



NEWS RELEASE

Why Carlos Likes to Defy Expectations

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As Visteon celebrates its 25th anniversary, we're shining a spotlight on the people who have shaped our success. Among them stands Carlos Caldeira, whose remarkable trajectory proves that the best ideas can come from anywhere – especially from those bold enough to challenge the status quo.

The Foundation Years

When Carlos walked through Visteon's doors in 1997 as a machining technician, he brought something special with him: an unstoppable drive to improve everything he touched. His refusal to be constrained by traditional thinking revolutionized an industry steeped in convention. Those who tried to temper his enthusiasm didn't realize they were challenging someone who would turn their dismissal into rocket fuel.

Technical Innovation

Give Carlos a manufacturing challenge, and he'll give you a solution that makes everyone wonder, "Why didn't we think of that before?" His track record speaks volumes: optimized CNC programs that set new standards, automatic packing systems that revolutionized efficiency, robot routing solutions that seemed to have a mind of their own, and pallet lines with programmable routes that transformed factory floors. Each project marked another victory in his quest to prove that the best thinking often comes from the shop floor.

While these solutions may seem inevitable in hindsight, the true challenge lies in foreseeing these possibilities during the planning phase – in having the vision to map out changes on a whiteboard before they become necessities.

Global Perspective

Sometimes, the biggest professional breakthroughs come from personal soul-searching. For Carlos, an extended assignment in India became more than a business trip – it was a perspective-altering expedition. "The culture, mentality of the people, combined with personal challenges at the time, changed my perspective on life," Carlos reflects.

He returned with a transformed worldview that would influence every task he touched thereafter. His approach was now enriched by a culture that emphasized achieving goals with unfaltering focus while maintaining adaptability—a mindset that enhanced both his technical expertise and his ability to reimagine existing concepts through fresh eyes.

Leadership Through Innovation

Want to spot Carlos in a meeting? Look for the person asking, "What if?" while others say "That's how we've always done it." His reputation for thinking outside the box has earned him more than formal recognition – it's won him the lasting respect of his teams. "The recognition that comes from within my teams, even those I no longer lead, has been the most rewarding aspect of my work," he shares with pride.

His understanding that tech teams require unique management approaches enabled him to maximize each team member's potential. By bringing together people with diverse skillsets, he pioneered a new approach to industrialization.

Embracing Change

In an industry where change is the only constant, Carlos doesn't just adapt – he thrives. "It becomes simple when you're not afraid of change and are open to new challenges," he says with a characteristic grin. This embracing of change has kept him at the forefront of initiatives like PRACs, VRB, and OCA implementations, turning potential disruptions into opportunities for innovation.

A Philosophy of Process

Ask Carlos about his secret to success, and he'll tell you straight: "Don't work for the results, work on the processes and you will get the results." It's a philosophy that has elevated not just manufacturing processes, but entire team mindsets at Visteon.

Wisdom for the Future

To those just starting their Visteon journey, Carlos offers: "Good opportunities only appear with the necessary maturity and always place expectations above what you are but remember that victory lies in resilience." Coming from someone who turned skepticism into success, these words carry special weight.

Carlos's story reminds us that innovation knows no boundaries. His journey from the machining floor to a respected leader shows what's possible when determination meets opportunity – and when someone refuses to accept "that's not your job" as an answer.

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