



NEWS RELEASE

Harold's Story of Team, Technology, Transformation

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As Visteon celebrates its 25th anniversary, we spotlight the visionaries who've shaped our success through innovation and teamwork. Harold Macks' remarkable journey, beginning even before Visteon's formation, embodies the collaborative spirit that drives us all forward.

A Calling to Innovation

In 1989, while driving back from a Ford Electronics meeting, Harold followed an intuitive spark to apply for a position there. Within 24 hours, he joined Climate Control Electronics as a Forward Model Engineer at the Markham plant. This decisive moment would launch a career spanning decades of technological evolution.

Patents and Progress

As part of an exceptional engineering team, Harold helped secure 16 U.S. patents for electronics and design. His group brought hundreds of driver information products to production, showcasing the power of collaborative innovation. Aside from being technological milestones, these achievements represent what unified teams can accomplish.

The Team Philosophy

Harold's leadership philosophy echoes the legendary Bo Schembechler: "No man is more important than The Team. No coach is more important than The Team. The Team, The Team, The Team." This mantra guides his approach to every decision, always considering its impact on the collective success.



Embracing Challenge

A pivotal moment came when his supervisor asked him to take on an additional role as lead power designer for North America. He was challenged to expand his scope and says this experience taught him an invaluable lesson: continuous skill development is crucial for adding value.

Evolution in Electronics

Harold's career spans a remarkable technological switch. "When I started in 1985, automotive electronics was all analog design, and now in 2025, it's mainly high-speed digital," he reflects. His ability to adapt through constant learning and tackling challenging assignments has kept him at the forefront of innovation.

Building Future Teams

To newcomers, Harold's advice is distinctly team-focused: "Understand that the team is more important than you, and growing your skills and value to the greater good requires getting your hands dirty." This combination of humility and hands-on experience has been his formula for success.

Looking Forward

Harold describes his Visteon journey as "a long road trip with great friends." Want to tag along? **Explore opportunities** across our global locations and join our next chapter of technological advancement.