

Cultivating Future-Ready Leadership

Fit-for-Future Leadership Development Programs
Tailored to the Semiconductor Industry

Presented by

Cassandra Melvin, Senior Director of Business Development and Operations, SEMI Europe
Flemming Kehr, Global Lead, Sustainability, Mercuri Urval

Current Talent Challenges in Europe



There are not enough people available at the employment market with the right motivation and skills



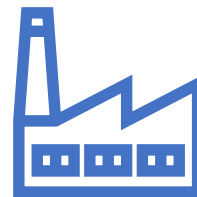
The semiconductor industry has an image problem



The sector does not reflect and benefit from the full diversity of Europe's society and talents



Skills requirements are changing: there are substantial future skills missing



Industry is ramping up at a fast pace, missing staff is the bottleneck for growth

SEMI Europe is Addressing Talent Challenges

EU Projects



- Innovative VET Courses
- Image Campaign for VET and Microelectronics
- Network VET Stakeholders and Advise Policy



- Skills Intelligence in the Microelectronics Sector
- Innovative Online Learning Platform
- Long-term Plan, European Chips Skills Alliance



EU Chip Skills Academy

- Collaborative European Chips Skills Alliance
- Enhance Online Learning Platform
- Chips Skills Academy with Courses, Internships



- Vision Paper, Diversity Survey, Case Studies, Reports
- Training and Operational Tools
- Mentorship and Ambassador Programs

SEMI Europe Initiatives

- SEMI Leadership Accelerator
- P4S Gender Diversity Survey & Report
- Award, SEMI Beacon
- Award, SEMI Spark
- Podcast & Webinar Series
- Blog Article Series, Role Models & Rising Stars
- Blog Article Series, Inclusion & Workplace
- Event Video Testimonials

SEMI HQ Initiatives in Europe

- 20 Under 30 Award
- Careers Platform
- SEMI High Tech U
- SEMI University
- Chip In Documentary Film



**Leadership has the biggest
impact on results and change!**



The challenge

Research shows that 90% of leadership development programs have limited or no impact on business



A background image showing a group of business professionals in a modern office hallway. In the foreground, a woman in a light blue suit and glasses is looking at a tablet, while a man in a dark blue suit and glasses stands next to her, looking at the same device. In the background, another man in a dark blue suit is walking away. The hallway has large windows and a modern architectural style.

The question

In one of the fastest-growing, most complex, and impacting industries in the world, how do we successfully develop leaders who can effectively reshape businesses, deliver strong and predictable results, and prepare for the unexpected?



Our Solution

SEMI Leadership Accelerator offers high-quality, ISO certified, and science-based industry-tailored leadership development programs.

Our programs equip industry leaders to successfully reshape their businesses, turn the industry's global challenges into opportunities, secure growth, and outperform on the bottom line.



How can we make sure we have the right people in place to deliver the best possible results?

SEMI is partnering with Mercuri Urval, a leading global leadership advisory firm with over 50 years of experience.



A Paradigm Shift in Leadership

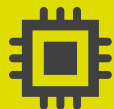
CEOs – Top Themes



Global Economic Outlook



Path to Net Zero and Beyond



Supply Chain Redesign



Resilient Company



War for Talent

New Leadership Capabilities



Practice multi-stakeholder governance



Navigate complexity in a multi-dimensional business context



Purpose and value-driven transformational leadership



Triple bottom line innovative in a non-linear context



Long-term thinking based on courage and resilience



SEMI Leadership Accelerator – Program Structure

Board Leadership

Addressing industry challenges from a Board perspective.

To develop board members and boards who effectively impact strategy and the reshaping of business to secure growth, supply chain redesign, company attractiveness and strong bottom line.

Executive Leadership

Addressing industry challenges from an Executive perspective.

To develop strong purpose-driven leaders and leadership teams who effectively drive the required business transformation, successfully navigate complexity, build organizational resilience, empower innovation, and digitalization.

Senior Leadership

Addressing business challenges from a Senior Management perspective.

To develop strong purpose-driven senior managers and subject matter leaders who effectively drive innovation, change, and supply chain optimization – and deliver strong predictable short and long-term results.

Individual development programs and company-tailored development programs for teams

SEMI Leadership Accelerator – Management Team Program

Semiconductor industry

- The global semiconductor industry is entering a period of monumental growth – but also challenges.
- Leaders have to navigate an unprecedented complexity.
- Corporates need to rethink the leadership role.
- The purpose of the SEMI Leadership Accelerator: To help industry leaders accelerate their transition and deliver extraordinary short- and long-term results.

Change

- Secure predictable results in a global situation characterised by high economic instability and uncertainty.
- Effectively lead and facilitate the supply chain redesign process.
- Make sustainability an integrated part of the business strategy, and deliver strong results on the triple bottom line.
- Build a resilient, but still agile and flexible, company that lives the values.
- Win the War of Talent – attract, retain and develop the best candidates and build a sustainable organization characterised by diversity, equity, inclusion, and belonging.

Goals

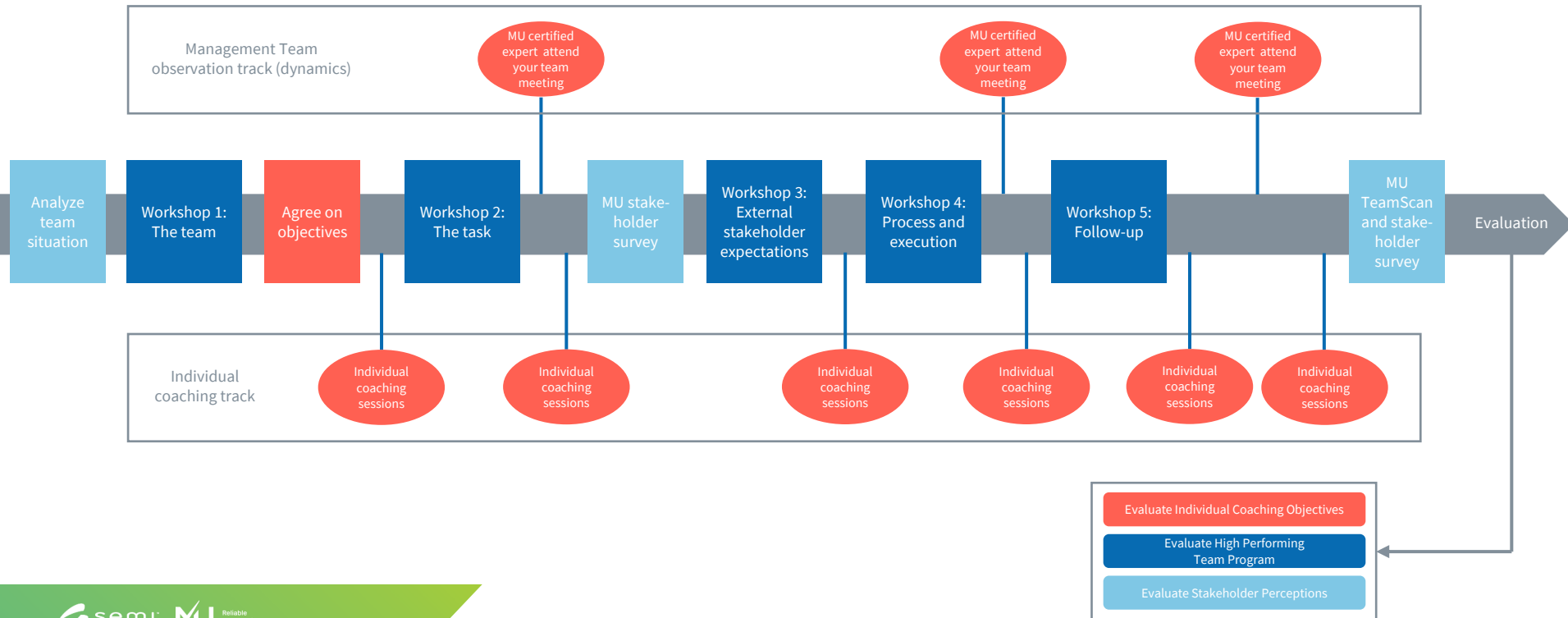
- To effectively practice purpose and value-driven transformational leadership in the Management Team.
- To effectively practice multi-stakeholder governance and improve business performance in a multi-dimensional context.
- To build resiliency and persistency into the Management Team, and the organization.
- To drive the development of a strong one-company culture characterized by diversity, equity, inclusion, and belonging.
- To effectively impact business performance, teams, organization, and stakeholders.

Our Approach – Management Team Program

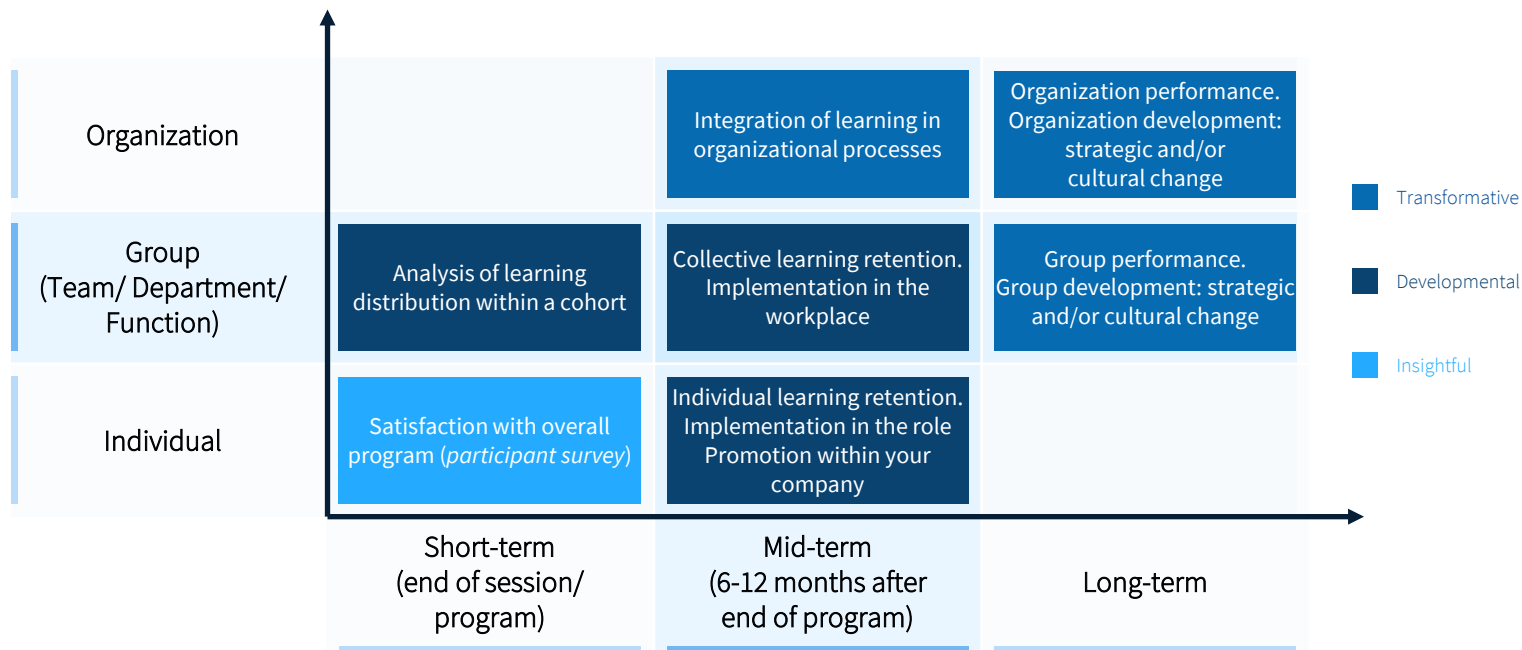
A range of solutions designed to strengthen effectiveness and performance of your executives, leaders and managers



Team Coaching Program



How We Measure ROI



SEMI Leadership Accelerator Core Team



Laith Altimime,
Europe President



Cassandra Melvin,
Senior Director of Business
Development & Operations



Richard Goddard,
Global Practice Lead,
Technology



Flemming Kehr,
Global Practice Lead,
Sustainability



Cultivating Future-Ready Leadership

Schedule a Meeting at SEMICON Europa



Cultivating Future-Ready Leadership

Reach out to learn more:

Cassandra Melvin at cmelvin@semi.org