



Leadership Development at Micron

Advancing Leadership's Skin in the Game

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About Micron

Micron Technology is a global leader in the semiconductor industry, collaborating with customers and partners to engineer technology that drives innovation and transforms what's possible.

38 Years strong in
18 Countries with **13** Manufacturing and R&D sites,
34,000 Team Members, **26,000+** Patents,
and Revenues in Fiscal 2017 of **\$20.32 billion**



Micron Leadership Development Programs



Leading People at
Micron (LPAM)

New
Leaders

Micron Future
Leaders Program

– 9 months

Future
Leaders

Micron
Leadership in
Action (MLA) –
12 weeks
Senior
Leaders

Micron
Leadership in
Action (MLA) – 4
weeks
Mid-Level Leaders

Micron Business Essentials (MBE) All Team Members

	Drive Value With Information	Drive business results through data insights and information. <i>Coming Soon!</i>
	Prevent and Solve Problems	Enable systematic cross-functional solutions to root cause problems.
	Manage Business Processes	Build scalable, reliable processes and drive continuous improvement.
	Execute Programs and Projects	Organize and structure initiatives to deliver value.
	Enable the Team	Enable unified collaboration across all team members.

Started with CEO and Executive
Team:

Accountability

Commitment

Availability

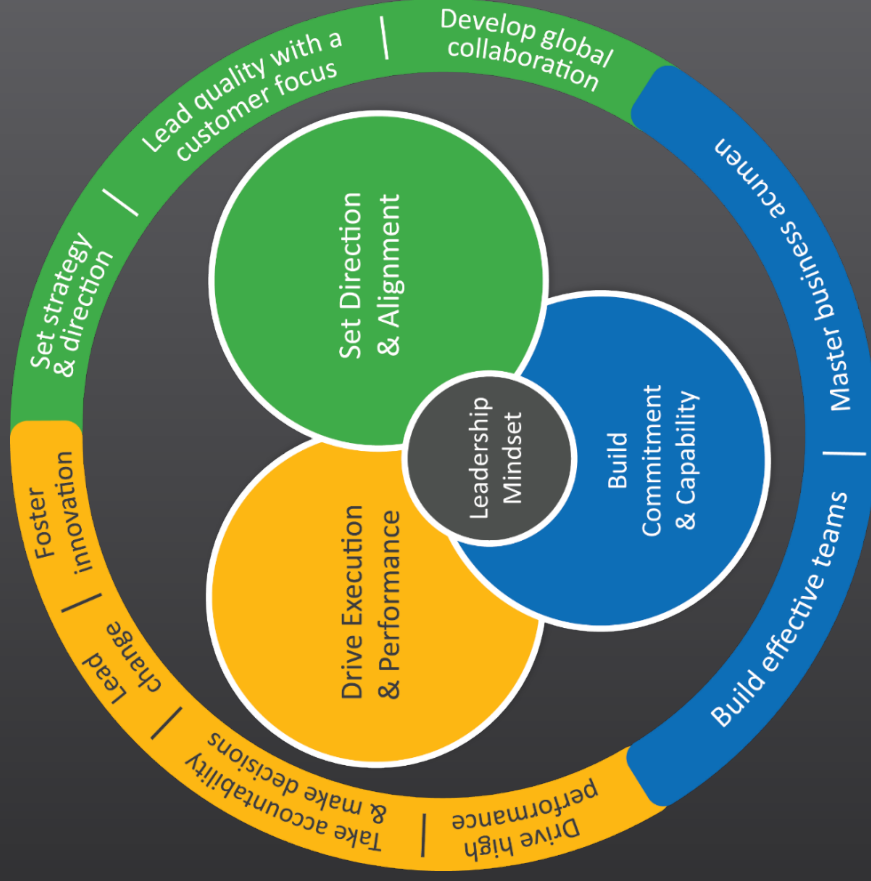
Engagement



Micron Leadership Framework



MICRON
LEADERSHIP
IN ACTION



Leadership Mindset

Reality

- Know your competitive landscape
- Determine the barriers to success
- Seek other's points of view
- Use your strengths and improve development areas
- Rely on data vs. gut feel

Vision

- Use limitless thinking, don't be restricted by boundaries
- Determine how to achieve best in class performance
- Innovate to find new solutions
- Use your vision to create a call to action for the team
- Learn, adapt and optimize along the way

People

- Hire the best talent
- Develop team members to reach full potential
- Promote a winning mindset
- Manage both high and low performance effectively
- Lead with humility and focus on the best interests of the team
- Foster open and honest dialogue to build trust and confidence

Courage

- Set high targets and take risks to get there
- Act unrelentingly in facing difficult problems head on
- Challenge the status quo
- Act with integrity in everything you do
- Give and receive honest and constructive feedback
- Make tough decisions even when they are unpopular



Leadership Skills Champions

- Have experience and passion for the skill
- Define behaviors by leadership level
- Accountable for the content
- Present their leadership journey, storytelling about how they have used the skill and behaviors and what they expect from other leaders
- Support the action learning project (ALP) teams
- Participate in the project presentations and commit to move recommendations forward



Micron Leadership Framework & Skill Champions



Theme	Skills and Attributes	Leadership Skill Champions
Set Direction & Alignment	Leadership Mindset	Vice President Human Resources
	Set Strategy & Direction	Chief Executive Officer
	Lead Quality with a Customer Focus	Vice President Global Quality
	Develop Global Collaboration	Vice President Business Planning and President Micron Memory Japan
Build Commitment & Capability	Build Effective Teams	Vice President Compute & Networking Business Unit
	Master Business Acumen	Vice President Technology Development and Chief Financial Officer
	Foster Innovation	Vice President Memory Solutions
Drive Execution & Performance	Lead Change	Vice President Mobile Business Unit
	Take Accountability & Make Decisions	Vice President Global Supply Chain
	Drive High Performance	Vice President Global Manufacturing

Sr. Micron Leadership in Action (MLA)

Learning by Doing



Nomination
Selection
Pre-Work
Assessments



Lab 1 (1 week)
Meeting with Project
Sponsor
Team building

Action Learning Project Work (10 weeks)



Lab 2 (1 week)
Action Learning Project
Board Presentation &
Graduation

Coaching 1:1



Project
Selection

Sponsor
Commitment



Team and 1:1
Coaching
Sponsor support



Coaching 1:1



And the journey continues...



- Paying it Forward - Senior Leadership graduates act as project sponsors and leadership skill champions for the mid-level MLA cohorts
- Programs have high RIO with more than \$10MM impact to bottom line and one patent
- Increased the succession bench strength from 16% to 31%
- Promotion rate for Sr. MLA graduates is 28.2% or 3X higher than their peers
- We are seeing significant behavioral changes with better networking, collaboration, coaching and more
- For the MLA alumni, we have a regular newsletters, quarterly speaker series, and ongoing learning opportunities



