



What if you could... grow yourself,
your skills and your company

Foreword



“I have never stopped learning. When you have an attitude that is open to learning, the world, with all of its opportunities, is there for you to explore and enjoy.” Frans van Houten, President and CEO



“Personal development is founded on learning, not just cognitive, but intuitive, emotional and tactile as well.” Peter Kleij, Senior Vice President HRM

NXP operates within a fascinating environment, one that is characterized by very competitive conditions and a rapid rate of technological progress and innovation. To ensure that we create opportunities to sustain our position as a leading company in this industry, we want to attract and develop talented individuals to their full potential and leverage the capabilities of our people.

At NXP, we fundamentally believe in learning and continuous improvement, not only in our products and processes, but especially in our people. Improving in all areas - from good to great - that is our ambition. We invest in developing our people and the quality of our workforce so that we can satisfy our customers, beat the competition, and deliver great results.

The world is changing rapidly. We know that continuous learning is vital to your professional development, a rewarding and satisfying career, as well as the growth of our business. NXP Academy is our promise to develop you, an investment to accomplish both your personal ambitions and those of our company.

Within NXP, we do not just talk about excellence. We make it possible for people to achieve excellence.

Take the opportunity to invest in your continuous personal development and the growth of our company. NXP Academy is there for you!

Frans van Houten
President and CEO

Peter Kleij
Senior Vice President HRM

What is NXP Academy?

NXP Academy is the new and improved learning and development offering for NXP employees. The Academy offers a new and revitalized 'core curriculum' of exceptional quality courses and classes to help you continuously develop your competencies and advance your performance inline with both your career ambitions and NXP's aims and objectives.

What does NXP want to achieve?

NXP strongly believes that learning and development by individual employees not only enhances the performance of the organization, but also increases job satisfaction and improves the self-esteem of employees. For these reasons, NXP has a firm commitment to supporting the efforts of all employees in the achievement of their professional development and personal ambitions. NXP Academy's courses will help you to raise your competencies and skills to common, worldwide standards of excellence.

What you should know

As a valued employee, you can expect to receive tutoring that is suited to your needs. NXP Academy provides courses that are challenging but focused on the development of competencies that may deliver strong results in the future. These courses have been designed to not only target and improve your personal skills, but also to focus on how we develop high performing teams. In total 6 broad areas are covered by the programs, these include: personal skills, engaging with others, driving excellence, project management, people leadership and talent development. Courses are suitable for all levels and disciplines of personnel. However, we also offer our Talent Pools continued growth opportunities through specialized programs for the development of their leadership skills. We do this because NXP is committed to attracting, developing and retaining the talent needed to achieve our business goals.

The design of our offering reflects the focused aspirations of an ambitious semiconductor company.

www.nxp.com/hrm/html/nxp_academy.html



"There is nothing more enjoyable and motivating than experiencing the effect of your learning."

Brenda Hölscher, Vice President People Development, HRM

Course Grid



Personal Skills

- NX1.1** Negotiation Skills
- NX1.2** High-Impact Presentations
- NX1.3** Advanced High-Impact Presentations
- NX1.4** Improving Personal Productivity
- NX1.5** Emotional Intelligence
- NX1.6** Influential Leadership

Engaging with Others

- NX2.1** Focus on Influence
- NX2.2** Impact Through Communications
- NX2.3** Conflict Management
- NX2.4** Effective Meeting Skills
- NX2.5** Intercultural Awareness
- NX2.6** Coaching for Performance and Growth
- NX2.7** Working in a Team

Driving Excellence

- NX3.1** Finance for Non-Financial Managers
- NX3.2** Finance for Decision Making
- NX3.3** Understanding the NXP Business
- NX3.4** Managing Change
- NX3.5** Managing Performance

Project Management

- NX4.1** Working On a Project
- NX4.2** Managing Successful Projects
- NX4.3** Leading Complex Projects
- NX4.4** Financial Management for Project Managers
- NX4.5** Contracting for Project Managers
- NX4.6** Project Risk Management
- NX4.7** Project Cost & Schedule Management
- NX4.8** PMP Examination Preparation
- NX4.9** Project Leadership and Teambuilding
- NX4.10** Applying Project Management Principles

People Leadership

- NX5.1** Learning to Lead at NXP
- NX5.2** Team Leadership
- NX5.3** Managing Remote Teams
- NX5.4** Managing Cross-Functional Teams*

Talent Development

By Invitation only

- NX6.1** Triathlon – for Early Career Potentials
- NX6.2** Pentathlon – for High Potentials
- NX6.3** Decathlon – for Executive Potentials
- NX6.4** Semiconductors Leadership Journey
- NX6.5** Coaching Champions Program

* Grade 80 and higher only

Personal Skills

Personal skills form an important foundation of contributing to the success of your organization.

It is essential to have a strong range of personal skills to become a more accomplished employee who performs to high standards.

These skills are often used on a daily basis and apply to all disciplines of personnel across all functions.

NX1.1 Negotiation Skills

What if you could...negotiate more effectively with internal and external parties?

This course is for those employees who regularly find themselves in negotiation situations and want to learn how to prepare themselves effectively for this negotiation, create maximum benefit (win-win situation) for both parties involved, and to recognize and apply typical negotiation tactics.

NX1.2 High-Impact Presentations

What if you could...speak freely and effectively in public without feelings of fear and anxiety?

For those who wish to learn the essential techniques that will make them more competent and confident when giving presentations. You will become skilled at how to analyze your audience, manage emotional pressures, organize ideas quickly and logically, present visuals, deliver a point of view, and master the physical mechanics of presenting.

NX1.3 Advanced High-Impact Presentations

What if you could...deliver your presentation with even more impact, while actively engaging and impressing your audience?

This program allows learners to gather both deep knowledge and experience within a broad range of presentation styles and techniques for different audiences. Client-centric communication is the central component of this program.

NX1.4 Improving Personal Productivity

What if you could...increase your productivity whilst decreasing your stress levels?

By focusing on individual work processes the course will equip you with the ability to take ownership of your tasks through streamlining the way you work to improve performance. The aims are to increase productivity and efficiency, reduce stress, enhance customer satisfaction and ultimately drive high performance within NXP.

NX1.5 Emotional Intelligence

What if you could...manage emotional situations for a better outcome?

Those who attend the program are exposed to practical activities that allow them to understand and demonstrate how emotional intelligence (EI) affects performance in the workplace. Participants on the course will then be able to combine rational problem-solving skills with emotional problem-solving skills to solve an array of business challenges.

NX1.6 Influential Leadership

What if you could...gain commitment to enable you to get things done through others?

This course helps you to get your high-quality ideas heard, accepted and implemented. You'll learn about influencing strategies such as: presenting clearly linked ideas, expressing yourself with enthusiasm and conviction, and understanding different people's motivations, needs and concerns.

Engaging with Others

For a team to achieve its goals, its members must involve, support and share information with their teammates. This set of courses provides proven interaction skills that will help you understand and meet others' expectations and practical business needs, enhance interpersonal relations, and accomplish more from daily interactions.

NX2.1 Focus on Influence

What if you could...achieve your goals by flexibly adapting your behavior to the requirements of a given situation?

Through a process involving intense personal feedback, reflection, experimentation and practice, participants on the course will become aware of the impact they currently have on others and of the alternative behaviors they could exhibit in order to be more effective.

NX2.2 Impact Through Communications

What if you could...get more out of interactions and enhance working relationships?

The focus is on learning the importance and techniques of effective feedback to enhance interpersonal relations and accomplish more from daily interactions, thus meeting people's personal and business needs.

NX2.3 Conflict Management

What if you could...recognize and resolve conflict effectively?

In the workplace, it's the leader's role to recognize signs of conflict and then to quickly choose the appropriate level of involvement required to resolve the issue.

This program teaches leaders to identify and use the most appropriate conflict resolution tactics to minimize damage.

NX2.4 Effective Meeting Skills

What if you could...lead meetings where everyone feels they contribute?

Although meetings are necessary, too often employees feel stuck in meetings that run late, waste time, accomplish little, and keep them from their "real" work. This course provides the skills to keep meetings moving forward efficiently, save time, and follow through on post-meeting actions.

NX2.5 Intercultural Awareness

What if you could...understand and benefit from the cultural diversity in your work environment?

This course provides awareness of cultural differences and how they impact business, management processes and dynamics. By learning awareness, respect and reconciliation you will develop the skills to better communicate with people from different parts of the world and diagnose those differences responsible for tensions in global business relations.

NX2.6 Coaching for Performance and Growth

What if you could...help others achieve more or go further?

Learn the coaching skills that help build constructive relationships, gain stronger commitment to improving performance, how to deliver balanced and timely feedback, and techniques to address performance issues in a firm but fair manner.

NX2.7 Working in a Team

What if you could...work in a high performance team?

The course teaches the process of setting up a team charter, provides practical tools to help maintain members stay on track to reach their goals, and addresses how to avoid the common challenges teams face in the 4-stages of team development.

Driving Excellence

Advance your professional skills in the areas of finance, change management, and performance management to give yourself a solid basis to assess and reduce risks, thus optimizing efficiency at all levels within the NXP organization.

NX3.1 Finance for Non-Financial Managers

What if you could...advance your practical skills in finance and accounting?

This is a key introduction to all aspects of NXP's financial business for non-financial managers. Knowing how to read financial statements will be invaluable throughout your career (EMEA + APAC).

NX3.2 Finance for Decision Making

What if you could...really understand the financial impact of your decisions on the financial statements and firm value?

For those who wish to advance their knowledge of how various operational areas impact financial performance and firm value. The program provides a better understanding of value creation and the impact financial markets have on decision making, develops the understanding of cost drivers in value creation, and explores the connection between finance and corporate strategy in value creation (Available only in USA).

NX3.3 Understanding the NXP Business

What if you could... broaden your view to develop a deep understanding of the NXP business?

Broaden and deepen your understanding of the semiconductors industry, NXP's strategy in this area of industry,

and it's products and technologies all of which combine to lead a semiconductor company focused on excellence.

In addition, learn more about the NXP semiconductors business beyond your own functional discipline. The program is currently under development but is targeted at all levels and disciplines, and will be available from Q3 2007 onwards.

NX3.4 Managing Change

What if you could...take away the resistance and fear that employees often have against major changes, and turn these into positive energy?

For those who want the knowledge and skills to implement successful change initiatives. The course examines the nature of change and shows what individuals and organizations need to do to minimize the uncertainties and fears that change can cause for employees.

NX3.5 Managing Performance

What if you could...drive performance to meet organization and personal goals?

This course is designed to help managers focus on the skills part of the PPM process. It does not deal with the theory of the PPM process, but instead provides leaders with the right interaction skills to manage the performance appraisal process effectively.

Project Management

There are many skills requiring mastery in order to manage and lead projects from start to finish. This set of programs have purposely been designed to equip you with the necessary skills to be a high performing project manager.

NX4.1 Working On a Project

What if you could...use project management terminology and theory to increase effective project communication between team members?

This course will give you the knowledge of project management theories and practices, teach you to recognize the phases of a project, and understand some critical behavioral skills in managing work assignments and participating in a project team.

NX4.2 Managing Successful Projects

What if you could...have a commanding knowledge of different methods and tools to apply to successfully manage a project?

This course provides the essentials of managing a project plus a comprehensive exposure to project management principles, methods and processes. It uses the Project Management Institute (PMI®) framework to cover all the aspects of the project management lifecycle.

NX4.3 Leading Complex Projects

What if you could...identify the multitude of variables to be managed in complex projects, and anticipate how they might interact to create unexpected challenges?

Experienced project managers will learn the concepts, processes and techniques they need to manage complex projects.

After training, you will be able to develop and implement a project management plan that provides the right level of control and flexibility for success.

NX4.4 Financial Management for Project Managers

What if you could...use financial information and tools in your projects more effectively to meet or even exceed the financial goals of your projects?

In this program you'll explore the classic financial principles that directly affect projects, develop a working knowledge of how to use financial information in a project environment, and understand how finance often drives organizational decisions and evaluations of project performance.

NX4.5 Contracting for Project Managers

What if you could...use your insights in contracting to manage your project suppliers and develop more effective contracting and financial strategies?

Learn about all the phases of contract formation and management from both a buyer and seller perspective, including client/project sponsor relationships, procurement and financial strategies, and the principles and concepts of contract law.

NX4.6 Project Risk Management

What if you could...identify and handle project risks pro-actively, instead of having them disrupt or even fail your project?

Managing risk is a business imperative applicable to the full project lifecycle. Throughout the course you will expand your knowledge of the techniques, tools and skills required to perform the job of managing risk and discover the association between risk management and the attainment of business and project objectives.

NX4.7 Project Cost & Schedule Management

What if you could...successfully close your projects, within the agreed time and cost boundaries?

The focus is on the project management's triple constraints of 'time, cost, and scope'. Learn how to develop a project schedule using task durations and dependencies in order to identify the critical path, in addition to new techniques to develop cost estimates for projects.

NX4.8 PMP Examination Preparation

What if you could...make effective use of your limited study time to crash revise the key exam material of the PMP® certification exam?

This course highlights the key concepts, terms and principles needed to pass the

People Leadership

PMP® Certification exam. It covers each of the nine knowledge areas, plus the professional responsibility process area and the five process groups covered in the PMBOK Guide.

NX4.9 Project Leadership and Teambuilding

What if you could...build a highly effective and cohesive team and lead them smoothly through obstacles and conflicts to successful completion of projects?

The project team is the greatest asset and principal responsibility of a project leader. This course teaches you how to master the vital people and communications skills that are key to successful project leadership.

NX4.10 Applying Project Management Principles

What if you could...use your project management knowledge and experience to advance your projects and team members to the next level of success?

This program reviews, reinforces, and broadens previous skills used in basic project management, whilst adding new skills such as how to use a Project Control Book. The aim is for you to develop into a highly successful project manager by effectively applying project management knowledge and experience.

Successful and effective leaders develop through a continuous process of self-study, education, training, and experience.

This set of courses cover the different techniques required for effective leadership within a global organization, where leaders are required to adapt their approach/style to the needs of different people, cultures and environments they find themselves in.

NX5.1 Learning to Lead at NXP

What if you could...change one thing that would make you a more effective line manager?

This is a pragmatic program that helps individuals who are making the transition from an individual contributor to a line manager role, develop new behaviors so they maximize their effectiveness in the new role. Develop your skills in four key areas: managing performance, communication, team development, and delegation.

NX5.2 Team Leadership

What if you could...transform an acceptable team into a high performing team?

This program will improve your team leadership skills, particularly in the areas of improving team effectiveness, increasing motivation and helping to resolve conflict. It's the leader's knowledge, skills and abilities that can transform an acceptable team into an exceptional one.

NX5.3 Managing Remote Teams

What if you could...enhance your leadership of virtual or remote teams?

For those managing global teams, operating in several locations, where the use of communication technologies are common.

For such teams to be successful they must be led, motivated and communicated with effectively by giving and receiving timely feedback.

NX5.4 Managing Cross-Functional Teams

What if you could...face complex problems by incorporating a wide range of styles, skills and perspectives through cross-functional team management?

Cross-functional team management consists of managing a group of people, with different functional expertise, working towards a common goal.

You will learn how to “bridge strategy to outcomes” to address complex business issues, implement directives from senior leadership, meet the human and operational needs of direct reports and frontline employees, and then how to “lead strategy into action.”.

Talent Development

In the modern, global, interconnected world the only true sustainable competitive advantage over others stems from the knowledge, skills and performance of people, and the organizational culture that fosters these behaviors. This is why NXP recognizes the importance for specialist talent development programs. All of the following courses are available by invitation only.

NX6.1 Triathlon – for Early Career Potentials

What if you could...effectively use personal insights to enhance your career development?

The Triathlon program builds on 3 pillars: personal insight, interpersonal relationships and expanding your view on the business, which are 3 essential ingredients needed to steer your own career in the right direction.

By invitation only, for those identified by their organization as Early Career Potentials (ECPs).

NX6.2 Pentathlon – for High Potentials

What if you could...accelerate your career and increase your impact on the organization?

The Pentathlon program is for those people in the Talent Pool confirmed as High Potential. The program focuses on 5 aspects: relationship building and networking, developing business acumen/understanding of organizational strategy, broadening your perspective of organizational culture, developing leadership capabilities, and deepening personal insight/career perspective.

NX6.3 Decathlon – for Executive Potentials

What if you could...stretch and challenge yourself to become an excellent leader?

For Executive Potentials, the Decathlon program focuses on 10 topics, varying from the use of psychometrics to further deepen personal insights and use these to challenge/measure your leadership style and impact, through to developing your change management capabilities and enhancing your strategic thinking and leadership skills. By invitation only, for those confirmed by NXP to be Executive Potentials.

NX6.4 Semiconductors Leadership Journey

What if you could...learn from personal feedback to develop your people management capabilities?

For teams to be successful they must be led, motivated and communicated with effectively by giving and receiving timely feedback, whether centrally or remotely located or managed. Dialogue and feedback, coaching, and building trust are key leadership attributes that will be developed in this program.

NX6.5 Coaching Champions Program

What if you could...enhance your coaching capability to manage performance effectively and help others develop their careers?

Coaching Champions are systematically linked to coaching individuals in the Talent Pool, as well as successfully coaching their own teams. In this program you'll practice your coaching skills to further develop capability, build effective relationships and accelerate the growth of our people.

How to plan your training and enroll in NXP Academy

NXP Academy classes and courses are available to employees of typically grade 50 and above, subject to cross-regional variances. Use the curriculum grid on the Academy Intranet site www.nxp.com/hrm/html/nxp_academy.html for an overview of the courses that will help you invest in your ambitions. In consultation with your manager, review your Key Performance Indicators to assess the areas where you need to develop, grow your skills and acquire new competencies. Select the courses that best suit your business and personal needs, and register at the Academy Intranet site for upcoming courses in your area.

“Learning is something we can all do, lifelong, if we just see and take the opportunity.”

Angel Gunn, Senior Director Global Learning and Development, HRM



For more information visit www.nxp.com/hrm/html/nxp_academy.html

This document is published by NXP Semiconductors, Global HRM, High Tech Campus 60, 5656 AA Eindhoven, The Netherlands

www.nxp.com

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Date of release: January 2007

Document order number: 9397 750 15876

Printed in the Netherlands

