



NEWS RELEASE

# From Curiosity to Global Impact: A 25-Year Journey of Leadership and Innovation

2025-04-25

As we celebrate 25 years of Innovation in Motion, we shine a spotlight on the people who built our legacy – and are driving what’s next. Sivakumar Songappan is one of those leaders, whose bold approach to innovation continues to shape the future we’re creating together at Visteon.

“Visteon has been like a university where I’ve learned every day.,” – Siva shares.

When he walked through Visteon’s doors for the first time in July 1998, curiosity was his guide. Back then, India’s automotive market was just awakening—cars were mechanical, electronics were rare, and software? Virtually unheard of in the industry. But that’s exactly what drew him in.

“What does software mean in automotive?” he wondered.

Armed with a passion for software but limited experience in the field, he took a leap. Visteon, then part of Ford’s Indian subsidiary, offered not only opportunity but adventure—his first role in automotive software, his first chance to work abroad, and his first passport. That mix of excitement and anxiety marked the beginning of a journey that would help shape not only Visteon’s legacy but the future of automotive software itself.

## A Pioneer in Software for Automotive

Starting as a software developer, Siva was tasked with creating algorithms for instrument clusters—a role that would spark a lifetime of innovation. Over the next 25 years, his journey was filled with milestones that set



benchmarks for Visteon and the industry:

- He became the first person in India to be recognized on Visteon's technical career ladder, earning the title of "Tech Professional."
- He led the design of Newton, a low-cost instrument cluster platform, and helped industrialize it in both China and India.
- Delivered Visteon's first Nissan instrument cluster in Europe in just six months—at a time when projects typically took years.
- Took charge of a troubled multi-function display project for Ford, resolving quality and delivery issues in under a year.
- Moved to China to lead software and systems engineering in a key joint venture, driving critical programs for Renault-Nissan and VW from concept to launch.
- Guided AllGo Embedded Systems through its integration into Visteon, transforming struggling software teams into high-performing units.
- Played a pivotal role in shaping Visteon's global software organization, building teams that are now the engine behind Visteon's technological edge.

#### A Leader Who Grows with the Industry

What sets Siva apart isn't just his technical expertise—it's his mindset.

"I always kept an open mind. Change is constant, and I've learned to embrace it fully, without letting personal preferences stand in the way of what's best for the company."

His journey has been defined by key turning points—stepping into management from a technical role, accepting an international assignment in China for five years, and leading the creation of a global software structure aligned with Visteon's bold vision.

#### A Mentor at Heart

Beyond projects and platforms, he's most proud of the people he's mentored. Developing talent, both technically and in leadership, gives him the greatest satisfaction.

"I've learned from many leaders over the years, and I take pride in passing on that knowledge. The joy of seeing others grow—it's what drives me."

#### The Road Ahead

Siva's dream? To build a software team that sets industry standards, becoming a true differentiator for Visteon's success.

For those just starting out, his advice is simple but powerful:

"Keep learning. Give your best. Growth here is on autopilot if you stay curious and committed."

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