

LEARNING & DEVELOPMENT



Ongoing education is a defining element of Qualcomm's culture, reinforcing our belief that the overall capabilities of our organization increase as individual employee skills and knowledge improve. Through our Learning Center and regional learning programs, we offer domestic and international employees development opportunities in professional, technical, management and leadership skills.



Carl Shi
Senior Director

“ I’m always impressed by the quality and quantity of learning opportunities so easily available to us here at Qualcomm. ”

THE LEARNING NEVER STOPS

A key part of being a successful technology company is being innovative and proactive, from the highest rungs of the company on down; we can’t just rest on our laurels. As an employee, I appreciate all of the learning and development opportunities provided to me by Qualcomm. This is truly a culture of constant learning, which is made very apparent by the wide variety of resources available through all sorts of channels—lectures, workshops, online. And, to ensure these resources don’t go to waste, all of us are encouraged to work with our managers to develop an Individual Development Plan (IDP) to identify career goals as well as the training and education needed to help us get there.

As part of my own IDP, I participated in an interactive workshop that addressed disruptive technologies. The workshop fostered a tremendous exchange of ideas among students through informal discussions and team presentations. The class helped me shift my thinking from reacting to problems as they arise to anticipating gaps in our markets where we can develop innovative, valuable solutions to our customers. I was then able to go back and share this refined perspective with my team, which then led us to identify a new development opportunity. Along with innovation-focused classes such as this one, I also regularly take advantage of the executive leadership courses offered by the Learning Center. This continuing education has been invaluable to me and I’m always impressed by the quality and quantity of learning opportunities so easily available to us here at Qualcomm.

Carl Shi
Senior Director, Engineering

PROFESSIONAL DEVELOPMENT

Qualcomm offers hundreds of instructor-led and online courses in areas ranging from general communication skills to customer service and financial management.

Career Development Wikis

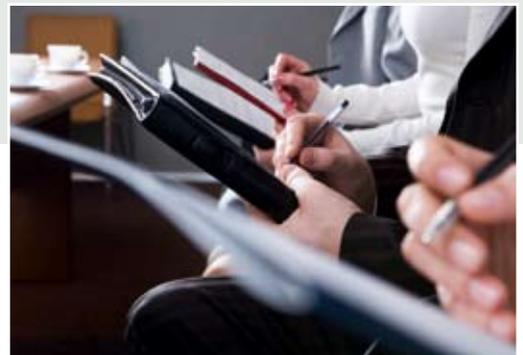
Our Learning Center offers two career development wikis—online resources that allow employees to create and edit content in a shared community forum. The wikis—one for employees, one for managers—offer downloadable tools, guidelines for career planning discussions, and links to additional support.

Career Development Brown Bag Sessions

This annual series of short lunchtime workshops focuses on specific career management topics such as strategic career goal setting and skills self-assessment. Our employees are encouraged to participate in the Brown Bag Sessions in person or via live audio and webinar formats.

Harvard ManageMentor

This interactive series of online development courses offers managers the important tools they need to identify business interests and professional values, achieve the most exciting career possibilities, strengthen their coaching skills, and encourage the best performance out of their employees.



Bringing the Trade Show Home

Organized exactly like an external tradeshow, the Employee Tradeshow booths include graphics, marketing materials and product demonstrations. Teams present their accomplishments to both their peers and management, allowing them to share their successes and network with other employees outside their normal work groups. "I don't usually get to think about what's going on outside my area of focus. Seeing how the different parts of the organization come together has been a very good experience," said manager and staff engineer Dinesh Alladi.

The tradeshow also gives employees the opportunity to browse through new and upcoming products and technologies that are normally only demonstrated to external media and industry groups. "It's a great way for everyone to see the big picture. I've only been with the company a short time and I'm very interested in seeing the products and what we're coming up with," said administrative services clerk Karen Lambert.

Karen Lambert
Administrative Services Clerk



TECHNICAL DEVELOPMENT

To ensure that our engineering and technical professionals are always on the leading edge of emerging technologies, Qualcomm offers live classroom, web- and computer-based training in areas such as software programming and advanced engineering topics. We also maintain an extensive library of engineering resources and market data that provides timely information to employees around the world. Our Learning Center also organizes events that provide an opportunity for employees to share their technical knowledge with colleagues from other teams and departments.

Employee Tradeshow

While a tremendous number of employees contribute to the products and services featured at our numerous external tradeshows each year,

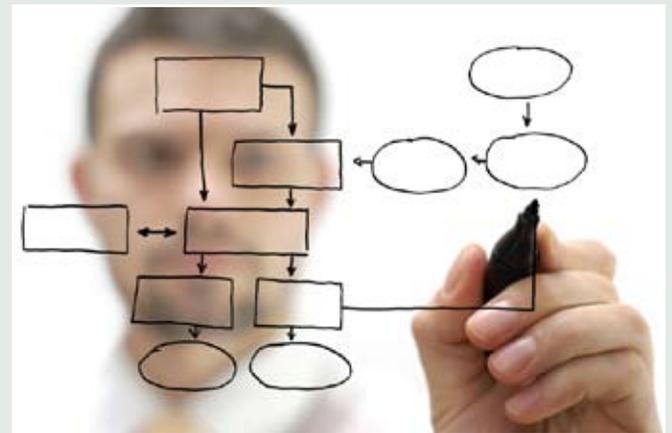
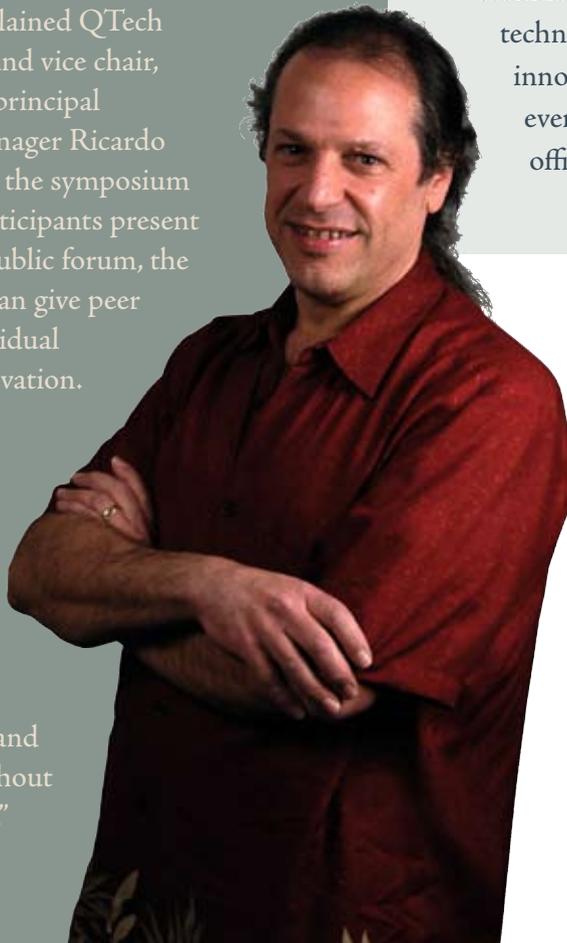


only a small number of these employees actually get to attend them. So, for those of us who don't get to go, each summer Qualcomm hosts its annual Employee Tradeshow, so that all employees have the opportunity to see how their hard work is showcased at external events around the world.

Fostering an Environment of Technical Creativity and Innovation

At the QTech Forum, engineers present technical papers selected through a double-blind peer review process to their colleagues. The conference is an opportunity for the flow of knowledge between the presenters and the audience as well as a forum for constructive feedback. Attendees also have the opportunity to learn about recent breakthroughs in their field through keynotes delivered by leading experts.

“The forum was designed with the intent to provide cross-disciplinary exposure to the different schools of technology and engineering,” explained QTech Forum founder and vice chair, and Qualcomm principal engineer and manager Ricardo Lopez. “By using the symposium model where participants present their ideas in a public forum, the hope is that we can give peer visibility to individual examples of innovation. Anytime we can create a safe, welcoming environment for the exchange of new ideas, we activate a higher level of learning and creativity throughout the organization.”



QTech Forum

The annual QTech Forum is a three-day, internal technical symposium focused on sharing key technology findings, best practices and industry innovations. Over 1,200 employees attended this event sponsored by Qualcomm’s chief technology officer, Dr. Roberto Padovani.

Ricardo Lopez
Principal Engineer and Manager

MANAGEMENT AND LEADERSHIP DEVELOPMENT

A strong company needs strong leaders. With that as its goal, Qualcomm created a series of programs aimed at developing core management skills, as well as leadership training focused on technical and division-specific needs.

Management Skills Program (MSP)

The MSP series provides a solid foundation of leadership skills, including employee recognition, resolving conflict, holding others accountable and team facilitation. This year we introduced an International MSP that addresses topics specific to non-U.S. locations. In addition to these comprehensive programs, Qualcomm offers approximately 20 other programs geared toward specific aspects of manager development.

Leadership Skills Program (LSP)

The LSP focuses on advanced leadership skills such as creating a compelling vision and strategy, effective messaging and branding, and managing organizational politics. This program is complemented by additional programs in which internal and external leaders share experiences and insights with one another.

- ◆ The Learning Center's international course offerings increased 70%.
- ◆ Qualcomm offers over 330 instructor-led sessions and 660 online courses.
- ◆ Qualcomm recorded 48,338 enrollments in classroom courses company-wide.