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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