

Welcome to your journey of growth at Hitachi Energy. You are the CEO of your career, and you aren't alone in this journey. Through Diversity 360 and Our Leadership Pillars, we believe in fostering a culture of lifelong learning and enabling a growth mindset where you are encouraged to reach your full potential. Career development is about getting YOU where you want to be while meeting the needs of Hitachi Energy. Matching our organizational needs with your unique personal goals will help us shape tomorrow today.

Career Development Job Aid



Overview

Sections

70%: On-the-job activities

Identify challenging experiences, situations, or available projects that develop desired competencies.

20%: Along-the-job activities

Create self-awareness through assessments, collaborative learning relationships, and self-reflection.

10%: Off-the-job activities

Identify training for a desired skill in order to apply it immediately in your job.

How do we learn?

Research shows that people will forget half of what they learned within an hour unless they put it into practice. To mitigate this challenge, companies adopt the 70:20:10 model of learning. This model is proven to maximize learning, which enables greater agility and performance in a fast-paced global environment.

70%: On-the-job activities



Optimize career goals through intentional self-reflection and discussion

- Improve self-awareness using the SWOT analysis in the [Energize Your Career \(EYC\)](#) portal under Career Trails.
- Develop [SMART](#) individual goals in your Global Performance Management in HiNext ([video](#)).
- Leveraging the [Feedback Conversations Toolkit](#), seek and be open to feedback ([video](#)) from your manager and colleagues to understand your impact.
- Complete the [Growth Conversations toolkit](#) that guides you to reflect on your career and have meaningful conversations with your manager.
- If you are currently a manager, pro-actively seek feedback about why members of your team would STAY using the [STAY conversation toolkit](#) and make necessary changes for improved engagement.

Expand scope of work

- Cover for others on leave
- Take on managerial responsibilities or lead a project team ([video](#))
- Increase decision-making authority ([video](#))

Solve real problems

- Find a best practice to implement using a cross-functional project team ([video](#))
- Apply new learnings in real situations ([video](#))
- Champion or manage a change ([video](#)) and present the outcome to a leadership team or at a conference

Learn from new experiences

- Build your network internally and externally ([video](#))
- Job shadow in areas you are curious about or would like to develop
- Visit customers or company sites
- Apply for a challenging new job ([tool](#))

20%: Along-the-job activities



Assess capabilities through self-reflection and discussion

- Understand how you relate to different cultures by completing a [Culture Wizard](#) assessment
- Identify what you will do differently by reviewing projects that did not meet your goals
- If you are a first time manager or an experienced manager with a new team, consider the [new manager assimilation guide](#) to get to know your team and find out what is working well or what could be better

Pursue feedback through collaborative learning

- Seek advice from recognized experts
- Establish a coaching partner with a peer to support each other through a project ([video](#)) or find a professional coach to help you develop in specific ways. ([tool](#))
- Find a mentor to navigate career development ([tool](#))
- Ask your direct reports what you do well and areas to improve ([video](#))

Observe others

- Study the behaviors of a peer who is recognized as delivering exceptional results while maintaining positive morale and develop a plan to adopt for yourself

We foster a culture of lifelong learning – continuously striving to create opportunities and challenges for talent of all levels and backgrounds as part of our [Diversity 360](#) vision. Diversity in thought and experience enables us to create a dynamic culture of innovation and collaboration that prepares our people to realize their highest potential and empowers us to deliver on our mission to deliver a sustainable energy future.

10%: Off-the-job activities



"The 70:20:10 model makes learning immediately actionable. When employees feel empowered to take action in the workplace, they focus on their career goals, are more eager to collaborate with peers, and take initiative to connect with others."

Hitachi Energy

For more information, please submit a request via [MyHR](#)

hitachienergy.com

Participate in events or training

- Attend trade shows, exhibitions, and conferences
- Leverage internal or external leadership development or technical courses ([tools](#)) under the Learn tab.

Study using self-managed resources

- Explore eLearning with [Power Your Learning with Percipio](#) or [Energize Your Career](#)
- Read relevant business journals and books
- Research what your competitors do using published data and the internet to draw parallels, reach conclusions, and make recommendations ([video](#))

Learn from Others

- Arrange training sessions or invite an external speaker to a team meeting
- Join a professional network
- Engage with a Functional Competency manager to develop functional competencies ([tool](#))