



NEWS RELEASE

Following in Father's Footsteps Now Leads Team of 100

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A quiet and shy young girl who grew up to lead a team of 100+ engineers in Digital Cockpit Electronics spread across Visteon India. This is Jayasree Sivasubramanian's story...

I am the first female engineer in my family. My parents were first-generation city-dwellers in Chennai, a city in south India. My father, a civil draftsman for the Southern Indian railways, inspired me to graduate with a degree in Electronics and Communications Engineering. He often included me in his drafting process, explaining each fascinating detail. After graduation, true to the determination inherited from my mother, I pursued my core engineering training and passion. In a time when the IT industry boomed in 1990s India, I chose a different path. While my graduating classmates flocked to IT opportunities, I entered the world of product development, leading me to consider multiple job offers.

My career started in Instrumentation & Industrial Automation, where I grasped the basics of embedded concepts. I joined the automotive industry 23 years ago. Visteon quickly became my home. The company, in my view, values merit above all else. Your skill set and potential are what count for projects or promotions. Beginning as a software design engineer, I progressed into leadership roles, balancing career growth with raising two daughters alongside my husband.

Experiencing the joy and pride of contributing to multiple product lines while growing with the company has been extremely rewarding. I now lead a team of 100+ people across India. My path began with clusters, displays, and telematics, gradually transitioning into specializing in digital cockpit electronics. Throughout my career, I've had the opportunity to work on cars spanning various segments worldwide, from mid- to low-segment and even luxury



vehicles.

Here are some lessons I have learned in my career. For instance, about 20 years ago, I had a memorable teaching moment. Excitement and anxiety tangled as I touched down in the United Kingdom. This was my first trip abroad, and I was entrusted with a crucial project for a German-based automaker. To make matters worse, the missing luggage, courtesy of a forgetful airline, only added to the mix. Despite this setback, I was determined to make a great impression.

The lesson is clear: always be prepared with a backup plan – wherever I'm going and whatever I'm doing.

Similarly, as an adventure-sport junkie, I once went whitewater rafting at River Teesta in Darjeeling. Looking back, after I saw the images from the trip, I learned the importance of calculating risk. Evaluating risk vs. reward is something I now incorporate into my professional and personal life during the decision-making process.

Last year, I managed several new programs and mobility client demands for Cluster and Display technologies deliveries for our Asia-Pacific programs. To achieve this, I focused on talent development, both identifying external talent and grooming internal talent to take on leadership roles. In addition, I successfully expanded the team across sites by 50%, working closely with our Talent Acquisition team.

This year, my focus is on building the capability and improving the efficiency of my team's deliveries. To ensure this, I've created personalized development plans and assigned mentors to guide and support their growth. Furthermore, we're operating feature group scrums and rolling out knowledge-sharing sessions. Ultimately, these efforts aim to strengthen features and OEM knowledge within the team.

The most energizing part of working at Visteon is the exposure to diverse OEMs, multiple geographical regions, cultures, and leaders that Visteon possesses as a team, along with managing the expectations of different global clients. I constantly feel supported by my team and the company – even when I need flexibility in my personal life.

As an elected participant in **Visteon's Momentum program** for emerging women leaders, I am currently on an incredible journey that is helping me examine and hone my key leadership skills while maintaining a growth mindset.

I am demolishing self-constructed barriers and connecting with other women leaders at Visteon across the globe, learning from their knowledge and experiences through capstone projects.

If I could give advice to young people entering the workplace today, it is to stay curious and keep learning. In your work, learn to be proud of both tangible and intangible results; don't be afraid of failure.

At Visteon, we live at the intersection of innovation and opportunity. Take control of your career – **join us!**



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