

Customer success story



vitesco
TECHNOLOGIES

Vitesco Technologies is a leading international supplier of intelligent and electrified drive systems for sustainable mobility. Based in Regensburg, Germany, with about 38,000 employees at around 50 locations worldwide, VT generated sales of around €9.1 billion in 2022.

Corporate Leadership Solution

Challenge

Vitesco Technologies was looking for an experienced partner to develop and deliver a hybrid leadership program for new leaders, functional leaders, project managers and experts with significant leadership tasks. Vitesco requested a customized program that supports new leaders to step into their new role and drives Vitesco's company culture and strategy. Therefore, the customization needed to establish a golden thread along Vitesco's company values and capability model.

Solution

Human Skills developed, delivers and manages a blended solution with multiple group modules as well as 1:1 conversations, peer group work and self-steered individual learning items.

Company values and capabilities were embedded on different levels:

- pre-training: digital learning nuggets on company specifics
- kick-off: joint onboarding session with VT HR connecting the program with VT's company strategy
- training modules: session outlines with a visual matching of program content and VT capability model
- transfer: a customized, individual development plan based on VT's capability model

Result

The Explore Leadership Program 1 (ELP1) has become an integral part of Vitesco Technologies' Development Map at the team lead level and continuously receives very positive feedback from participants.

The program shapes VT's company culture with a common understanding of values and capabilities and serves as a vehicle to operationalize VT's company strategy on a practical daily business level.

VT ELP1

- 6 training days in 2 modules
- individual and peer coaching sessions
- digital learning and self-study
- languages: German, English
- since 2020, 150 participants per year
- duration: 6 month

