

# Education system (Brother Industries, Ltd.)



Role and Assignment level	Position-based education	Global		Career development/ Diversity	External training	Extension training/Departmental training/Personal development								
		Administrative	Technical			Extension training (hosted by the Human Resources Dept.)		Departmental training	Personal development					
						Conceptual skills	Interpersonal skills			Technical skills (work performance/specialist skills)				
<b>Manager</b> New GM training New manager training	Substitute GM training New manager training													
<b>Project leader/Expert</b> Global leader who can assist and substitute for managers or a person engaged in equivalent high-level professional work His/her 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 a high ability to deal with many people in and outside the company.	Substitute TM training													
<b>Project promoter</b> Global leader who can promote one or more projects His/her 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 an ability to negotiate across departments mainly with people inside the company.	Training for promoted employees													
<b>Person in charge of assignments</b> Person in charge of assignments who can cope with practical challenges by following the PDCA cycle His/her 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 an ability to consult and coordinate with people in and outside the department.	BBM (Br other business mind academy)													
<b>General worker</b> He/she: • can implement assignments accurately and promptly. • can gain the trust of associates through his/her performance. • acts as both a teacher and learner. • demonstrates high comprehension. • can propose improvements in his/her assignments. • is practicing a good habit and growing every day.	New employee orientation													