

The 4th  
Sumitomo Electric Group  
Executive Conference of  
Greater China



# Executive Talent Development in Greater China



The Sumitomo Electric Group holds the Regional Executive Conferences in the Americas, Europe, Southeast Asia/Australia and Greater China every year. This report presents the 4th Sumitomo Electric Group Executive Conference of Greater China held in Tianjin in December 2018.

**Date** December 17, 2018 (Mon.)

**Venue** The Ritz-Carlton, Tianjin

**Schedule**

- President speech
- Reports on the executive talent development in Greater China and Area Committee activities
- Reports on Area Committee activities  
Reports from five committees on PR and other subjects
- Final reports on the Action Learning program  
Reports from five teams on the Sumitomo Spirit, CSR in Greater China and other subjects
- Reports from the Corporate Staff Group of Sumitomo Electric  
Reports from seven divisions including the Corporate Planning Department
- Comments from the management of Sumitomo Electric
- Social gathering

Tianjin, China



## // The 4th Sumitomo Electric Group Executive Conference of Greater China received 168 persons from 52 companies

At the conference held in Tianjin, China in December 2018, executives and other personnel of the Sumitomo Electric Group companies in Greater China gathered to report the recent situation of each company and make reports on Area Committee activities as well as final reports on the Action Learning program. In addition, the Corporate Staff Group of Sumitomo Electric reported on VISION 2022 and other subjects. From Japan, President Osamu Inoue, Executive Vice President Mitsuo Nishida and Senior Managing Director Yoshitomo Kasui also participated in the conference, which was very productive with an active exchange of opinions and interactions among the participants.



## // Area Committee activities and executive talent development in Greater China



The Area Committee activities were first launched in North America in 2011 and have been developed in the four regions of the Americas, Europe, Southeast Asia/Australia and Greater China until now. At the initiative of Sumitomo Electric Group (SEG) Global Executives in each region, the committees work to address common challenges in their region beyond the borders of individual companies and businesses and report the activities to executives of Sumitomo Electric at the Regional Executive Conference. The committees also serve as a forum for interactions among the personnel. A feature of the Area Committee activities in Greater China is that they originally started with "Action Learning," a training program for executive candidates from Group companies, in which participants work to address management issues unique to the region. The subjects to be examined, as well as participants, in the Action Learning program were taken over by the Area Committee activities, which have then grown while promoting activities with SEG Global Executives. In fiscal 2019 and thereafter, the committees are expected to be strengthened in a phased manner to develop a system originally planned for the promotion of Area Committee with a more organized structure and financial resources for personnel.

## // Sumitomo Electric Group Executive Conference of Greater China also helps executive talent development

As a feature of the Regional Executive Conference in Greater China, final reports on the Action Learning program are made along with reports on Area Committee activities. Since there are only three SEG Global Executives in Greater China, it is an important challenge to promptly develop executive talents for the next generation among the local employees. Many of those who report on the Action Learning program are young, and the Regional Executive Conference gives them opportunities to present their training results directly to the management of the Group and receive feedback from them. Thus, the operation of the conference is also significant for the cultivation of executive talents.

The subjects of the reports on the Action Learning program made in this Regional Executive Conference included the dissemination of the Sumitomo Spirit in Greater China as well as the development of CSR activities. The results of active studies on other subjects were also reported respectively.

