virtual Interview Training for Hiring Manager

The “**Interview Training for Hiring Manager**” is specifically designed to help managers develop proven behavioral-based interviewing skills and interviewing techniques to find the most suitable candidate every time.

Content

- The importance of effective interviews
- Knowing what you need and getting down to the truth
- Systematic approach to successful interviews
- Behavioral-based questions to get results
- The art of selling
- Making the right hiring decisions
- Promoting the IFX brand during interviews

Learning Objectives

- Understanding the importance of interviews and hiring the right candidate for the job as well as pitfalls of a typical interview
- Development of behavioral-based interview questions and application of questioning techniques
- Plan and prepare for an interview, evaluate and rate candidates effectively

Good to know

This training is available in German and English



Target group

All managers with hiring selection responsibility



Career path

All



Duration

2 Modules à 4 h



Course fees

Details see Success Factors



Group size

12 participants



Contact

trainings.hrservicecenter@infineon.com

(Virtual) Get Fit for Team Success – 5 Keys to Make It Happen

A team is more than the sum of its members! But dysfunctions often hinder us to reach the full potential of a team. Building an effective, cohesive team is extremely hard and simple at the same time. Let's **Get Fit for Team Success!**

Content

- As a read thread, we use Patrick Lencioni's theory "the five dysfunctions of teams"
- You first need to understand the motive of team members, the "why" behind their behavior, before you can change it. Together we develop and experience practical tools to turn the dysfunctions into success factors
- With some guiding questions you can estimate on which performance and cooperation level your team is standing. In smaller groups we will have a closer look on your team analysis supporting you to develop your team to the next level

Learning Objectives

- Sharpen your awareness about dysfunctions in your team
- Identify resistances and obstacles and learn how to resolve them
- Develop your leadership competences and experience practical tools to turn dysfunctions into success factors

Good to know

- Methods applied in the training
- Trainer input (15%)
- Transfer to real Team and Tandem Reflection (20%)
- Peer Coaching of challenging team situations of the participants with supervision in smaller groups (30%)
- Group Work and Discussions (30%)
- Video presentation (5%) followed by transfer group work



Target group

Managers, Team Leaders and Project Leaders from any part of the organization



Career path

All



Duration

2 days



Course fees

EUR 550



Group size

12 – 16 participants



Contact

trainings.hrservicecenter@infineon.com

(Virtual) Creating Strong Teams in Virtual Work Environments

Strengthen the motivation and the spirit of your team with your increased Emotional & Digital Intelligence!

Content

- Together we will create a digital team setting to experience on our own the prerequisites for creating a strong team even at a distance
- This will be achieved by using virtual learning projects in which you can experience real virtual team dynamics and how to deal with it
- To have the best possible learning there will always be intense feedback sessions and the possibility to apply your findings in the next project

Learning Objectives

- You will gain knowledge and reflect on your own experiences with teams and team performance
- You will understand better how teams work – remote and face to face- and be able to create the right environment for teams and projects to prosper
- Together we will use Emotional Intelligence in a digital setting and experience the difference

Good to know

- Methods applied in the training
 - Trainer input (15%)
 - Virtual learning projects with intensive Feedback sessions – groupwise and individually (40%)
 - DISC/Insights input + reflection (10%)
 - Sociogram of the real teams of the participants with supervision of leadership/team cases in 2 groups (20%)
 - Group Work and Discussions (15%)



Target group

Managers, Mentors, Team Coaches and Project Leaders from any part of the organization



Career path

All



Duration

2 days



Course fees

EUR 550



Group size

12 – 16 participants



Contact

trainings.hrservicecenter@infineon.com

(Virtual) Team up for Best Results in remote and cultural diverse Teams

[Sign up for this training](#)

Use the cultural diversity in your team to find better and faster answers in a fast changing and innovative environment!

Content

- Virtual working in culturally diverse teams often makes communication and collaboration exhausting because of the missing opportunities for quick, informal clarification. In addition, it takes longer to build trust and relationships - the prerequisite for open communication and feedback
 - In this training we deal with these challenges. Intercultural know-how is combined in a unique way with expertise on virtual teams.
- From this, tools are developed that support the participants to extend their projects and teams to the next performance level

Learning Objectives

- Understand the impact of value systems and culture on collaboration
- Practice how to make communication in a virtual and cross-cultural environment efficient
- Learn about techniques and tools to continuously improve performance in virtual and cross-cultural teams
- Practice how to handle conflicts in remote and culturally diverse teams
- Develop techniques to use cultural diversity to find better and faster answers

Good to know

- Methods applied in the training
- Trainer input (15%)
 - Storytelling (15%)
 - Experience-sharing with peer consulting and pairing (20%)
 - Learning Projects (10%)
 - Group and individual reflection (15%)
 - Reality Simulation/Role plays with real cases (25%)



Target group

All Infineon Line Managers/Project Managers/Experts with virtual cross-cultural teams



Career path

All



Duration

2 days



Course fees

EUR 550



Group size

12 – 16 participants



Contact

trainings.hrservicecenter@infineon.com

(Virtual) Cross-Cultural Trainings

“Cross-Cultural Trainings” offered by the external provider TI Communication will enhance cross-cultural skills and understanding. Trainings are used prior to cross-country projects and assignments.

Content

- Key success factors and pitfalls of (virtual) cross-cultural teams
- The influence of culture and values on behavior
- Cultural level and individual level: Different people need different things
- How to establish a trustful relationship with my (virtual) interfaces @ IFX
- Communication with stakeholders: A challenge for every international (virtual) team

Learning Objectives

This training supports you in further developing your skills in working effectively in a (virtual) team with members with different cultural background

Good to know

- Peer consulting: working with real IFX cases
- Cross-cultural focus for training at Infineon (e.g., China, Korea, Malaysia, Singapore, US, Germany, Austria, Japan, Hungary)



Target group

All employees



Career path

All



Duration

1 – 3 days



Course fees

Details see Success Factors



Group size

Please check per training



Contact

HR@infineon.com

IDPP – Identify and Develop Your Personal Potential

The “IDPP – Identify and Develop your Personal Potential” is an internal seminar for candidates with potential or employees interested to get feedback about their talents and career ideas.

Content

- Participants will experience their competencies, their motivations and behavior patterns by acting in various scenarios and interactive games.
They will receive feedback on their behavior from their peers and from the trainer
- At the end participants will define next robust steps to pursue their further individual and career development
- Follow-up: After having discovered their individual development fields they are introduced to the Reflecting Team method

Learning Objectives

- Enable candidates to reflect and find out
- Which career path that Infineon provides is suitable for me?
 - Which competencies that are required (Performance Behavior Model) do I already have?
 - Which ones do I have to develop?
 - Which are my actual development goals?
 - Do I feel comfortable with the required actions (e.g., people management) or do I feel more comfortable solving technical problems or can I use my potential best as an Individual Contributor?

Good to know

- Employees who have the potential to develop a career at Infineon and are at the point of deciding which career path is the right one for them can benefit from this training
- This training has contents and exercises – visual and sound recordings, which could affect the right of self-determination. It is not mandatory to participate in any of these recordings, recordings can only take place with your consent



Target group

All employees



Career path

All



Duration

3 days



Course fees

EUR 950



Group size

7 participants



Contact

HR@infineon.com

Language Trainings

With our vendors **KERN AG** and **Rosetta Stone**, we offer **language courses** in various formats and for all levels, so you have the chance to expand your knowledge of the desired language.

Content

Participants will experience a balanced mix of personalized learning, live tutoring, speech recognition and visual feedback etc., enables the learners to learn on the go, seamlessly

Learning Objectives

- Set your goals (including language, target level)
- Determine your current language level (if not known)

Good to know

- Please be aware, that Language Trainings with KERN AG are only valid for employees at sites in Germany & Austria
- If you are from another region, please have a look at our second vendor "Rosetta Stone"



Target group

All employees except interns, Master's thesis, apprentices or PhD students



Career path

All



Duration

Differing per individual vendor



Course fees

Differing per individual and vendor



Group size

Differing per individual training



Contact

HR@infineon.com

Local/Site Specific trainings



Local/Site Specific Trainings

Introduction



Local offerings

EMEA	Insights Discovery	Fit4Health	Fit2Lead	Healthy Leadership Training	
		2 hours Brief information on Insights discovery and how to read the personal profile (no training!)	4 hours Introduction to Insights discovery, preferences and personal profile	1 day Basic introduction & how to work with Insights preferences & profiles	2 days Basics of Insights discovery + detailed work on how to benefit and apply insights discovery
US	Compass Leadership Journey				

At Infineon, we offer site specific trainings based on local needs.

Offering

- Fit4Health to strengthen your health competency
- Fit2Lead with various training modules like relax test, levels lactate test and health topics lecture
- Healthy Leadership Training to upskill managers virtually
- Insights Discovery understand yourself and recognize and value others

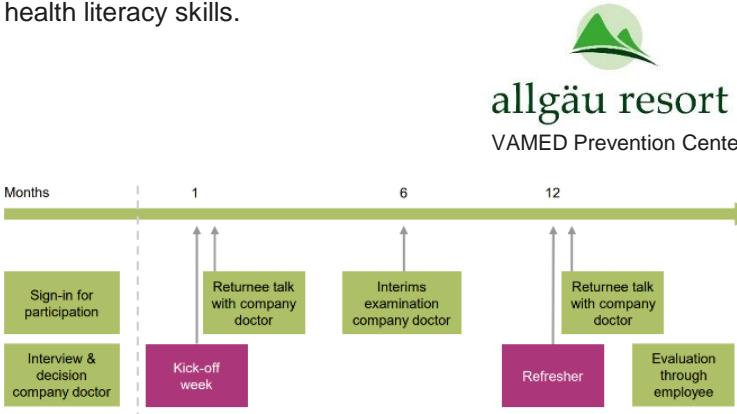


Fit4Health

Fit4Health is a health program which is dedicated to fitness (strength and endurance), nutrition and regeneration and first of all helps to strengthen your health competency.

Content

Fit4Health is a health program for all employees. It is dedicated to fitness – strength and endurance -, to nutrition and regeneration, and primarily to help building and strengthen your health literacy skills.



Learning Objectives

Individual

Good to know

In order to qualify for participation in Fit4Health, you must

- Have completed at least three years of service with Infineon
- Present certain risk factors and
- Be willing to actively shape your health



Target group

All employees (GG15 and below); at IFX since >3 years



Career path

All



Duration

10 days



Course fees

Individual



Group size

15 participants



Contact

Manager & local MSC
[Fit4Health intranet page](#)

Fit2Lead

Fit2Lead is especially designed for the needs of managers, with various training modules like relax test, levels lactate test and health topics lecture, inclusive review of results.

Content

The aim of Fit2Lead program is energy, strength, velocity, precision, concentration, focus, health, balance, wellbeing and recreation.

Based on three modules:

- Module 1: Introduction; Questionnaire “Balance your Life”
- Module 2+3: Re-testing

Test methods:

- 1 hour testing (20 min recreation measurement, 40 min sub max cycling test)
- 2-hour seminar (Sympathetic und parasympathetic nervous system and how to balance it/burn out diagnose/stress/sleep and recreation/effect of stress/neurological system)

Learning Objectives

Self-assessment of most important areas of own lifestyle, short explanations, further use of questionnaire

Good to know

Concept for a successful lifestyle change:
Clear goals, easy Instructions.

Target group

Managers GG16+

Career path

All

Duration

3 separate day modules (180 min/module)

Course fees

EUR 1,500 + EUR 320 Re-Check

Group size

Not defined

Contact

trainings.hrservicecenter@infineon.com
or your local HR BP for team training requests

Healthy Leadership Training

Healthy Leadership Training is a virtual training designed for all employees in a leading position including project and shift leaders. It is available in German and English language.

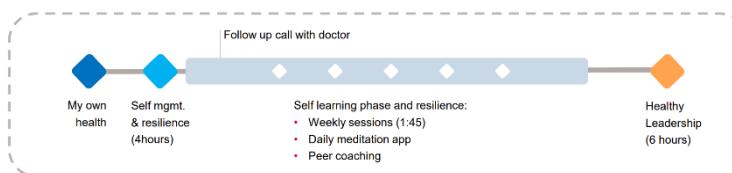
Content

In this training, you will look at health from two different perspectives:

- what is health for you?
- what does it mean in the context of your leadership role?

The training is modular:

Determine your own understanding of health, learn the principles of healthy leadership and build health literacy skills (through self learning).



Learning Objectives

- How can I take care of myself in the face of ever-increasing demands in order to maintain my own performance?
- What constitutes a healthy leadership style and how can I motivate my employees and support their health and ability to work?
- What is the best way to cope with stress in challenging and stressful situations for myself and my employees?

Good to know

- Also relevant for project and shift leaders

Target group

Employees in leadership role (also, project and shift leaders)

Career path

All

Duration

1.5 days + self learning

Course fees

EUR 1,500

Group size

14 participants

Contact

trainings.hrservicecenter@infineon.com
or your local HR BP for team training requests

(Virtual) Insights Discovery – Insights Debriefing

The “**Insights Discovery**” Insights debriefing is a short format to help individual team members to be able to understand the basics of Insights discovery and can read the report

Content

We teach the basics of the Insights Discovery® model. The participants will learn about the meaning of the color-energies and Jungian preferences. They understand the colorful graphs in the profile and know-how to interpret them.

Learning Objectives

Get to know the Insights Discovery® model, understand the graphics in the profile.

Good to know

- This training is available in German and English
- Team size (max 9) = 1 trainer
- Team size 10 – 18 = 2 trainer



Target group

Individuals



Career path

All



Duration

2 h



Course fees

For closed teams depending on group size



Group size

12 participants



Contact

trainings.hrservicecenter@infineon.com

or your local HR BP for team training requests

(Virtual) Insights Discovery – Closed Groups – Basic

The “**Insights Discovery**” training will support you and your team by building effective relationships at work and will improve communication by providing insights into your personality and the personalities of your colleagues.

Content

Through personal awareness exercises, we create an atmosphere of openness to different perspectives at the beginning of the workshop.
We then work on the basics of the Insights Discovery® model and discuss Jungian preferences before distributing the personal preference profile to the participants.



Learning Objectives

Get to know the Insights Discovery® model, understand yourself and the graphics in the profile.

Good to know

- This training is available in German and English
- The participants have not yet attended an Insights Discovery® seminar or the knowledge about it is buried
- Team size (max 9) = 1 trainer
Team size 10 – 18 = 2 trainer



Target group

Closed teams



Career path

All



Duration

4 h



Course fees

Depending on group size



Group size

12 participants



Contact

Your local HR BP

(Virtual) Insights Discovery – Closed Groups – 1 Day Workshop

The “[Insights Discovery](#)” training will support you and your team by building effective relationships at work and will improve communication by providing insights into your personality and the personalities of your colleagues.

Content

We teach the basics of the Insights Discovery® model. Participants can categorize themselves in relation to others, place others into the Insights Discovery® model and have learned to appreciate the added value of difference.

Through personal awareness exercises, we create an atmosphere of openness to different perspectives at the beginning of the workshop. We then work on the basics of the Insights Discovery® model and discuss Jungian preferences before distributing the personal preference profile to the participants.

We discuss the different strengths and challenges of the types. The participants work out how to recognize the different personality types. They place their colleagues in the model. We discuss the benefits of diversity and look at statistics on types and roles to put them into relation to the environment.

Learning Objectives

Get to know the Insights Discovery® model, understand yourself and recognize and value others.

Good to know

- This training is available in German and English
- The participants have not yet attended an Insights Discovery® seminar or the knowledge about it is buried
- Team size (max 9) = 1 trainer
Team size 10 – 18 = 2 trainer

Target group

Closed teams

Career path

All

Duration

1 day

Course fees

Depending on group size

Group size

12 participants

Contact

Your local HR BP

(Virtual) Insights Discovery – Open Enrollment/Closed Groups

The “**Insights Discovery**” training will support you and your team by building effective relationships at work and will improve communication by providing insights into your personality and the personalities of your colleagues.

Content

We teach the basics of the Insights Discovery® model. The participants are able to categorize themselves in relation to others, place others into the Insights Discovery® model and have learned to appreciate the added value of differences.

They have worked out dos and don'ts in dealing with others and experienced their strengths and challenges in dealing with others in roleplays. Day 1 will handle the content module Basics I and II we focus on “Who am I” and on “How to recognize others”. On day 2 we add “How to deal with others”. By using the profile, we highlight the differences in communication styles and reflect on ways to adapt in conversations. We discuss ways to prepare and practice on work situations.

Learning Objectives

- Identifying one's behavior and its impact on customers, partners and colleagues
- Identifying and understanding personality and behavior of customers, partners and colleagues

Good to know

- This training is available in German and English
- This training is also available for teams
- Team size (max 9) = 1 trainer
Team size 10 – 18 = 2 trainer



Target group

Individuals



Career path

All



Duration

2 days



Course fees

EUR 755 (for open enrollment)
For closed teams depending on group size



Group size

12 participants



Contact

trainings.hrservicecenter@infineon.com or your local HR
BP for team training requests

Compass Leadership Journey

Compass Leadership Journey focuses on people managers learning how to engage and influence their team to drive commitment to change.

Content

Module 1 – Leading People Through Change

- Identify your role as a leader in guiding and maximizing your personal and team members' contributions throughout change
- Apply key leader practices to move people forward positively during change

Module 2 – Building Resilience for Leaders

- Identify and assess team members' resilience strengths and development opportunities and create action plans to leverage resilience

Module 3 – Leading People Through Change

- Explore root causes of resistance
- Apply techniques to evolve negativity or skepticism to advocacy

Learning Objectives

- Understand how to support your team and accelerate change acceptance
- Identify how your personal change capabilities will help or inhibit your team members' change adoption
- Discover how to recognize and reframe resistance to change
- Identify actions that will build resilience in yourself and your team
- Connect and network with leaders across the business to share best practices and advice

Good to know

- This training is only available to the Americas (USA, Canada, Mexico) region
- The curriculum is designed as an interactive virtual learning experience supports by prework, peer-learning, and peer reflection groups



Target group

People Managers GG 13 – 15 with min. 1 direct report



Career path

All



Duration

4-6 months – 3 virtual facilitator led learning modules supported by virtual Reflection & Connection sessions



Course fees

US \$600



Group size

25 participants (2 trainers)



Contact

TalentDevelopmentUS@Infineon.com

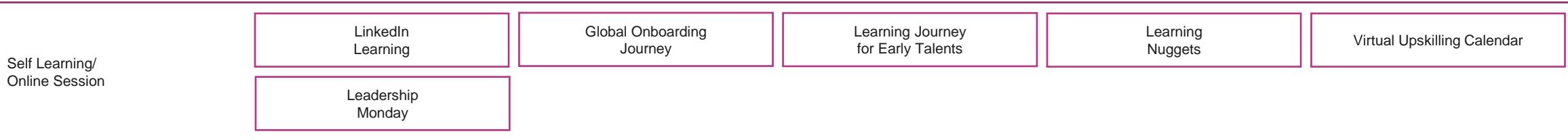
Virtual Learning



Virtual Learning Introduction



Virtual



The working world has changed massively and has become more digital. These changes also have an impact on the way we are learning: Shifting from classroom trainings towards virtual learning and self-learning formats.

This comes with a lot of opportunities: Learning is now more flexible, more demand-oriented and globally interconnected. There are now a variety of high-quality virtual learning offerings for you to explore.

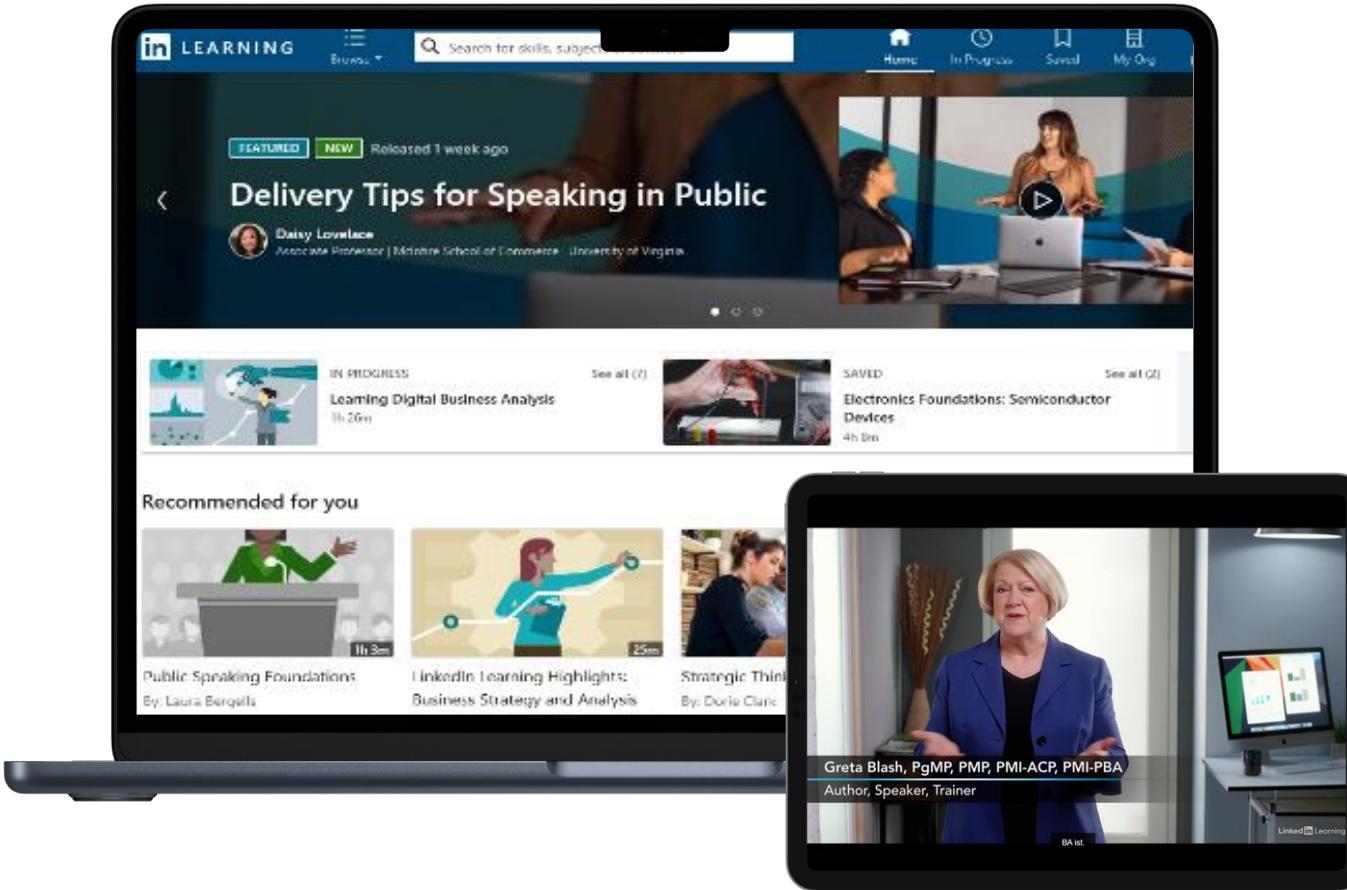
Offering

- LinkedIn Learning for all employees including shopfloor employees
- Global Onboarding Journey for new hires
- Learning Journey for Early Talents to equip them with multiple skills and techniques
- Learning Nuggets as a compact learning impulse
- Live Info Sessions on upskilling opportunities
- Leadership Monday to inspire our leaders every week



LinkedIn Learning

LinkedIn Learning is a virtual learning library with more than 17.000 learning videos and courses covering technical and non-technical topics (e.g., Project Management, Excel, Tableau, Python, Negotiation) in 13 languages, which makes learning easy and effective. The platform allows you to deepen your knowledge and develop your individual skills based on your demand.

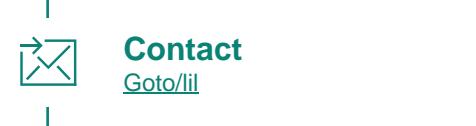


Training Offering

- courses can be accessed anywhere and at anytime
- if you prefer learning on the phone you can download the app (IFX App Store)
- customized learning paths for shopfloor employees: Operators, Maintenance and Team leader
- platform allows you to gain new knowledge around relevant topics such as "Solving conflicts", "Managing Stress" or "Teamwork"
- LinkedIn Learning is already launched in 14 production sites
- Free of charge

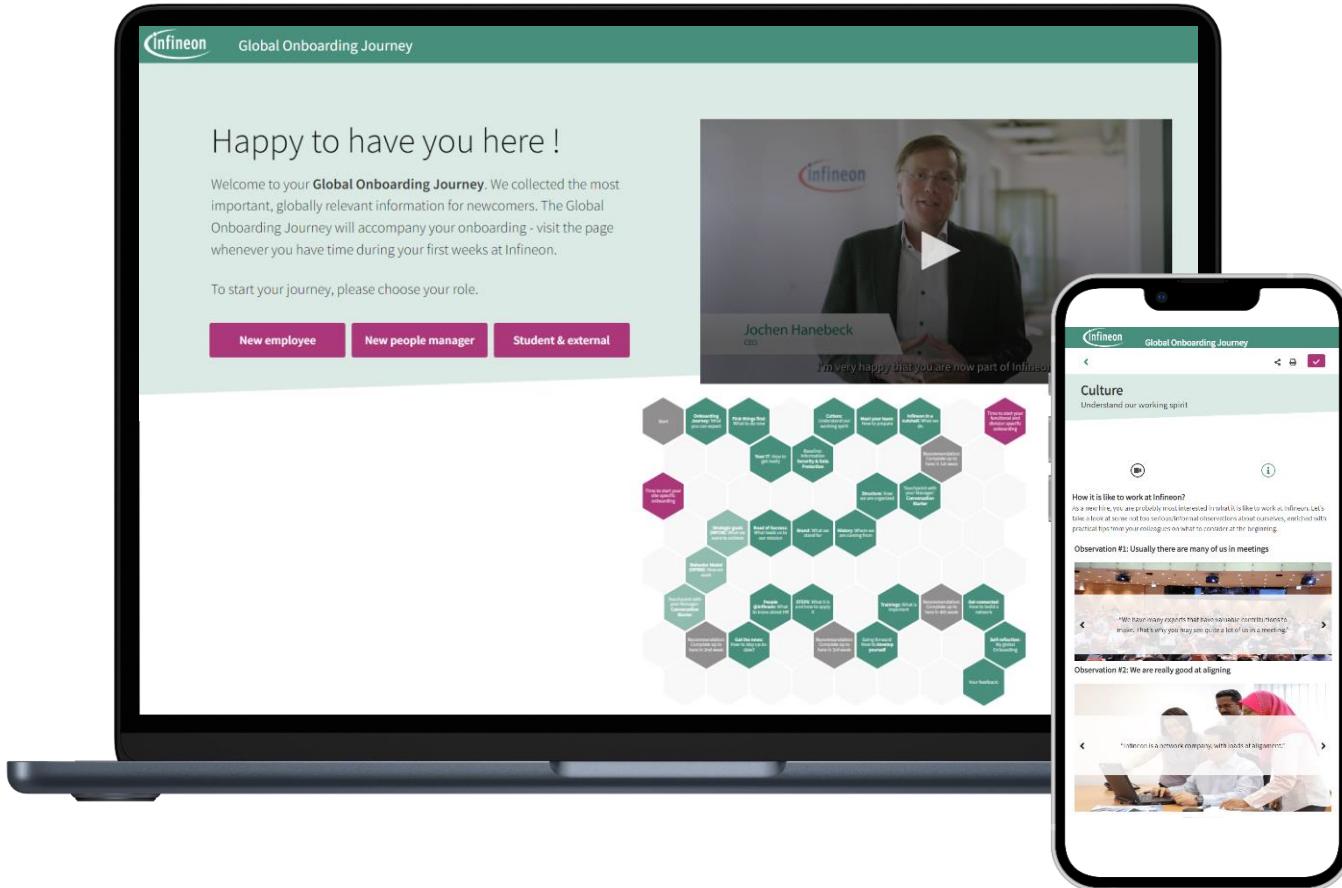
Target groups

All active internal employees, working students and apprentices which is available with your personal Infineon Windows account. Production employees (excluding externals & interns) are also included.



Global Onboarding Journey

Our **Global Onboarding Journey** is a compilation of important, globally relevant information for newcomers joining Infineon. It enables fast, self-guided ramp-up and accelerates orientation during first weeks and months and is very applicable for new colleagues of all functions and locations.



Training Offering

- Info on tasks during first weeks within Infineon
- Overview Infineon frameworks (High Performance Company Monitor, Leadership Principles incl. SPIRIT deep-dive, High Performance Behavior Model)
- Overview of relevant trainings and contact partners
- Insights on Infineon culture, people and values
- Tips & tricks from management on leadership, people management and being successful at Infineon

Target groups

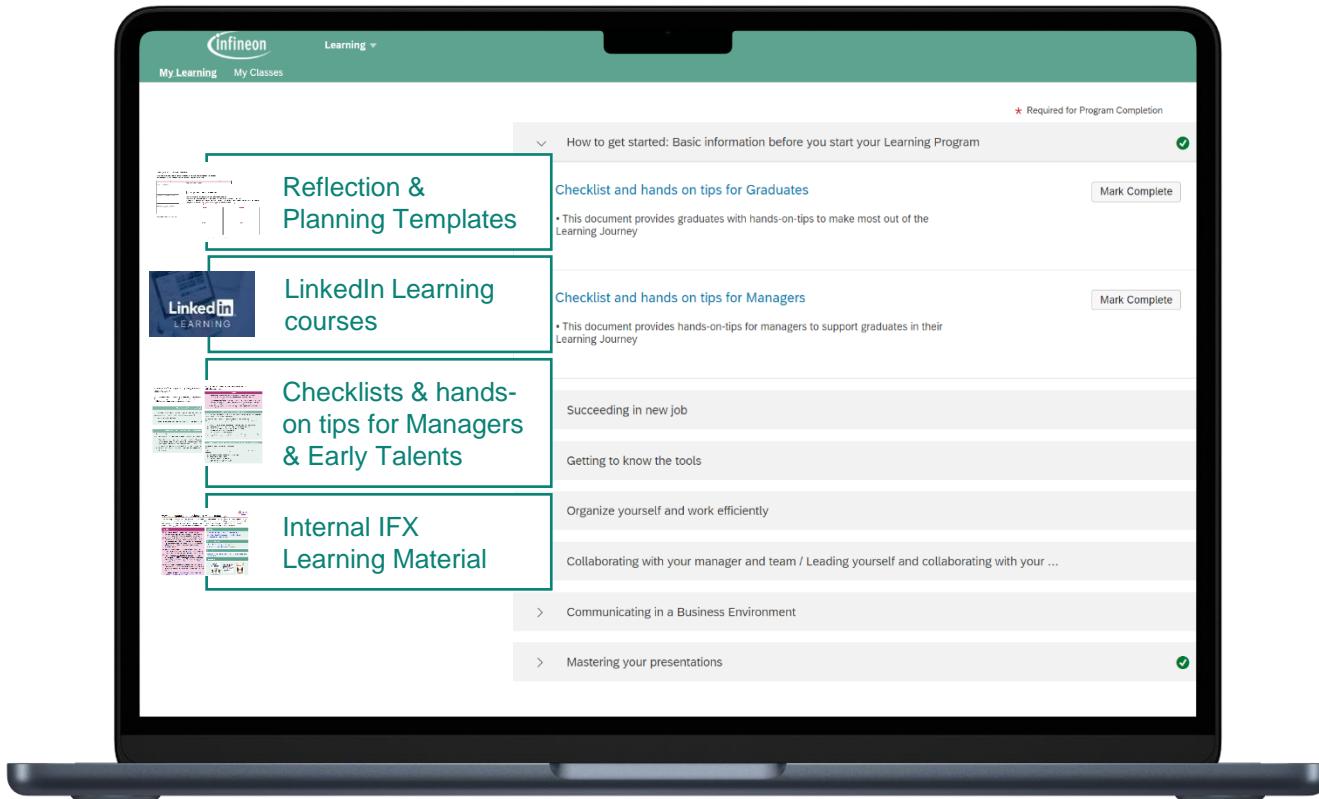
All employees – special journey for people managers as well as interns and working students.

 **Link**
[Global onboarding journey](#)

 **Contact**
welcome@Infineon.com

Learning Journey for Early Talents

The **Learning Journey for Early Talents** equips early talents (career starter, first job employees, graduate students, PHD colleagues) with multiple skills and techniques which help them to address challenges and business scenarios when starting their career at Infineon.



Training Offering

- Collection of topics which are relevant and interesting when starting a career at Infineon
- Learning content covers topic such as succeeding in a new job, organizing yourself, collaboration & communication in a Business Environment
- Practical checklists and hands-on tips to make most out of the journey
- Self-reflection and planning templates to facilitate learning transfer
- Learning program provides guidance and can be studied on own schedule and learning need
- Free of charge

Target groups

Employees who have started their career at Infineon recently.



Link

[Learning journey for early talents](#)



Contact

HR@Infineon.com



Learning Nuggets

Learning at Infineon goes beyond classroom trainings! **Learning Nuggets** answer a specific business-related question on only one page. They come in a wide range of topics and in a one pager format that can fit your personal schedule and contain different content to match your learning style preference. Have fun exploring and stay tuned for many more interesting contents in the future!

How to build trust to create successful teams

Infineon

Research has shown that teams who have more trust actually perceive better task performance, team satisfaction, relationship commitment and feel less stressed. Trust within an organization can strengthen team and employee relations, creating more satisfied employees and reduce turnover. Trust within teams can also build teams that have high interdependence, close cooperation, better teamwork and increased flexibility as you can see with the tips below.

Top 6 tips

- Lead by example: It's important to follow through on the promises you make in order to set an example for everyone else. Positive follow-through builds trust quickly. Be honest if something is not working out as planned and own it openly.
- Communicate openly: Make sure that you "walk the talk": whenever you have important information to share, do so immediately and openly prove that you have no hidden agenda. Your team will feel more comfortable trusting you and each other. (If needed use a disclaimer: Everything I say needs to stay in this room.)
- Be a leader, not a follower: Encourage your team members to see each other as people. Start by sharing some personal information about yourself and to form stronger bonds within the team (need for lunch or coffee to share personal stories).
- Don't place blame: When people work together, honest mistakes happen and it is easy to place blame. Instead, ask questions like "What happened?" and "What can we learn from what happened, and move forward together?" And how can you make sure that this mistake doesn't happen again?
- Discuss trust issues when they occur: Find out how these problems originate to come up with a strategy for overcoming them.
- Find details in this article: [Building Trust Inside Your Team](#)

LinkedIn Learning

- Building trust across your organization (58 min)
- Trust Builders and Trust Builders (37 min)
- Building a foundation of trust (43 min)

Podcast

Books/PDF

TED/Videos

- TED: First, why and then that (17 min)
- TED: How to build and maintain trust (16 min)
- 9 Steps - Building Trust in the Workplace (6 min)

Articles

- Trust is the difference maker when it comes to performance
- What It Takes to Build Trust On A Team
- Building Trust In Teams... Why It's Important & How It's Done

Give us feedback by clicking on the thumbs up or down

How to create a Speak-up culture

Infineon

In a Speak-up culture, employees can openly share information and feedback without fear of retaliation, ridicule or interruption. Benefits of a Speak-up culture include improved innovation, employee engagement, job satisfaction, and employee retention. What's more, a Speak-up culture is absolutely necessary to prevent compliance scandals like the Volkswagen emission scandal or the Boeing 737 debacle. It's up to leaders to create a Speak-up culture by fostering Psychological safety on the C-suite Change iShare by the OT Team. As Amy Edmonson says, "You're not, as a leader, supposed to tolerate input. You need to welcome it." Find out more about team effectiveness and Psychological safety on the C-suite Change iShare by the OT Team.

Top 5 tips

- Ensure that everyone gets heard: If people are dialing in from remote places or are less fluent in the language being spoken by greeting them by name and asking them questions.
- Make it safe to propose novel ideas: Continually ask for unconventional contributions. Offer your own outside-the-box ideas to show that radical notions carry no penalty and respond to novel ideas with enthusiasm.
- Take advice and implement feedback: Ask for input on your own decisions and behaviors, and then heed it. For example, consider what you are convinced when a team member presents you with a conclusive reason for changing your mind.
- Empower decision making among team members: Give people ownership of pieces of the strategy and lend them the support they need to succeed.
- Share credit for team success: Stand back and let team members present success stories directly to senior management.

Find details in this article: [Six Ways to Foster a Speak-up culture](#)

LinkedIn Learning

- Psychological safety (24 min)
- Creating Psychological safety for diverse teams (7 min)

Podcast

- The Fearless Organization - Audiobook Summary – Blinkist (19 min)

Books/PDF

TED/Videos

- High-Performing Teams Need Psychological Safety. Here's How to Create It.
- How Can We Get Employees to Speak Up (When They See Risky Ideas?)
- What Psychological Safety Looks Like in a Hybrid Workplace

Articles

Give us feedback by clicking on the thumbs up or down

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Training Offering

- 70+ Learnings Nuggets incl. 8 on Leadership Principles
- Differentiated into leadership and self-management topics (e.g., social and communication competencies, intercultural competence, meetings and trainings, MS Office)
- Can be used on individual demand or for
- Free of charge

Leadership Principle No. 1

How to lead yourself and act as a role model

infineon

As a leader, you are a role model for others. People as such do not simply do what they are told. Human beings imitate what is shown to them. With your system of values, your behavior and your actions you directly influence the behavior of your employees. A conscious decision on your own values and behaviors will directly influence the success of our company. It's about to walk the talk - find some tips below how to lead yourself and become an effective role model. Please also refer to our Learning Nugget: [How to adapt your leadership style and lead the right way in each situation](#).

LinkedIn Learning

- Leading yourself (1h 57 min)
- Unconscious Bias (25 min)

Articles

- To be a great leader you need to start by leading yourself
- Want to be a leader? Lead yourself first

Books/PDF

Video clip iFX

Books

Video

Ways to Lead Yourself? (37 min)

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Target groups

All employees

Link

Goto/virtuallearning

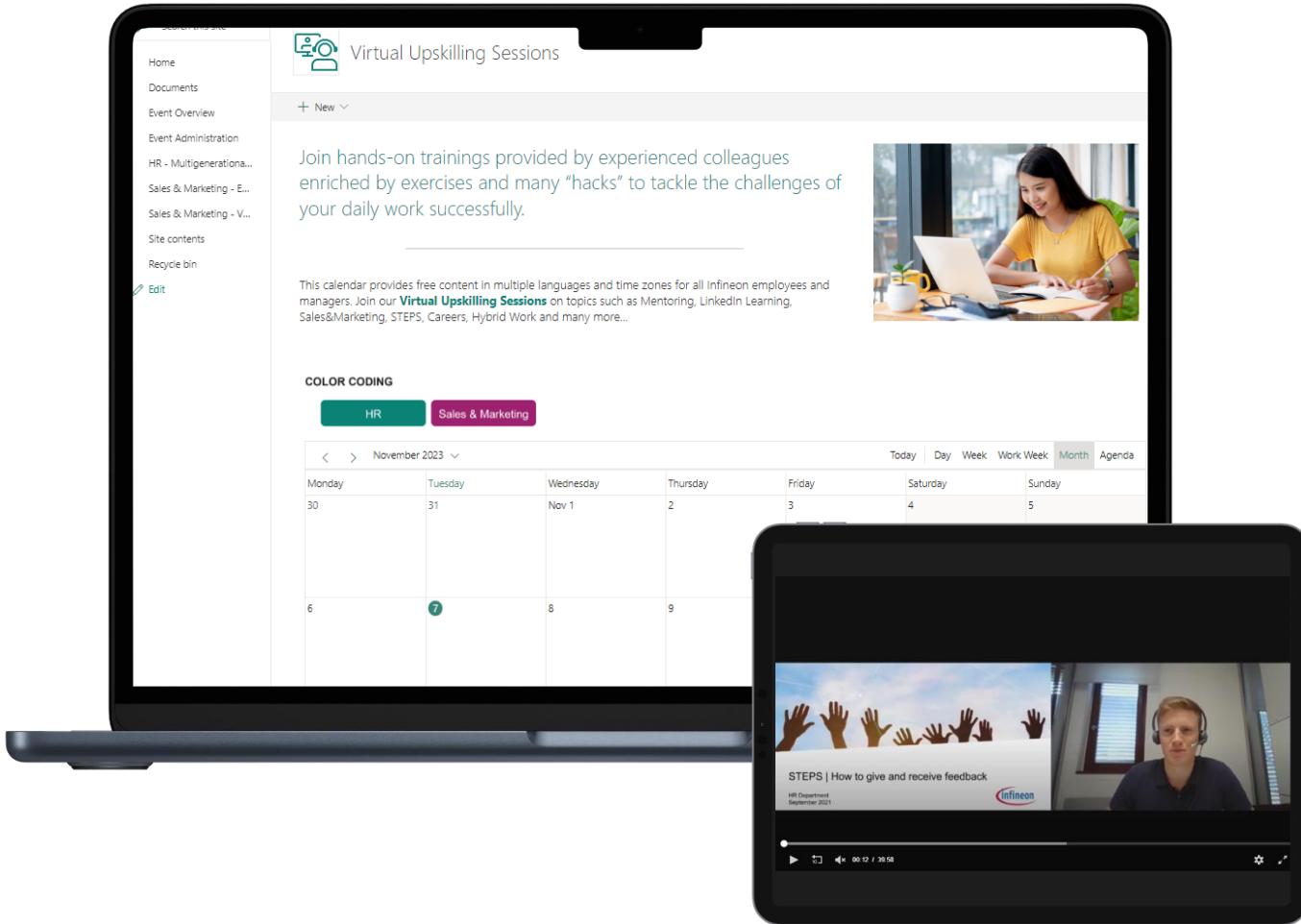
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Virtual Upskilling Calendar

Typical business situations might become challenging. Join hands-on trainings provided by experienced colleagues enriched by exercises and many “hacks” to tackle the challenges of your daily work successfully. The **Virtual Upskilling Calendar** provides free content in multiple languages and time zones for all Infineon employees and managers.



Training Offering

- 1 Event calendar with virtual and live info sessions on various topics (e.g., HR (STEPS, LinkedIn Learning, Hybrid Leadership & Work, Virtual Ice-Breaker, Efficient Meetings, Global Career, Sales & Marketing (Virtual Customer Meetings)
- Events in multiple languages and all time zones
- No approval necessary
- Easy to register and automatically transferred to outlook calendar
- Ongoing offering
- Free of charge

Target groups

All employees



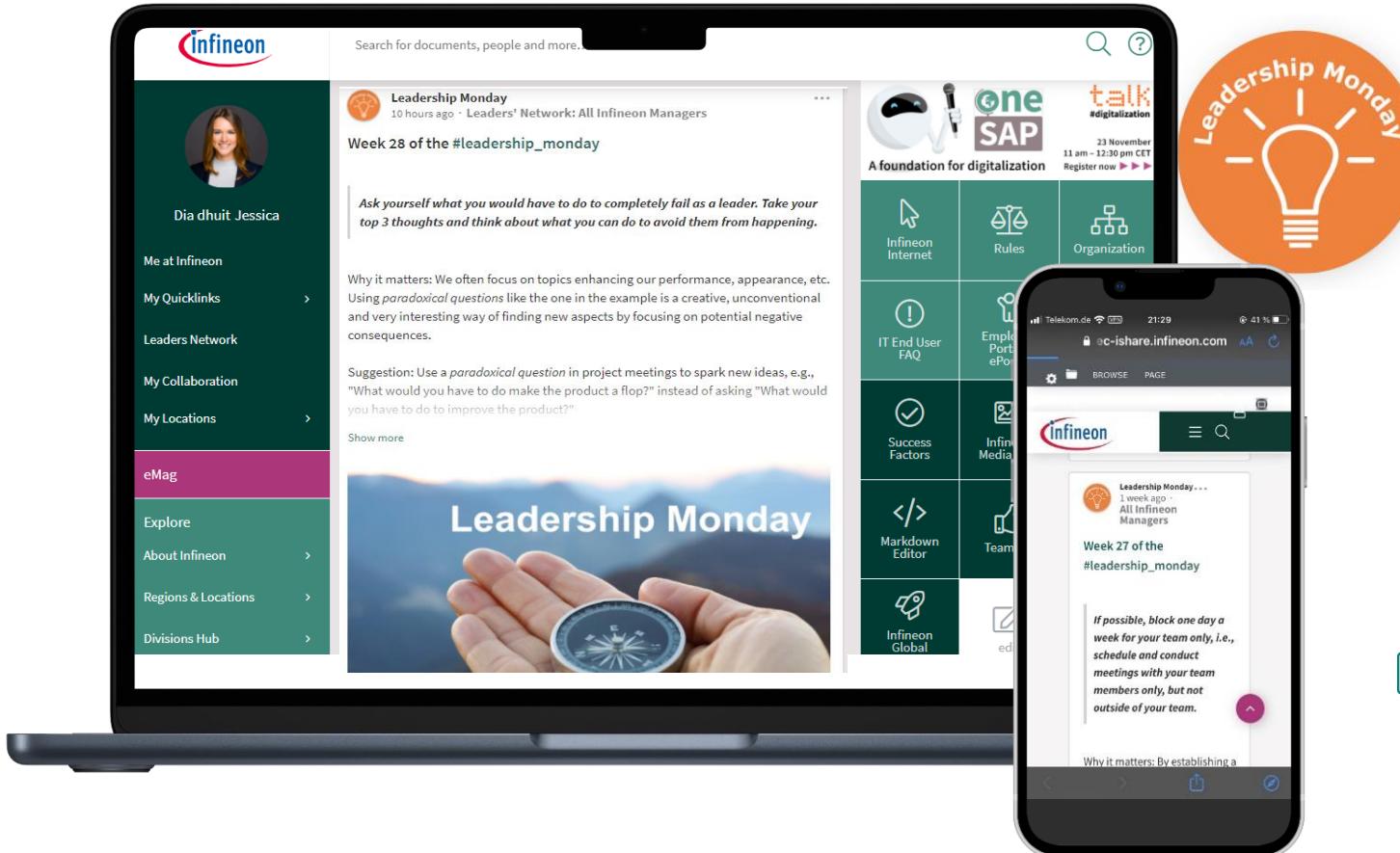
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[Goto/upskill](#)



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Leadership Monday

Every Monday morning, we publish one dedicated post regarding leadership advice for our leaders at Infineon – called **Leadership Monday**. By this, we offer inspiration, open their minds and enhance their “coaching” capability in a digestible format.



Training Offering

- Created by the Talent Development team
- Recurring categories of leadership advice:
 - Tools & processes, e.g., the SCARF model
 - Inspiring quotes and stories by leaders, experts, etc.
 - Ready-to-use questions and sentences for daily leadership tasks, e.g., “What would you do differently if you had my job?”
 - Inspiring books and articles worth reading

Target groups

All leaders in the [leaders network](#)

[Link](#)
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