Education system (Brother Industries, Ltd.)



Role and Assignment level	Position-based education		Career development /Diversity	External training	Extension training/Departmental training/Personal development				
		Clobal			Extension training (hosted by the Human Resources Dep Departmental training				
		Global				erpersonal skills Interpersonal skills)	Technical (work performance/sp		Personal development
Manager	Trainingfor those stepping down from management roles due to age limit New GM training New manager training		Career de			one-on-one training Harassment training	DX HR training support	Tec	
Project leader/Expert	(0)		esig		Q		bafe	hnc	
Global leader who can assist and substitute for managers or a person engaged in equivalent high-level professional work Their work: • is directly connected to departmental goals. • is extremely challenging due to many budgetary, lead time, and other restrictions. • requires sophisticated expertise and skills. • requires the ability to deal with many people in and outside the company.	Substitute TM training	Training	Seminar on suppo Women's car Career design programs (CDP 30	External training program	Online responsiveness (Meeting productivity techniques) Critical thinking training		Safety, health, and mental health education (Line care Foreign language education & lectures DX HR training education (RPA	Expertise training (on a departmental basis) Technology/Quality/Cost/Skill training (Company-wide technical education)	G
Project promoter	Training for promoted		I pport for career de 30/CDP	rogr	itic	Fac	langu DX H	aini kill 1	res.
Global leader who can promote one or more projects Their work: -is directly connected to departmental goals. -is challenging due to budgetary, lead time, and other restrictions. -requires expertise in given assignment areas and peripheral knowledge. -requires the ability to negotiate across departments mainly with people inside the company.	employees (Leadership skills, Problem resolution)	for overseas assignments Traine Short term dispatch fo	Seminar on support for balancing work and nursing Women's career development support training programs (CDP 30/CDP 40/CDS-N/CDP-N) - career de	am	ss (Meeting productivity t - Critical thinking training	Facilitation training	ntal health education (Line language education & lec DX HR training education	Expertise training (on a departmental bas ality/Cost/Skill training (Company-wide te	E-learning Correspondence education
Person in charge of assignments		atch for	d nu rt tra) - c		ech		Line car	tal b /ide	_
Person in charge of assignments who can cope with practical challenges by following the PDCA cycle Their work: • is partly connected to departmental goals and involves practical operations. • is restricted by relatively lax budgetary, lead time, and other regulations. • requires operational knowledge based on past cases and experiences. • requires the ability to consult and coordinate with people in and outside the department.	Basic skill training for young employees (Thinking, communication, mindset)	e program or technical young overseas dispatch for admi	nursing care training - Career development support lecture		niques)		care and self-care) tures (RPA-BPMN)	asis) technical education	
General worker		 nistrative tra	lectu					\sim	
They: • can implement assignments accurately and promptly. • can gain the trust of associates through their performance. • acts as both a teacher and learner. • demonstrates high comprehension. • can propose improvements in their assignments. • is practicing a good habit and growing every day.	New employee follow up training New employee orientation	ees ve trainees	Mentoring Program						

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