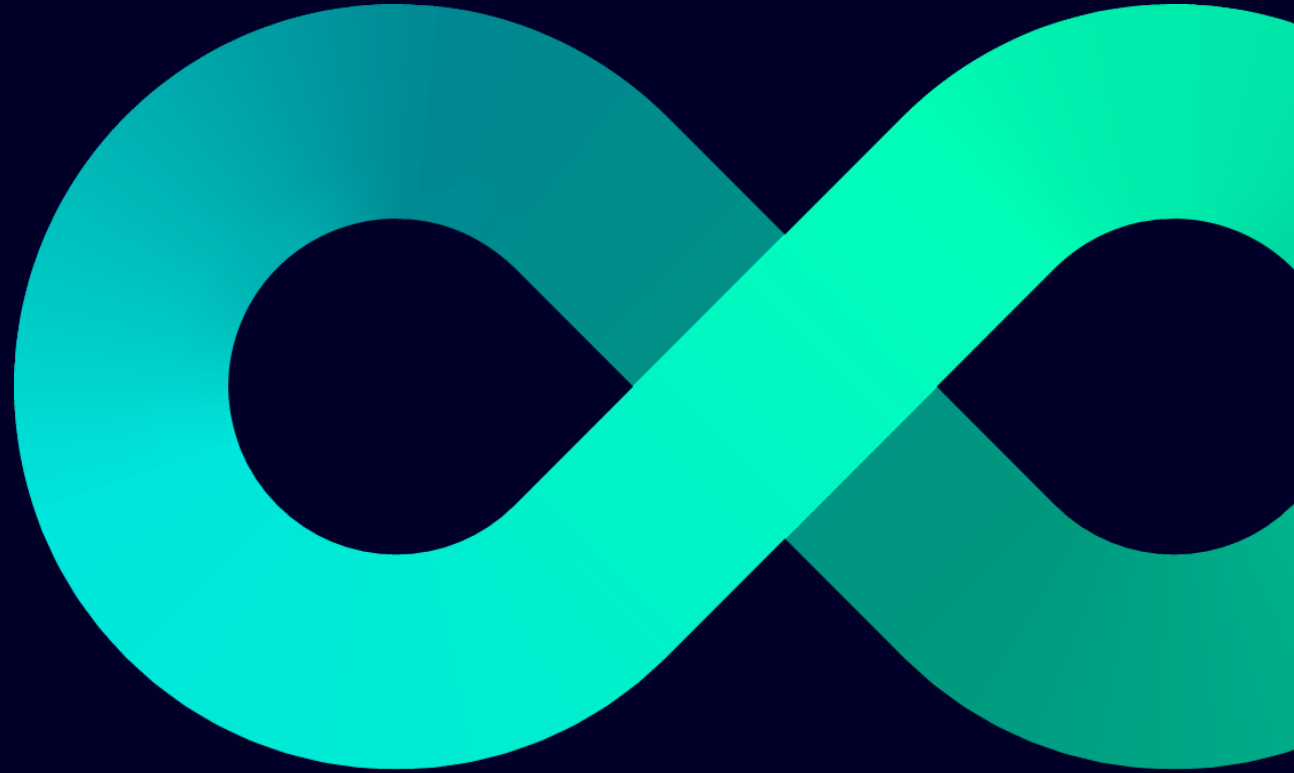


Your growth journey - Talent Programs

SFS AM Learning Academy
Maik Boettick, 07.2024

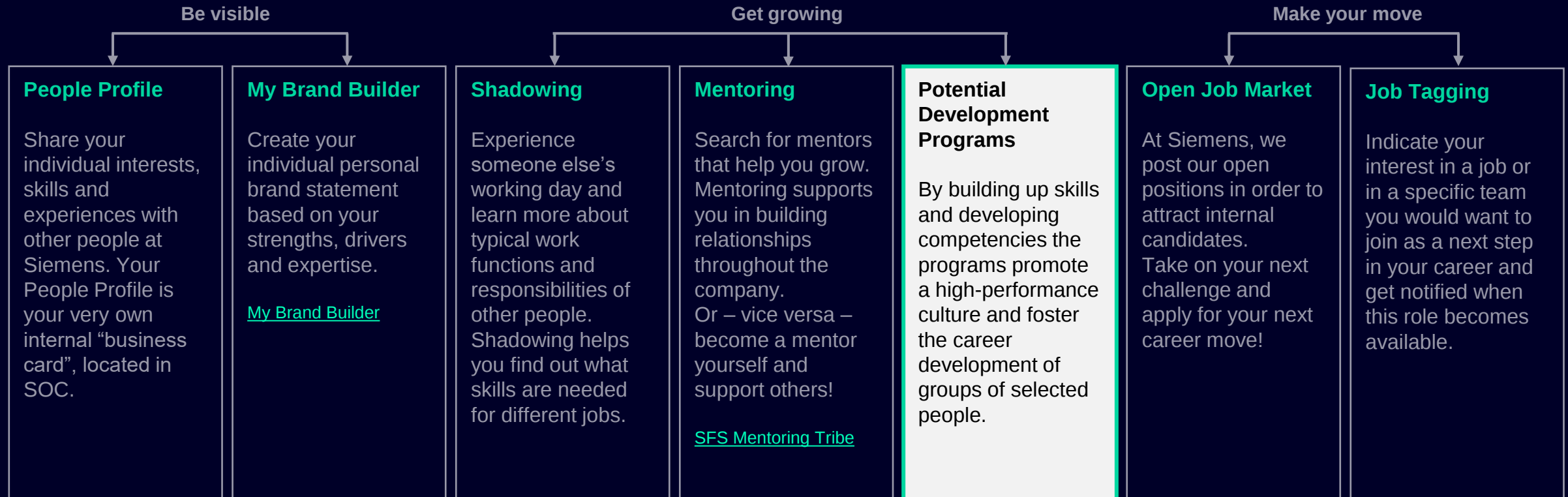


Take your career into your own hands

Our careers, like our lives, are always changing, evolving, and growing. Growing a meaningful professional life is more than just climbing the traditional careers ladder, it is all about your individual growth journey.

Have a look at

- [Opportunities to Grow @SFS](#)
- or
- [Siemens MyGrowth](#)



Potential Development Programs (PDPs)

PDPs are an integral part of our overall Siemens development landscape.



- Siemens / SFS offer various Development Programs that suit different career needs.
- Approximately 140 current SFS employees have been part of a talent program.



However, it starts with your own
self-reflection

Self-awareness is the compass that steers your growth

Discover what you want to achieve

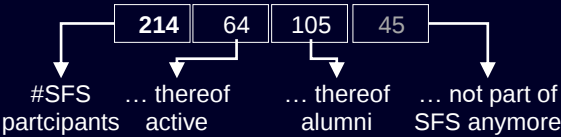


Start your guided [self-reflection journey](#)

You can also find out what motivates you with the help of [Strengthscope](#)

[Multi-Source Feedback](#) instrument offers you a great opportunity to collect feedback from colleagues and other people you are closely collaborating with

Development Program opportunities to push forward your career



“stay in role”

“new role”

Local

ST@AND
Siemens Talent Network Deutschland Development

17	5	9	3
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RED & E-Circle
COF Region East Development

43	16	22	5
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GROW (COF EU)
Get Ready for Opportunities at Work Development

12	12	0	0
----	----	---	---

Analyst Program
SFS PS AM Analyst Program Recruiting & Development

15	3	11	1
----	---	----	---

FLDP
Finance Leadership Development Program Recruiting

8	3	5	0
---	---	---	---

CMDP
Commercial Project Mgmt Development Recruiting

SFS

Talent League
SFS Talent League Development

17	8	7	2
----	---	---	---

SGP
Siemens Graduate Program Recruiting

27	5	18	4
----	---	----	---

Siemens

EMBA
Executive Master of Business Administration Development

25	3	14	8
----	---	----	---

MBA SUS
MBA Sustainability Management Development

0	0	0	0
---	---	---	---

(Senior) IT Circle
IT Networking & Developing Program IT-Development

CAP
Commercial Assignment Program Development

27	7	5	15
----	---	---	----

FEP
Finance Excellence Program Recruiting

12	1	5	6
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SPEAC
Develop. Programm for Communicators CM- Development

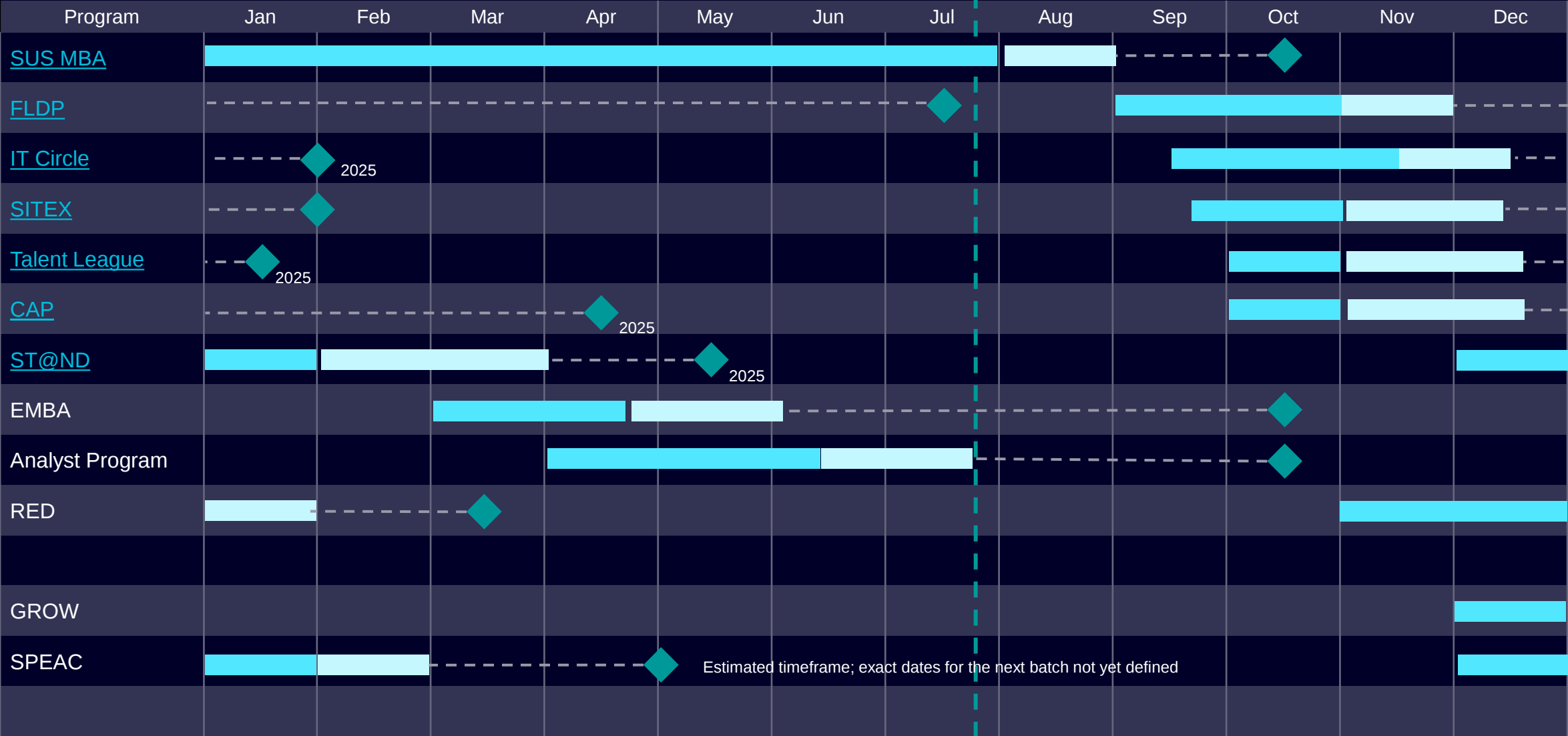
11	1	9	1
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SITEX
Siement Innovation & Technology Exchange IT- Development

11	1	9	1
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BEEP
Busiiness Engineering Excellence Programm IT- Development

Development Programs



SFS Talent League – your chance to look beyond your team bubble and expand your SFS network



Key Facts [Talent League](#)



Type of program:	Project
Program content:	Project work alongside current role, trainings and management exposure
Unit / Region:	SFS wide
Application Phase:	annually in October
Program Start:	annually in January
Duration:	12 months
Batch Size:	8-10 participants
SFS Contact:	Maik Boettick
Program Sponsor:	Veronika Bienert

Program Objectives:



- Enhancing talents' perspectives and increasing comprehensive SFS business understanding
- Fostering an SFS cross-functional exchange of knowledge and experiences and strengthening business network
- Adding value to SFS through real business project solutions
- Fostering sustainable SFS career development with increased visibility to SFS management team

Target Group:



- ✓ **SFS Professionals** with 4 years+ work experience, thereof at least 1-2 years at SFS
- ✓ Clearly defined **potential for a more complex** role on a higher level
- ✓ Experience in interacting with **cross-functional** teams
- ✓ Growth mindset, enthusiasm and entrepreneurship attitude
- ✓ Clear vision of career development and ambition to drive own career
- ✓ High motivation and commitment to go the extra mile
- ✓ **Mobile** for future international development steps within SFS

Commercial Assignment Program – your step into the Siemens industrial business



Key Facts [CAP](#)



Type of program:	Assignment (abroad)
Program content:	3 times stretch: New role in a new Siemens business in a new country
Unit / Region:	Siemens wide
Application Phase:	annually in October
Program start:	annually in April
Duration:	18 months
Batch Size:	12-25 participants
SFS Contact:	Maik Boettick
Program Sponsor:	Dr. Ralf Thomas

Program Objectives:



- Getting to know **another Siemens business**; enhancing perspectives and increasing comprehensive Siemens business understanding
- Experience new environments and challenges, while building personal networks across the organization
- Driving digitalization in Finance
- Fostering professional and personal development with increased visibility to Siemens Management

Target Group:



- ✓ **Commercial professionals** with at least 3-4 years of work experience
- ✓ Professional experience in at least **two different roles**
- ✓ **Worldwide** mobile and fluent in English
- ✓ Adaptable & **resilient** when facing new situations
- ✓ Driven to own their career & contribute to Siemens transformation
- ✓ Driving digitalization in Finance
- ✓ Authenticity to **influence** & **inspire** others as our multipliers

Executive MBA – your chance to combine academic education, business relevant expertise and exposure



Key Facts



Type of program:	extra-occupational study program
Program content:	11 Finance modules (11 x 5 days onsite) + Master´s Thesis (4 months)
Unit / Region:	Siemens wide
Application Phase:	annually in March
Program Start:	annually in October
Duration:	18 months
Batch Size:	24 participants (2 SFS seats)
SFS Contact:	Maik Boettick
Program Sponsor:	Dr. Ralf Thomas

Program Objectives:



- Combination of academic and practical knowledge
- Graduating as Master of Business Administration (MBA), 60 ECTS credits
- Enabling participants to embrace a growth mindset, develop their commercial, strategic and leadership skills, and strengthen their intercultural competencies

Target Group:



- ✓ **First study degree** (not less than Bachelor with 180 ECTS credits)
- ✓ At least 5 years of working experience in Finance functions
- ✓ Further potential for a higher-level position in the Finance area
- ✓ Clear leadership potential
- ✓ **International career perspective**
- ✓ Strong motivation, drive and commitment / fluent business English
- ✓ **Personal commitment for nominee from SFS Senior Management**

Sustainability (SUS) MBA – get prepared to create a more sustainable tomorrow



Key Facts [SUS MBA](#)



Type of program:	online extra-occupational study
Program content:	9 SUS modules (each 50 time units in 4 weeks virtual) + Master´s Thesis
Unit / Region:	Worldwide open
Application Phase:	annually in Apr-Jul
Program Start:	annually in October
Duration:	18 months
Batch Size:	24 participants (2 SFS seats)
SFS Contact:	Maik Boettick
Program Sponsor:	Dr. Ralf Thomas

Program Objectives:

- Gaining a comprehensive understanding of the impact of global economic, social and environmental pressures on business
- Developing an action plan for integrating sustainability throughout the company´s value chain
- Graduating as MBA in Sustainability Management
- Gaining comprehensive cutting-edge ESG know-how
- Strengthening the social networks by working with managers from different industries

Target Group:

- ✓ **First study degree** (not less than Bachelor with 180 ECTS credits)
- ✓ Decision-makers who act as pioneers of sustainable corporate management
- ✓ Individuals who strive for more responsibility in business, the economy and society and who want to put sustainability into practice
- ✓ Employees of environmental or sustainability departments who professionalize and expand the sustainability concept in their company

[News](#)

Start of MBA Sustainability Management Class II: Winter semester 24/25!

Start of the program: 01 October 2024

End of the program: 31 March 2026

Online Info Session on July 31, 2024 4:30 p.m. (CET)

[Register now](#)



SITEX Siemens Innovation & Technology Exchange - where freethinkers, creatives and superbrains shape innovation



Key Facts [Sitex](#)



Type of program:	Project
Program content:	executing use cases in an innovative technology environment
Unit / Region:	Technology & Innovation / Global
Application Phase:	August - September
Program Start:	January / February
Duration:	6 months
Batch Size:	approx. 30-40 participants
SFS Contact:	not defined
Program Manager:	Nico Rander (IT GX OPP OT)

Program Objectives:



- Working on use cases / challenges that trigger your innovative potential
- Participants exchange and analyze strategic topics in our Siemens world, share challenges & experiences, network with Siemens digitalization leaders and assess the latest technology trends in innovative projects
- t's the perfect opportunity for those who want to connect people, IT strategy, domain input, technology trends as well as innovation methods.

Target Group:



- ✓ Open to all Siemens employees with an IT affinity
- ✓ People who want to deep dive into technologies, which are linked to strategy
- ✓ Hands-on mentality
- ✓ >3 years professional experience , at least 2 years within Siemens
- ✓ Project management experience
- ✓ Can commit to attend the pre-phase, kick-off, and all innovation phases, including the final pitch event

SFS Analyst Program – your step into the debt capital markets and the financial services arm of Siemens



Key Facts



Type of program:	2 Year Analyst Development Program
Program content:	CLE / PF / SF
Unit / Region:	PS AM (New York)
Application Phase:	Annually in May
Program Start:	Annually in October
Duration:	24 months
Batch Size:	4 - 6 Analysts across CLE / PF / SF
SFS Contact:	Joe Keppler / Keisha Sims
Program Sponsor:	Tom D'Amaro

Program Objectives:



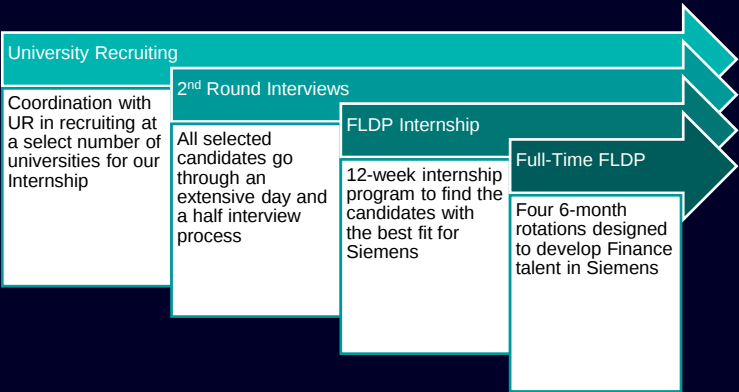
- Getting to know credit investing; building a core knowledge base of corporate credit, project finance and structured finance
- Receive formal credit training, while learning from live deal execution
- Learn how the various credit markets operate and how/where SFS operates within
- Professional and personal development with the goal of transitioning to a dedicated permanent role within underwriting, originations or portfolio management

Target Group:



- ✓ Internal / external junior professionals with 1 - 5 years work experience
- ✓ Desire to build a capital markets career with a focus on credit markets
- ✓ Strong skills in accounting, Excel, communication, and ability to learn
- ✓ Ability to operate in a time pressured environment while maintaining positive focus
- ✓ Clear vision of career development and ambition to drive own career in credit
- ✓ Highly motivated and committed to go the extra mile

US Finance Leadership Development Program (FLDP)

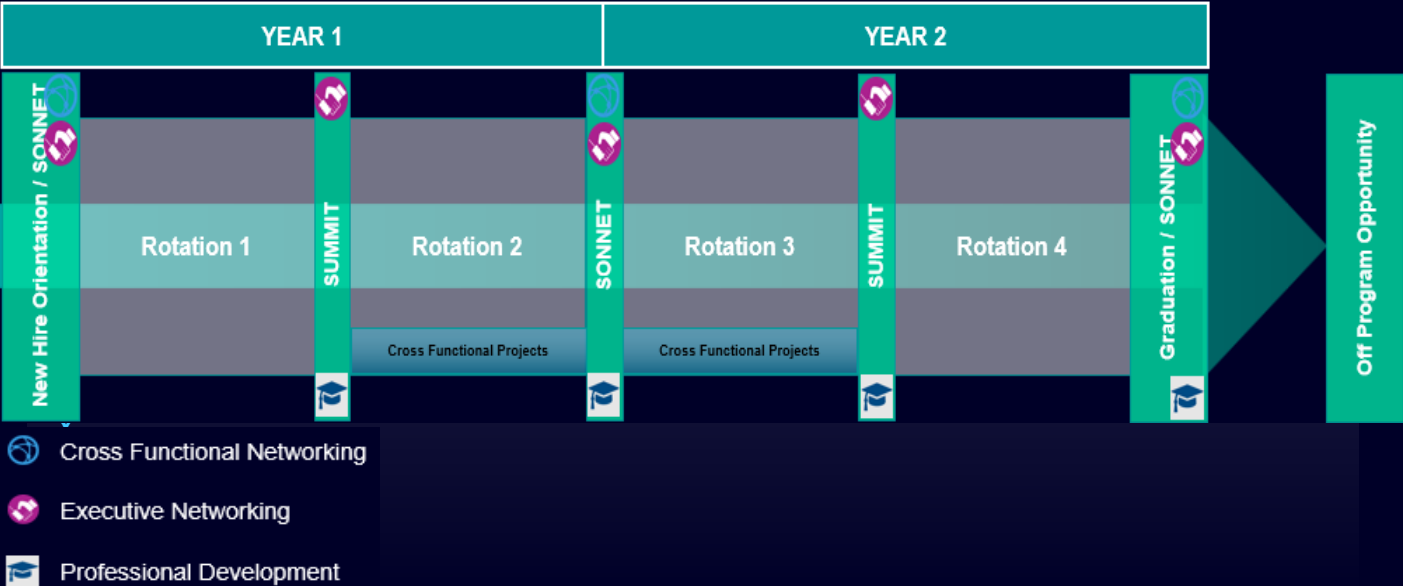


Key Facts [FLDP](#)

Type of program:	Two-year rotational program
Program content:	Includes four rotations across all Siemens in the US (SI, DI, MO, SFS)
Unit / Region:	PS AM/COF AM/Equity AM
Application Phase:	August/September
Program Start:	July
Duration:	24 months
Batch Size:	8 - 10
SFS Contact:	Rich Bandekow / Parth Patel
Program Sponsor:	Heiko Volpert / Rich Bandekow

Program Objectives:

- Has been in existence in the US for over **30 years** with over **175 participants** across the country
- Includes four rotations across all Siemens AG businesses in the US (SI, DI, MO, SFS) in diverse financial roles in diverse financial roles and geographies
- Primary pipeline for entry level talent in the US Finance organization
- Purpose is to train and develop talents to fulfill future financial management needs
- Includes an official mentoring program, monthly trainings and other opportunities for growth and development



Commercial Project Management Development Program (CPMDP)



Key Facts



Type of program:	Two-Year Rotational Program
Program content:	Four 6-month rotations across Siemens
Unit / Region:	PS AM/COF AM/ EQ AM
Application Phase:	Annually in August
Program Start:	Annually in July
Duration:	24 months
Batch Size:	~ 6
SFS Contact:	Madison Sudol
Program Sponsor:	Joshua Bregier

Program Objectives:



- Comprehensive training in Siemens' finance-based commercial project management and exposure to various business units.
- Rotations in contract management, negotiations and strategy, supply chain management, and risk management.
- Experience in diverse roles across different U.S. cities, fostering personal and professional growth.
- Preparation for careers at Siemens as a Commercial Project Manager, Financial Analyst, or other roles.

Target Group:



- ✓ **Undergraduate seniors or MBA students in their final year.** Must be available to begin full-time employment in July or January.
- ✓ **Candidate Majors:** • Accounting • Business Administration • Business Management • Economics • Finance • Management Information Systems and related courses of study

Back-up

GROW – Get Ready for Opportunities at Work



Key Facts



Type of program:	Project
Program content:	Comprehensive facilitated training alongside project work, coaching, and increased region- wide visibility
Unit / Region:	COF Region Europe
Application Phase:	Dec 23/Jan 2024
Program Start:	March 2024
Duration:	18 months
Batch Size:	12 participants
SFS Contact:	Kerry Huntley
Program Sponsor:	Region Europe Leadership Team

Program Objectives:



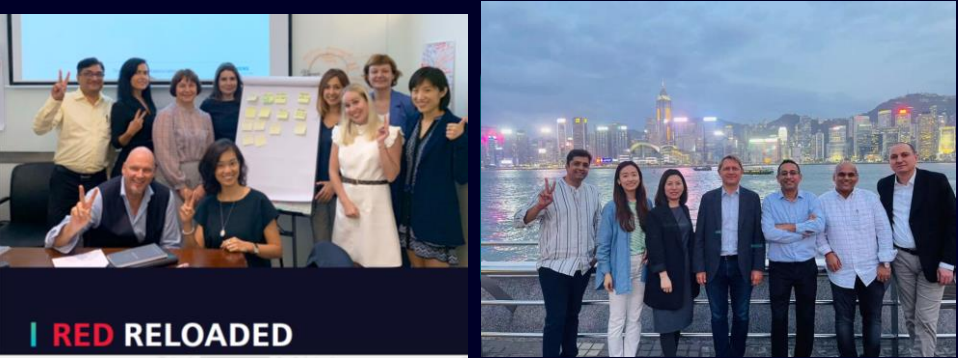
- Create value for Region Europe through business impact projects and developing an inter-connected Region
- Build competencies and skills, and enable a broader understanding of COF business
- Strengthen the Regional succession plans by developing people of the future
- Provide professional and personal development and generate opportunities
- Foster cross-country and cross-cultural collaboration, connections and exchanges
- Go beyond country boundaries by giving employees regional exposure, fostering best practice sharing and expanding networks

Target Group:



- ✓ Individuals who have the desire to learn, develop new skills and invest themselves
- ✓ English speakers who are able to visit another European country for at least 1 week
- ✓ Those who exhibit an ownership and growth mindset with exceptional motivation
- ✓ Individuals who can commit to the pre-defined schedule/time required to invest
- ✓ Those on a permanent contract with SFS

RED Reloaded (4.0 Version)



Key Facts



Type of program:	Project PDP
Program content:	2 BIP's, 4 Functional Modules, 1 Inclusive Leadership Module, Coaching, Mentoring, Masterclasses
Unit / Region:	COF Region East
Application Phase:	planned for Quarter 1 2025
Program Start:	planned for Quarter 2-3 2025
Duration:	18 - 20 months
Batch Size:	6
SFS Contact:	Sowmya Iyer
Program Sponsor:	Oleg Rakitsky

Program Objectives:



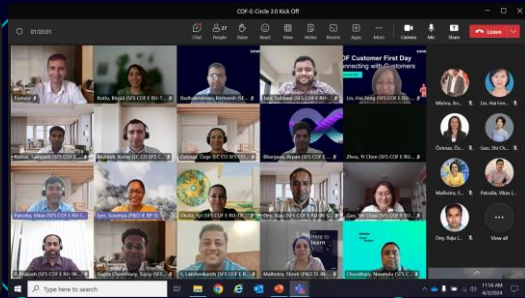
- Development of strong bench strength by identifying high potential employees and giving them a platform to have an all-rounded development
- Focus on development of COF specific Functional Expertise, Soft Skills, Leadership Skills
- Create value for Region East Business through business impact projects
- Trigger the visibility of the participants within Region East - Community/ Management
- Foster cross-country and cross-cultural collaboration
- Go beyond the regional boundaries by giving employees international exposure and fostering best practice sharing

Target Group:



- ✓ Direct Reports of Country Management (bold nominations can come in)
- ✓ Employees who have a critical and enquiring mind and a willingness to challenge the status quo
- ✓ High passion to push the success of Region East
- ✓ Demonstrated exceptional personal motivation, significant success in the current role and confirmed potential
- ✓ Willingness to go the “extra mile” during the program
- ✓ Strong ownership mindset
- ✓ Long term career aspiration at Siemens

COF-E-Circle 3.0



Key Facts



Type of program:	Project PDP
Program content:	1 BIP, 3 VUCA Competency Masterclasses
Unit / Region:	COF Region East
Application Phase:	planned Q4-25
Program Start:	planned Q1 2026
Duration:	12-15 months
Batch Size:	16
SFS Contact:	Sowmya Iyer
Program Sponsor:	COF Region East Management + Country Management

Program Objectives:



- Developing VUCA ready workforce who can thrive in volatile environment by
- Offering a variety of learning & development opportunities to a selected group of talents
 - Upskilling focused on VUCA competencies
 - Fostering a strong ‘one’ Region East feeling by providing an opportunity for cross-country networking, exchange, best practice and knowledge sharing
 - Creating more Management visibility to talents in the countries

Target Group:



- ✓ The program is open to all employees of the region who meet entry criteria: min 5-7 yrs. work experience in financial services, English language skills, potential for higher level roles, eagerness to expand beyond country
- ✓ Group mix is towards lower to mid-management of the organization
- ✓ Application via self-nomination and top-down nomination. Final selection done jointly by Local + Region Management to ensure qualification and potential criteria are met
- ✓ The participants have a diverse background in terms of gender, age, experience, functional mix etc.

IT Circle – Experience a powerful & open minded spirit in the technology space



Key Facts [IT-Circle](#)



Type of program:	Project
Program content:	Project work, training and coaching
Unit / Region:	Technology / Global
Application Phase:	September - November
Program Start:	January / February
Duration:	24 months
Batch Size:	15 participants
SFS Contact:	not defined
Program Sponsor:	Helge Ahlers/ Afra Heuschneider

Program Objectives:



- Experience a powerful and cooperative open-minded spirit (error culture, appreciation, trust at eye level, authenticity, transparency) exemplified by the coaches
- Create an international network of IT professionals to be used in daily life
- Benefit from intensive coaching and network formation. After the two years you stay connected e.g. with the buddy system
- Extend soft skills with a lot of practice and cooperative teamwork in a safe environment supported by the shared experience of the coaches

Target Group:



- ✓ Potential for first leadership position
- ✓ Professional experience: 4-8 years
- ✓ Open mindset & interest in personal development
- ✓ Capability & willingness to act as ambassador in daily work within / beyond own IT community

Program Participants

Talent League

First Name	Last Name	Org-Code
Ishita	Gupta	SFS RC RR EA COF&LF
Joseph	Keppler	SFS PS-AM CLE RM UW
Luca	Migliorati Holzmamnn	SFS FA SMO 1
Marcus	Stallechner	SFS AC BI PRO
Parth	Patel	SFS PS-AM CLE 2
Ridhi	Shukla	SFS PS-EA CLE-AA RM
Volkan	Tuemer	SFS COF S SDA SMDA
Adam	Andersson	SFS IT&CYS COF SX
Cameron	Toole	SFS PS-AM PF RE
Dimitri	Dumont dos Santos	SFS PS-EA ALM
Katharina	Behrens	SFS IT&CYS APM
Laura	Wild	SFS COF S SDA SAM
Monica	Chaudhari	SFS COF E RU-IN BD PRO
Robert	Kroener	SFS EQ AA 1
Uday	Purohit	SFS PS-EA PF-EMEA RM UK&MEA

FEP

First Name	Last Name	Org-Code
Chai Yoon	Han	SFS SD DLT
Iti	Jain	SFS EQ AM 2
Natalia	Cartesegna	SFS FA RE
Philipp	Rosenbaum	SFS AC BI TT
Sebastian	Riegler-Rittner	SFS EQ AA 1
Sergiu	Leahu	SFS PS-EA PF-EMEA UK&MEA

SGP

First Name	Last Name	Org-Code
Alex	Paton	SFS AC BI SP
Asjad	Ajmal	SFS COF EU RU-GB S AF
Chris	Stone	SFS COF EU RU-GB FIN PC&FP
Christopher	Karlsson	SFS SD DLT
Clara	Rojo Revenga	SFS COF EU RU-ES FIN GO-CS
Italia	Campanella	SFS COF EU RU-GB BD
Janine	Haines	SFS COF EU RU-GB FIN PC&FP DA
Jonas	Volkenand	SFS ALM
Joseph	Denley	SFS RC BAI DE&ST
Kate	Windle	SFS PS-EA CLE-EMEA RM
Lucy	Connors	SFS COF EU RU-GB RM TPM VF
Maria	Quesada	SFS SD DLT
Markus	Gruber	SFS SD DLT
Michael	Houghton	SFS RC BAI CER
Michael	Wahl	SFS SD DLT
Neli	Ivanova	SFS COF EU RU-GB S AF
Nils	Reich	SFS EQ EU 1
Oliver	Finkill	SFS COF EU RU-GB S SF
Robin	Kretzschmar	SFS COF EU RU-DE S VEN IVS
Sandra	Baehr	SFS RC FPI MIR
Sneha	Shah	SFS PS-EA PF-EMEA UK&MEA
Wolf	Braun	SFS RC RR EA PSF
Yannik	Birkhahn	SFS EQ NET
Alex	Paton	SFS AC BI SP
Asjad	Ajmal	SFS COF EU RU-GB S AF
Chris	Stone	SFS COF EU RU-GB FIN PC&FP

Program Participants

EMBA

First Name	Last Name	Org-Code
Katharina	Grund	SFS SD DS
Axel	Bischoff	SFS PS-EA PF-EMEA E
Paul	Nagrowski	SFS PS-AM CFO
Steffen	Grosse	SFS EQ
Atul	Kawatra	SFS PS-EA CLE-AA
Adnan Ul	Haq	SFS FA SMO AM
Ina	Vetter	SFS EQ BD
Pedro	Azevedo	SFS EQ EU 1
Aneta	Depo-Staniszezwska	SFS COF EU FIN
Karim	Ayoub	SFS EQ CRO IPR
Kristina	de la Motte	SFS COF EPT FIN
Nan (Arthur)	Huang	SFS AC ACC
Ranu Rajesh	Bhandari	SFS PS-EA CLE-AA RM
Michael	Moreno	SFS PS-AM PF SP
Florian	Kaufmann	SFS PS-EA CFO
Vinnakota	Priyanka	SFS COF DT
Maximilian	Schropp	SFS PS-EA BC
Vitalii	Kozlov (start in 10/24)	SFS PS-AM ALM
Mohammad	Khan (start in 10/24)	SFS EQ-FIN 1

CAP

First Name	Last Name	Org-Code
Cem Mehmet	Tepe	SFS AC BI PRO
Annette	Thomsen	SFS EQ FPM
Tejal	Koyande	SFS COF BC OC
Adriana	Szabo Bohorquez	SFS COF BC OC
Julia	Schumann	SFS EQ FPM BC
Burcu	Sahin	SFS PS-AM CLE FIN
Kathrin	Bauer	SI E PR FIN
Mike	Rebert	DI SW FIN MNDX FPM FP&A
Yuan Yuan	Liu	SFS COF BC
Caroline	Weiner	SFS FA RE
Katherine	Hall	RC-US SI RAM Z2 FIN
Marcelo	Bernabe	SFS EQ BD

SITEX

First Name	Last Name	Org-Code
Dan	Johansson	SFS IT&CYS COF P1)
Milena	Martinelli Lopes	SFS IT&CYS ARC
Markus	Dressel	SFS IT%CYS AI
Oleg	Zubakov	SFS IT&CYS COF
Mario	Nobre	SFS IT&CYS DEV
Katharina	Behrens	SFS IT&CYS APM
Dilip	Gupta	SFS IT&CYS PD
Swati	Damani	SFS IT&CYS COF
Pavan	Solapure	SFS IT&CYS PSQF SX
Daniel	Pitters	SFS PS-EA SUS

Program Participants

Analyst Program

First Name	Last Name	Org-Code
Joseph	Keppler	SFS PS-AM CLE RM RMD
Parth	Patel	SFS PS-AM CLE 2
Dominique	Fields	SFS PS-AM CLE RM UW
Paul	DeAngelis	SFS PS-AM CLE 2
Robert	Aydin	SFS PS-AM PF RM PM
Joseph	Talarico	SFS PS-AM CLE RM UW
James	Boshes	SFS PS-AM CLE 2
Paulo	Rascon	SFS PS-AM CLE 2
Dev	Asarawala	SFS PS-AM PF RM IE
Kristin	Slovick	SFS PS-AM SF
Owen	Ulicny	SFS PS-AM CLE
Tim	Byrne	SFS PS-AM CLE
Antonio	Alvarez	SFS PS-AM PF
Nguyen	Ha	SFS PS-AM CLE

FLDP

First Name	Last Name	Org-Code
Parth	Patel	SFS PS-AM CLE 2
Kristin	Slovick	SFS PS-AM SF
James	Boshes	SFS PS-AM CLE
Andrew	Johnson Milstein	SFS PS-AM CLE
Paul	Nagrowski	SFS PS-AM CFO
Megan	Salisbury	CF R NAM US FLDP (PS-AM AC)
Melina	Samyong	CF R NAM US FLDP (PS-AM BC)
Manny	Aldebot	CF R NAM US FLDP (PS-AM PF)