

# Education system (Brother Industries, Ltd.)



Role and Assignment level	Position-based education	Global	Career development /Diversity	External training	Extension training/Departmental training/Personal development															
					Extension training (hosted by the Human Resources Dep)		Departmental training	Personal development												
					Conceptual skills (conceptualization)	Interpersonal skills (Interpersonal skills)	Technical skills (work performance/specialist skills)													
<b>Manager</b>	<ul style="list-style-type: none"> <li>Training for those stepping down from management roles due to age limit</li> <li>New GM training</li> <li>New manager training</li> </ul>																			
<b>Project leader/Expert</b> Global leader who can assist and substitute for managers or a person engaged in equivalent high-level professional work Their work: <ul style="list-style-type: none"> <li>is directly connected to departmental goals.</li> <li>is extremely challenging due to many budgetary, lead time, and other restrictions.</li> <li>requires sophisticated expertise and skills.</li> <li>requires the ability to deal with many people in and outside the company.</li> </ul>	<ul style="list-style-type: none"> <li>Substitute GM training</li> <li>Substitute TM training</li> </ul>																			
<b>Project promoter</b> Global leader who can promote one or more projects Their work: <ul style="list-style-type: none"> <li>is directly connected to departmental goals.</li> <li>is challenging due to budgetary, lead time, and other restrictions.</li> <li>requires expertise in given assignment areas and peripheral knowledge.</li> <li>requires the ability to negotiate across departments mainly with people inside the company.</li> </ul>	<ul style="list-style-type: none"> <li>Training for promoted employees (Leadership skills, Problem resolution)</li> </ul>																			
<b>Person in charge of assignments</b> Person in charge of assignments who can cope with practical challenges by following the PDCA cycle Their work: <ul style="list-style-type: none"> <li>is partly connected to departmental goals and involves practical operations.</li> <li>is restricted by relatively lax budgetary, lead time, and other regulations.</li> <li>requires operational knowledge based on past cases and experiences.</li> <li>requires the ability to consult and coordinate with people in and outside the department.</li> </ul>	<ul style="list-style-type: none"> <li>Basic skill training for young employees (Thinking, communication, mindset)</li> </ul>																			
<b>General worker</b> They: <ul style="list-style-type: none"> <li>can implement assignments accurately and promptly.</li> <li>can gain the trust of associates through their performance.</li> <li>acts as both a teacher and learner.</li> <li>demonstrates high comprehension.</li> <li>can propose improvements in their assignments.</li> <li>is practicing a good habit and growing every day.</li> </ul>	<ul style="list-style-type: none"> <li>New employee follow up training</li> <li>New employee orientation</li> </ul>																			