TI Corporate Citizenship

Topic Brief

Employee development

Texas Instruments

Employee development

Why it matters

TI has a long-term strategy to ensure that the company attracts, develops and retains top talent to create breakthrough technologies that will change the world.

See Our employees to learn about TI's human resources:
– Management strategies
– Policies
– Grievance mechanisms
– Governance and accountability

We invest in robust learning and development programs to advance employees' continual improvement and to build a stable and dynamic workforce with superior technical capabilities, strong leadership and specialized skills.

Our approach

We want our employees to be who they are and do their best work. We tailor development programs to the unique needs of TIers at each site and deliver mandatory global training annually, at a minimum. Development of our employees happens on-the-job, through stretch assignments and experiential learning.

Our goals

Site managers work with individual employees to determine development objectives based on specific needs. Generally, we want TIers to:

- Have the skillsets required to perform their jobs well and help the company thrive
- Operate safely, competently and responsibly
- Adhere to TI's Code of Conduct and workplace policies
- Strengthen their leadership and management capabilities

Oversight

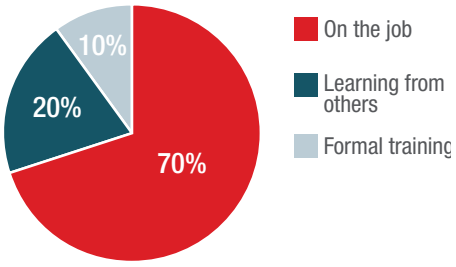
Learning and development at TI is led by Worldwide Talent Development and the senior vice president of Human Resources.

Assessing employees' needs

Throughout the year, TIers and their managers regularly discuss performance and development. We also monitor employees' understanding of their own goals and their managers' expectations through surveys.

Instead of tracking formal performance reviews, we focus on the quality of the conversation. We believe this focus improves employees' performance and aligns their goals with our priorities.

Development Strategy



Employee development

Development programs

At TI, managers and employees share the responsibility for development, and collaborate to set clear goals, create action plans and discuss progress being made.

To help TIers learn, perform and grow, we offer a range of tools and resources:

myDevelopment e-learning portal

We offer a comprehensive library of learning resources online, which can be accessed on demand. This portal also allows us to deliver and track required training on ethics and compliance protocols.

New college graduates

Our global rotation program allows top-performing graduates to spend 12-36 months exploring career options at TI. The program includes professional development, interaction with business and technical leaders, coaching and networking with peers.

Leaders/managers

We help new supervisors, frontline managers, managers of managers and high-potential employees strengthen their leadership skills. We use 360-degree assessments, development plans, online and hands-on learning, peer coaching and team-building activities.

TIers

All employees receive mandatory annual training on such topics as workplace safety, ethics, policies, compliance and more.

Mentoring

Mentorship is offered at all levels of the company to help TIers develop personally and professionally in a confidential, advisory atmosphere.

Technical

We provide technical development of our engineers to improve their foundational skills and adapt their abilities to address changing needs. We offer a diverse technical curriculum that aligns with our business needs. TIers also can participate in technical conferences, workshops, lectures and symposia.

Succession planning

Business unit leaders meet yearly with our chairman, president and CEO and our senior vice president of Human Resources to discuss succession planning and the development of future leaders.

Continuing education

We offer tuition reimbursement; fund professional society memberships, conference and symposia registrations; and pay for other educational courses that enhance learning.

Evaluating our progress

To identify and address opportunities for improvement, our development leadership team continuously:

- Tracks attendance in mandatory training programs to ensure compliance
- Assesses training programs to ensure accuracy and relevancy
- Works with facilitators and internal subject matter experts to improve program content
- Benchmarks with training providers and other companies to ensure the effectiveness of our learning modalities

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