



Brother

Brother Industries is a Japanese multinational electronics and electrical equipment company headquartered in Nagoya, Japan since 1908. Brother's products include printers, large machine tools, and other computer-related electronics. Brother entered Slovakia in 2007. Based in Krupina, they have over 250 staff.

Business Need

Brother needed to quickly expand its production capacity and recruit new skilled employees. They also needed to develop first-line managers (team leaders) and their managers (supervisors). They wanted to define their key competencies and set up a systematic development programme to build these competencies on an ongoing basis.

Given the relatively new nature of the Brother business in Slovakia, many of the staff were young and eager for development.

Lumina Learning Solution



A Lumina Leader Academy was set up, and a set of integrated courses developed. The development programme started with all staff receiving a Lumina Spark portrait, and the initial training focused on:

- Lumina Spark training - two days, plus one day follow-up

- Communication skills - two days, plus one day follow-up
- Change management - two days, plus one day follow-up

The second phase of the development programme involved:

- Lumina Leader - two days, plus one day follow-up
- Build supervisory and leadership skills - two days, plus one day follow-up

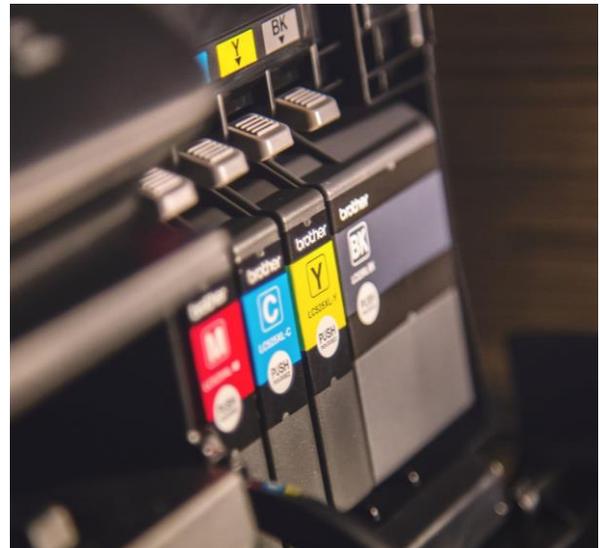
Many Lumina Learning resources and models were built into all of these workshops. Colour was used as a new language to talk about behaviours in a factory environment rather than usual task-focused discussions.

Results

A highly pragmatic and effective training process was established. Lumina Leader was woven into the fabric of the process.

Over a two-year period, a pipeline of future leaders was developed. The new system has created the capability to grow the Brother business and further develop the production capacity in Slovakia.

Lumina Leader is now the overarching model for leadership development for Brother in Slovakia.



Feedback

“It was really helpful the courses were so tailored to our factory environment and specific needs.” – Monika Balazkova, Production Manager

“Many of the first line managers were already skilled in the green and blue behaviours, and the communication skills courses first built on these green/blue strengths But the course went on to help develop the red behaviours to encourage use of assertive and direct qualities And also built the yellow skills used for giving presentations.” – Development Programme Participant

“We loved the practical examples and easy-to-use tools that actually work!” – Development Programme Participant