Education system (Brother Industries, Ltd.)

brother
at your side

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)			

Manager
- Training for those stepping down from management roles due to age limit
- Substitute GM training
- New GM training
- New manager training

Project leader/Expert
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

Project promoter
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.
- Training for promoted employees (Leadership skills, Problem resolution)

Person in charge of assignments
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)

General worker
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

Global column:
- Overseas dispatch for administrative trainees
- Short term dispatch for technical young trainees
- Trainee program
- Training for overseas assignments

Career development/Diversity column:
- Career design programs (CDP 30/CDP 40/CDS-N/CDP-N) - Career development support lecture
- Women's career development support training
- Seminar on support for balancing work and nursing care
- Mentoring Program

External training:
- External training program

Extension training — Conceptual skills:
- Online responsiveness (Meeting productivity techniques)
- Critical thinking training

Interpersonal skills:
- Harassment training
- one-on-one training
- Facilitation training

Technical skills:
- DX HR training support
- DX HR training education (RPA·BPMN)
- Foreign language education & lectures
- Safety, health, and mental health education (Line care and self-care)
- Technology/Quality/Cost/Skill training (Company-wide technical education)

Departmental training:
- Expertise training (on a departmental basis)

Personal development:
- Correspondence education
- E-learning