

- ▶ Completed successful **IPO** in 2004 formally Motorola
- ▶ Leveraged **buyout** in December 2006
- ▶ **Transformation** underway
 - **Closure** of manufacturing – 6” technology
 - **Exit** from cellular handset business
 - Increasing **investments** in growth businesses



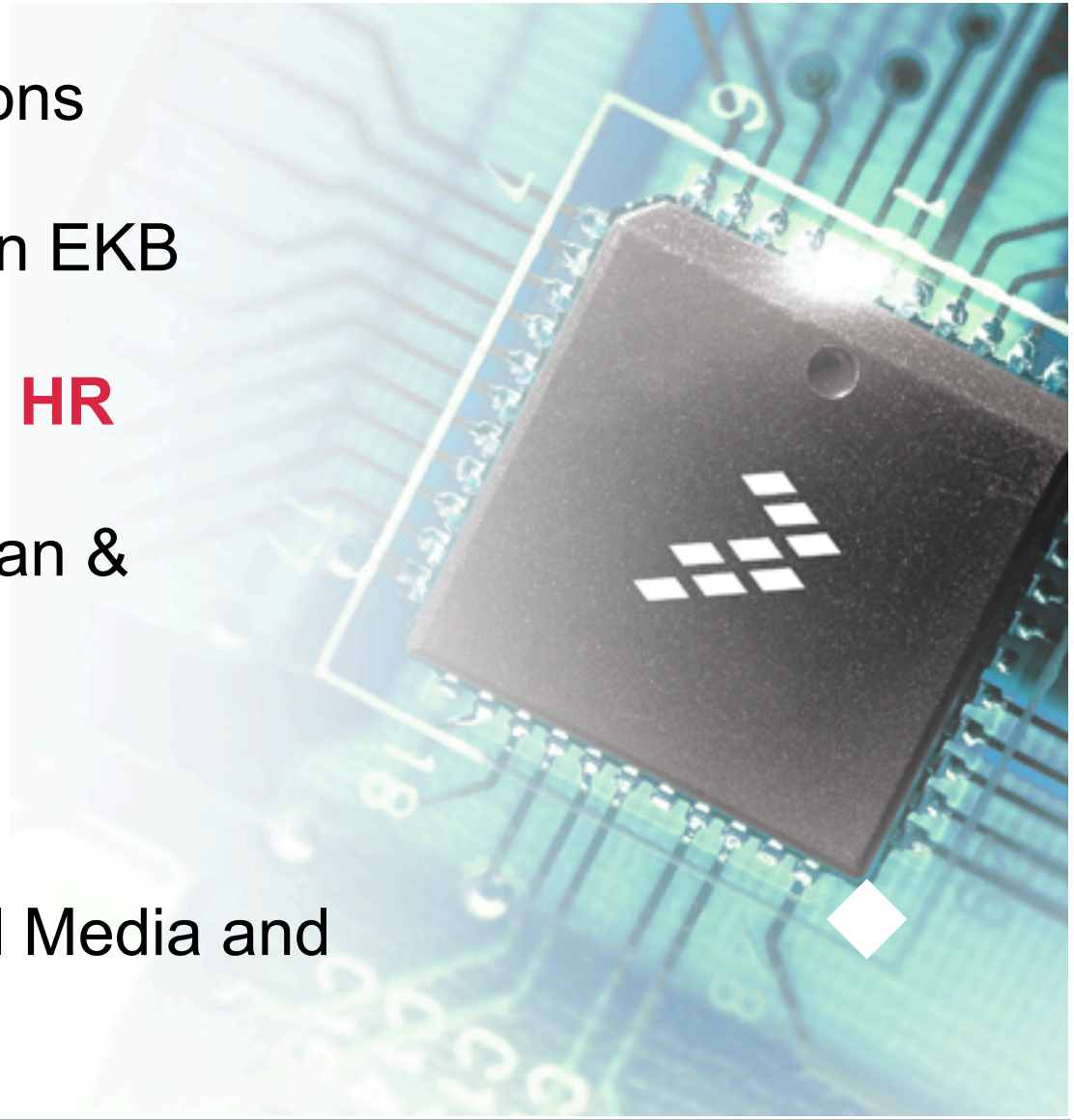
Freescale EKB

- ▶ Motorola historically one of the **biggest private** employers in Scotland
- ▶ Established in East Kilbride in **1969**
- ▶ Employing about **1000** employees in **2007/8**
- ▶ Freescale currently employe approx 180 employees in EKB in **R&D and Support functions**



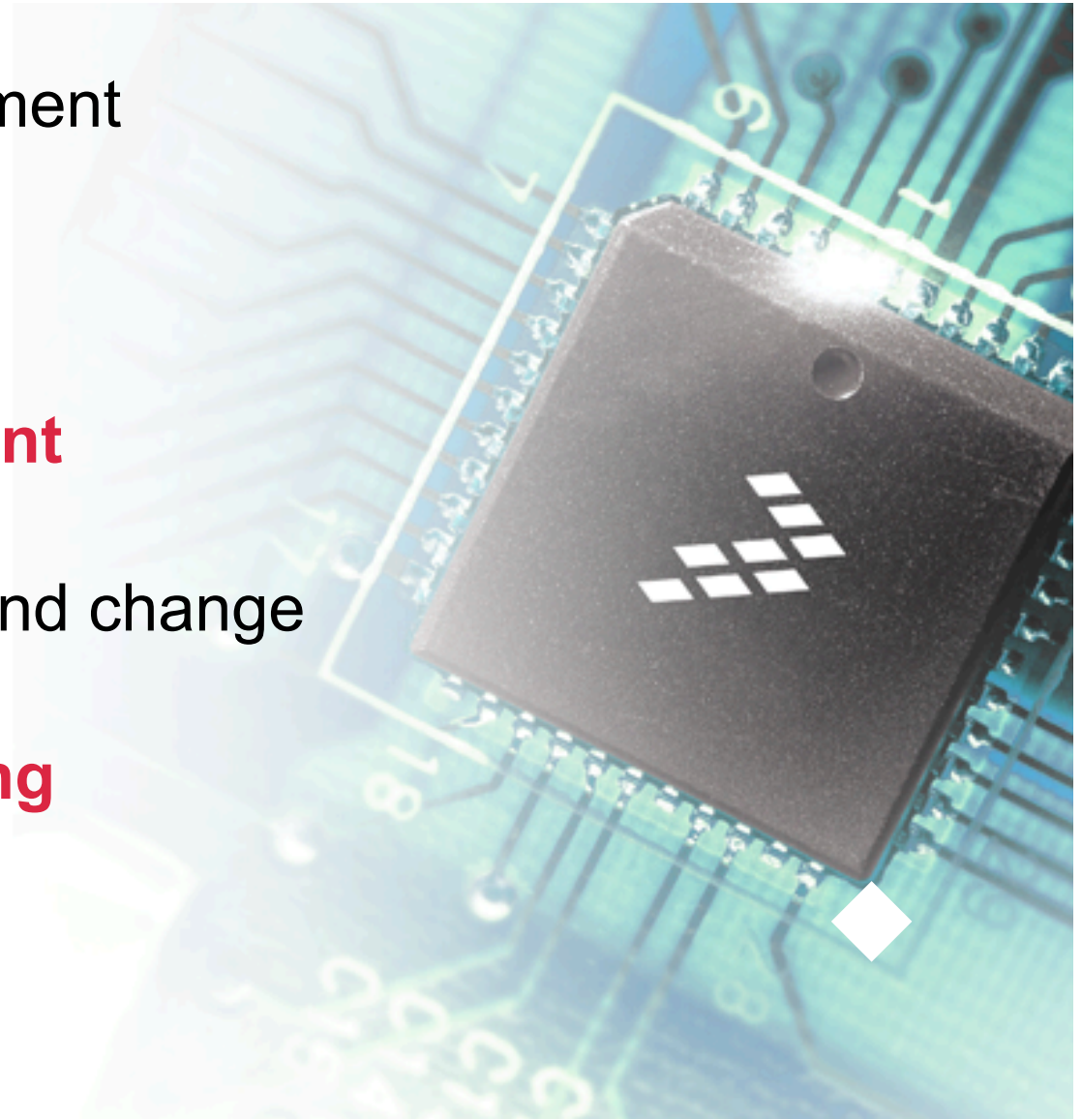
The Challenge

- ▶ **Changed** terms & conditions
- ▶ **Closing manufacturing** in EKB
- ▶ Impacted **Management & HR**
- ▶ **Aggressive** production plan & product transfer
- ▶ **Support** our employees
- ▶ Managing **extensive** local Media and government body interest



The Successes

- ▶ **Detailed** project management
- ▶ HR Role **clarity**
- ▶ Management **Engagement**
- ▶ **Adaptable** to feedback and change
- ▶ Meaningful, timely **training**
- ▶ **External** Partnering



- ▶ **Develop** an integrated Employee Forum
- ▶ Build an environment of **trust**
- ▶ **Attention** to detail



- ▶ The importance of **planning**
- ▶ Management & employee **involvement**
- ▶ **Internal** Stakeholder Management
- ▶ **External partnering**

