

## **Transcript Episode 18**

### **Global Development Program – Empowering SCM Talents**

**Moderator: Thomas Holzner, Guests: Nicole Engelfried and Pascal Knitter**

Intro: The DigiPodcast – Digital trends in Supply Chain Management

#### **Thomas Holzner**

Siemens' future is based on smart and intelligent talents. That is why the Supply Chain Management Department relies on a very special program to promote talents: the GDP. What means the GDP? The Global Development Program. What is the GDP and its objectives? Who can participate and what benefits derive for the participants and for SCM? Hello and welcome to our new episode of our DigiPodcast. I am Thomas Holzner from the Siemens SCM DigiNetwork with the DigiPodcast. And today we take a close look at one of our talents program of Siemens. I welcome Nicole Engelfried and Pascal Knitter. Nicole is the SCM business partner for people topics and Pascal is a former GDP participant and now heads the Nordics SCM team. Welcome, Nicole and Pascal.

#### **Nicole Engelfried**

Hi, Thomas! Thank you for inviting us.

#### **Pascal Knitter**

Hey, Thomas! Thanks for having us.

#### **Thomas Holzner**

Thanks, you both. Then start with Nicole: Nicole, you are the counterpart in relation of talent facilitation at Siemens SCM and you accompany the GDP for three years. Can you explain the reasons behind the implementation of that program and what it is all about?

#### **Nicole Engelfried**

I would say our greatest assets are people. And for us, it is important to identify our talents and support them in their development journey. And also, to bring them in line with our company priorities and strategic goals. This is also very important for us.

The procurement function in Siemens is a big organization and therefore, we have our own procurement development program for more than ten years in a very stable and successful way. The GDP offers in two years a lot of professional development activities and trainings, but also a huge value-add are the exchange possibilities – be it with the management or the other participants from all over the world.

### **Thomas Holzner**

A nice program all over the world. So, who is then in the favor and can participate? What are the requirements?

### **Nicole Engelfried**

We do not want to be so strict, but as a framework: 5-7 years of work experience, 3-5 years in a procurement function would be great, but even more important for us is the open mindset, the international mobility, and also the openness for leadership functions. And the commitment to engage in the program and to contribute with ideas in addition to the regular job and activities.

### **Thomas Holzner**

Interesting. So now we had Nicole, now to Pascal: I already mentioned that you were a former participant at GDP. But Pascal, where did you start your career?

### **Pascal Knitter**

Hi Thomas. I started my career in 2009 after my technical studies in mechanical engineering. And as you might hear, I didn't join Siemens straight away in the procurement function, but I was then responsible for procurement team when I was heading a team of buyers for external machining. I switched then from the direct procurement to indirect procurement where I was mainly based in Czech Republic, in Ostrava. There, we have a delivery center from the now GBS organization. These days I am responsible for the indirect procurement in the Nordics, so for Sweden, Norway, Denmark, Finland, and the Baltic countries. I was having the honor to join at an early stage with the GDP program. So, in 2016/17 – I think it must have been the wave three or four – so early stage of the development program itself. And I also already had the chance to join Siemens already with a trainee program in 2009. For me there is a main difference between such a, let's say, pre-organized program such as the trainee-program I just mentioned compared to the GDP. The major difference for me is that the GDP is to a large extent self-organized with the support from HR. So, you actually have a word on the content, you have a large word on the projects which you are doing.

And on the other side a major key take-away from the GDP program was also the amazing network. Not only from all the participants from the same wave, but also from former waves and even from future waves, means even up to today. A lot of years later, I still have close contact to a lot of these colleagues. On the other side, during the GDP program we had also lots of presentations in front of the Senior Management, so it was definitely contributing to self-confidence having presentations in front of big audiences. And on the other side, a key take-away also is – which was very nice to know – that with the projects within the GDP program, we actually contributed to the SCM targets.

### **Thomas Holzner**

So quite a lot of stuff. Big potential for your personal development, on the other side hopefully it supports the Supply Chain Management and strategy. So, Nicole, how can SCM and even the whole company benefit from this program?

### **Nicole Engelfried**

One example and essential component of this program is the project work. This gives on the one hand side the participants the opportunity to work on real business cases, but on the other side it also creates value-add for the organization by involving those talents/participants by inviting them to identify innovative solutions and strategic opportunities with their fresh eyes.

### **Thomas Holzner**

Okay. And the same time when Pascal joined this, I was the coach of the GDP, and I only can confirm that these projects added a lot of value. And I am still in contact with the GDP because they also run projects for the DigiNetwork like the lead project for the “Failure or ‘Fuck up’ Night”, sorry for my bad language. And now Nicole, that was a long time ago. How did the program develop over the last years?

### **Nicole Engelfried**

I would say one important development was four years ago the change from management nomination to self-nomination. Now every SCM employee gets the opportunity to nominate themselves. And I am really proud that we have such a diverse group on board, in regard to gender, background, experiences. But we have also different characters and thoughts on board. That makes it so special. The second development was during the last two years. The GDP was always a mixture of virtual work and face-to-face meetings and the situation the last two years forced us to have now everything virtual. We struggled a little bit at the beginning, but now I can say it works surprisingly well and we are now looking forward to seeing each other this June hopefully.

**Thomas Holzner**

Nicole, where do you meet? In person or virtually?

**Nicole Engelfried**

Hopefully in person in Madrid.

**Thomas Holzner**

That sounds great. Maybe it would be great to cheat in. I will remember you. I can only remember for example one meeting in Prague where a guy from the UK was there with an Indian background. He turned his career like a booster upwards. Or people from China who went back and forth to China and have now also a big career step. And the same is in the US. So, I think that is proof that the people from GDP really have the drive and make career. And one of these stars is Pascal because when you look at his CV: quite interesting and a lot of interesting things that happened in his business life. But now coming to my favorite question or most favorite question. Nicole and Pascal, is there life outside of business for you?

**Nicole Engelfried**

Lucky wise! I have a passion for people. That is why I have chosen my job and in my private life, I am often together with other people, with friends, my family, my kid, my neighbors. That is what makes me happy.

**Thomas Holzner**

Pascal? You want to share a little bit of your story?

**Pascal Knitter**

Definitely! Just to hook up on what you just said. I would like to encourage everyone to nominate themselves for the program. I think it is really the possibility to make a change. It is not a guarantee to have development afterwards, this is still something what you have to achieve by yourself. But definitely I want to encourage everybody. And I actually have a second business to do with two small kids, the younger one is 1,5 years old and the older one is 3,5 years old. I think there is also here and there, there is some challenges, but on the other side it's also large achievement with the home businesses. On the other side, I am really keen to learn more on digitalization. I think we are rather at the beginning of digitalization and not in the middle of it.

There is a lot of things which we can still learn, we have to learn, which will develop in the future more certainly. And I would like to stay on top of that. That is my personal take-away as well.

### **Thomas Holzner**

Thanks for your insights. And regarding Nicole, I have the pleasure to work together with her in the digitalMIND core team and she is always a very handsome peoples' person. And with Pascal, I think I remember there was one hobby in Ostrava, and I think you rode this motocross-bike. I am coming to an end of this episode of the DigiPodcast. If you have questions or are interested in our SCM DigiNetwork, reach out to our Internet page [siemens.com/diginetwork](http://siemens.com/diginetwork). I'm looking forward having you as a listener again at our next episode. Yours, Thomas Holzner from Siemens SCM DigiNetwork. Goodbye.