

Living the Three “Ts”: How to Create Positive Organizational Change

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What are three ways you have the power to create positive change within your team?

Raj Singh, Visteon’s Vice President and Chief Information Officer, shared his most treasured learnings from his 26+ years of experience, including tips to transform your level of impact (whether you’re a leader or not), starting now!

Transparency

Raj takes the phrase “my door is always open” beyond metaphor – his office door is literally never shut. He believes that transparent communication is key to building trust.

“Surprises in business shouldn’t occur frequently if we are transparent with one another,” he emphasizes. When team members are caught off guard rather than prepared for challenges, he considers it a leadership failure.

Raj thrives on genuine human interaction and values open communication in return. He’s found that clear, concise dialogue creates the ideal conditions for people to succeed. This philosophy of transparency creates an environment where:

- Team members can anticipate and prepare for upcoming challenges
- Expectations are clearly defined
- Responsibilities are understood
- Performance standards are established

Trust

The second element in Raj's framework is trust – built through consistent alignment between words and actions.

He candidly shares that he didn't emerge from college with his current values system fully formed. Rather, it was through trial and error, successes and failures throughout his professional journey that he discovered the importance of “walking the talk.”

He acknowledges experimenting with different approaches as a leader – including saying the “right” things without fully embodying them – before recognizing that authentic leadership requires consistency between stated values and demonstrated behaviors.

Teamwork

The final in this recipe is perhaps the most foundational one: teamwork. Raj simply defined it as “winning together.”

This concept emphasizes:

- Collective success and shared responsibility
- Taking both losses and wins as a unified team
- Sharing lessons learned
- Overcoming challenges collectively
- Providing support when and where necessary

For him, true teamwork means making success personal while focusing on business outcomes. When team members lean in to support each other toward shared goals, everyone benefits.

The Fourth T: Transformation

While Raj's framework centers on three Ts, a fourth naturally emerges: Transformation.

This transformation begins at the individual level. By embracing transparency, cultivating trust, and making space for teamwork, positive change radiates outward. He believes this transformation creates the foundation for future innovation and expansion.

Leadership in Action

As the leader of one of Visteon's largest teams, Raj focuses on strengthening the company's technological foundation. This work supports employees' ability to innovate faster and operate more efficiently and safely – ultimately benefiting both direct customers and everyone who uses vehicles containing Visteon technology.

The Power of Character and Community

Excellence in all our roles – as employees, friends, spouses, business partners – forms the foundation of lasting success. This holistic approach to character reflects Raj's understanding that professional achievement doesn't exist

in isolation from personal integrity.

Ready to put these principles into practice? **Explore our current opportunities** and discover how your unique talents can contribute to technology that's shaping the future of mobility.