



VIRTUAL **LEADERSHIP** CONFERENCE

Engineering Report Out

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What do you think of Project Charging Forward?

- e-Product staffing: Identify and free up Talent from Combustion products, reskill, and redeploy. Training programs are needed (e.g., university cooperation). Augment groups with experienced Electrification engineers.
- Cross-BU approach: Understand resource picture across BUs and plan across BUs for support, using skills and product domain knowledge. Leverage EDF as a framework to enable resource sharing.
- e-Footprint: Identify locations for e-Hub Tech Centers. Create talent roadmaps—core vs. application. Cross-location collaboration will be important. Incorporate latest practices on remote work.

What are your talent challenges/opportunities?

- Opportunity: We have a large global Talent base with automotive experience and strong customer contacts. We have a “right to play” and we must shift intimacy to customer e-Product areas and pursue the new e-Products.
- Challenge: Keeping Talent engaged in profitable Combustion products, while transitioning people to new e-Products and investing
- Opportunity: Network across BUs and support each other with skills and know-how. Common “platform” solutions to increase reuse of design elements.
- Challenge: Learning ASPICE, Functional Safety, Autosar, and Cybersecurity. The Electronics Development Framework (EDF) is a major enabler.

What are the most important areas where we can improve ESG from a product engineering and manufacturing point of view?

- Approach sustainability with a diverse and inclusive team
- Develop products that improve the efficiency of propulsion
- Develop products that are composed of more sustainable components and materials. Use a total lifecycle view.
- Improve the sustainability of our processes & Tech Centers through ideas like the use of simulation vs. testing, recapturing energy from testing (electricity, heat), working from home to reduce commute CO₂, less business travel, and adding renewable energy generation at sites
- Improve our products for “3R”—reuse, recycle, remanufacture