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**页面一：**

员工发展Staff Development

打造一个没有天花板的舞台A platform with no ceiling

我们期望为人才的成长与发展提供良好的土壤和广阔的平台，在注重企业自身不断发展的同时，我们重视每一位员工以及用于培养他们的资源投入。我们倡导：

We aim to provide a good environment and wide platform for staff growth and development. We attach great importance to develop our business as well as our employees. We propose,

员工是自己职业发展的主导者，直接主管是员工的教练，人力资源工作者是支持者和内部顾问。

Every employee is his/her leader of their career development; direct supervisor is the coach, and HR staffs are supporters and internal consultants.

让每一个独特的灵魂在没有天花板的成长空间尽情闪耀。

Let each unique soul shine on the platform with no ceiling.

学习与发展原则Principles of learning and development

员工发展的表现来源于个人在职业生涯中的改变、适应以及成长能力。重庆延锋安道拓注重实时地在现实生活中学习的价值，从而使个人能满足充满挑战和变化的工作要求。

The performance of employee’s development comes from the individual's ability to change, adapt and grow in his career. We emphasize the value of learning in working environment, so that individuals can meet the requirements full of challenges and changes in work.

公司对于员工个人学习和发展遵从三个基本原则：干中学，承担责任，寻求支持

Three basic principles for employees' personal development: learn by doing, take responsibility and seek support

多样化学习资源Diversified learning resources

在三个基本原则的指导下，公司对员工的学习发展体系建设中也遵循10-20-70的发展原则，让培养与发展的资源更有助于转化为员工的能力。

Besides the three basic principles, we apply 10-20-70 development principles in building the employee’s learning and development system, so that these learning resources are more conducive to improve employees’ ability.

200+ 面授课程200+ Face-to-face lecture 100+面授课程 100+ Face-to-face lecture认证讲师 Certified trainer

课程培训/Workshop/E-learning/在职学历教育

Course training/ Workshop/E-learning/ On-the-job degree education

一对一辅导360度评估反馈导师机制

One-on-one coaching and tutor feedback mechanism

岗位锻炼/授权Position training/authorization

转换职能Function switch

负责新业务等 Responsible for new business

员工发展通路Development Route for Employee

在重庆延锋安道拓，员工的职业发展主要通过三条通路实现：管理通路、专业通路和轮岗通路。

Here employees could achieve their career goal mainly through three routes: management, profession and job rotation.

公司倡导员工澄清自己的职业发展目标，选择合适自己的职业发展方向，并为不同的发展方向制定合适的发展通路。

We encourage employees to clarify their career goal and choose the fitted career path.

首席专家Chief Expert

高级专家Senior Expert

专家Expert

高级工程师/专员Superior Engineer/Specialist

资深工程师/专员Senior Engineer /Specialist

跨职能跨部门轮岗通路Job rotation

副总经理/总经理Deputy General Manager/ General Manager

总监Director

经理Manager

主管Supervisor

工程师/专员Engineer /Specialist

初级工程师/专员Junior Engineer /Specialist

技术员/助理Technician/Assistant

CQYFAS专业学院Professional Academy

重庆延锋安道拓专业学院于2015年成立，旨在打造职能领域的专业能力提升，在建立技术人才梯队的同时，激励和发挥资深及专家的带头引领作用，目前下设13大专业学院：

Professional Academy is established in 2015. Our aim is to improve the professional competence in fields and raise a talent team motivated and led by senior experts. As a result, we have 13 professional academies as following.

采购学院Purchasing Academy

质量学院Quality Academy

财务学院Finance Academy

商务学院Commerce Academy

物料学院Materials Academy

制造运营学院MMC Academy

TC学院TC Academy

HSE学院HSE Academy

CI学院CI Academy

HR学院HR Academy

工艺学院Craftsmanship Academy

设备学院Equipment Academy

项目学院PMO Academy

CQYFAS领导力学院Leadership Academy

重庆延锋安道拓领导力学院结合LCM能力递进关系开发，系统性提升领导力水平，培养训练有素的领导者：

Leadership Academy develop courses with LCM guidance to cultivate well-trained leaders：

成长学院及新任学习项目为模块化标准课程链接年度战略重点；

Growth Academy and learning program are modular standard course of annual strategic point.

现任领导者学院结合年度战略重点、能力差缺，设计年度学习旅程。

Leadership Academy develop course by combining the annual strategic point, competence gap.

愿景领导 战略层学习计划Vision Leadership EC Development Plan

战略解码 运营层领导力学院Strategic Decoding Management-level leadership Academy

聚焦发展 中层领导力学院Focus Development Middle-level leadership Academy

助力转型 新任中层学院 Transformation New Middle-level leadership Academy

梯队储备 成长学院 Talent Reserve Growth Academy

知识技能传授 格局视野拓展 战略绩效问题解决 Transmission of skills/Vision expansion /Strategic performance problem solving

面向校园及社会招聘Campus recruitment and social recruitment

这是一个追求卓越的组织；This is an organization pursuing excellence

每一个加入我们的人，都是有信念、有态度、有追求的人，我们志同道合，不忘初心；

Every partner of us is alike with attitude, faith, pursuit and stay true to our original aspiration.

每个人在这里变得更好，至臻尽善。Here, we everyone become a better self and does utmost

我们，以卓越致敬初心We, strive for excellence, stay true to our original aspiration

校园招聘 座拥初心 椅靠未来Campus recruitment/Seating of the mission /Lean on future

我们每年持续开展校园招聘，校园人才成为五分之一的组织血液；We continuously launch campus recruitment, and newly-recruited graduates accounts for one-fifth of our organization.

我们为您提供高速成长的土壤，为您的初心创造平台，成就您的职业梦想。We provide fertile soil and great platform to achieve your career goal.

社会招聘 因为有你 卓越未来 Social recruitment /With you, We’ll create an excellent future

我们一直秉承任人唯贤的价值观，寻求敢于创新、追求卓越、不断突破的优质人才；

We have been sticking to meritocracy and seeking high quality talents with innovative thinking, excellence-oriented and breakthrough.

我们倡导同创共享的奋斗者文化，我们是爱学习、爱奋斗、爱创新、爱生活的艾小渝；

We advocate to create and share together-striver culture, we are “Ai Xiaoyu” who is fond of study, struggle, innovation and life.

因为有你，卓越未来。With you, We’ll create an excellent future

产品中心 Products Center

乘用座椅 商用座椅 骨架 面套 滑轨Passenger seats / Commercial seats / Frame/ Trim/ Track

技术能力Technical capacity

创新开发 技术中心 制造能力Innovation and development/ Technical center /Manufacturing capacity

职业前景Professional perspective

工作机会 员工发展 员工关怀 办公环境Career opportunity/ Staff development/ Staff caring / Work environment

企业文化Enterprise culture

企业文化 社会责任 杂志《认知》Enterprise culture /Social responsibility /Magazine *Cognition*

关于我们About us

愿景使命 发展历程 战略目标 全国布局 合作伙伴Vision & mission /History/ Strategy target/Partnership

私人使用条款*Official terms of private use*

2016年10月31日，Adient plc(“Adient”)完成了与Johnson Controls International plc(“Johnson Controls”)的分离，现在是一个独立的公开贸易公司。而不是约翰逊的管理者，负责这项业务的运作，包括这个网站

On October 31st, 2016, Adient plc finished spinoff from Johnson Controls International plc, and became an independent company of open trade. It is not the manager of Johnson Controls responsible for business, nor as the website.

**页面二**

成为绿色、舒适、智能 生活方式的引领者To be Pioneer of green, comfortable, and smart lifestyle

价值观 Value

同创共享/正确行事/追求成功/一次到位Co-create and share/ Do it the right way / Play to win / Get it right the first time

加快步伐/“我们”大于“我”/任人唯贤Pick up the pace/ / “We” before “I”/ Empower the best people

使命 Mission

为用户、供应商、员工、股东和社会创造 共赢的生态系统，成为受人尊敬的企业

Create an eco-system for customers, suppliers, employees, shareholders and society and become a respected cooperation.

发展历程History

2003年 江森自控、延锋江森、博奥集团正式签定三方合资协议，成立合资公司重庆延锋江森。

In 2003, Johnson Controls, Yanfeng Johnson, Boao Group signed joint venture contact and established Chongqing Yanfeng Adient Automotive Components Company.

2004年 搬迁至渝北工厂，第一个项目福特CD132正式投产

In 2004, we moved to Yubei plant and the first Ford program CD132 was launched.

2006年 铃木工区正式投产，重庆延锋江森荣获“重庆市高新技术企业称号”

In 2006, Suzuki plant was launched and we were awarded “Chongqing High-tech enterprises”

2007年 举办第一届家属日活动，启动公益项目蓝天计划

In 2007, we held the 1st Family Day and started Blue Sky Initiative for charity.

2010年 公司年销售额首次突破10亿元，技术中心获得第一项技术专利

In 2010, Annual sales volume excess one billion, and Technical center won the first [technical](javascript:;) [patent](javascript:;).

2011年 公司完成第一次组织变革，建立以客户为中心的平台业务单元

In 2011, we fulfilled the first [organizational](javascript:;) [change](javascript:;) and set up customer-oriented business unit.

2012年 福特福克斯项目顺利投产，公司发展迎来里程碑事件

In 2012, Ford Focus program was successfully launched as a milestone of the company.

2013年 成立深圳分公司、成都子公司，快速布局全国

In 2013, we set up footprints around the country and established Shenzhen branch and Chengdu subsidiary

2014年 为满足业务发展需要，成立大庆、南昌、杭州子公司，重庆总部新办公大楼及黄茅坪工厂正式启用

In 2014, we set up Daqing, Nanchang, and Hangzhou subsidiary, and Chongqing HMP office building and plants were put into use.

2015年 成立锋奥子公司，柳州工厂正式投产，公司正式挂牌成为JCI全球认证的全功能技术研发中心

In 2015, Feng’ao subsidiary was set up and Liuzhou factory was launched. We was inaugurated as a full-functional technical R&D center globally certified by JCI.

2016年 年销售额突破40亿大关，财务表现取得重大突破，成立哈尔滨子公司，重庆延锋江森正式更名为重庆延锋安道拓汽车部件系统有限公司

In 2016, annual sales were over four billion, financial performance made breakthrough and set up Ha’erbin subsidiary. Chongqing Yanfeng Johnson Controls renamed as Chongqing Yanfeng Adient .

2017年 年产量首次突破100万套，实现可持续健康成长，举行《文化的力量》新书发布会，启动全国分子公司新书路演

In 2017, annual production excesses 1 million sets and realized sustainable development. We held an official release of *The Power of Culture* and roadshows in branches and subsidiaries around the country.

2018年 公司成立15周年，发布企业人物形象“艾小渝”，启动线上文创店“艾小渝的未来工厂”

In 2018, we celebrated our fifteenth anniversary and issued corporate image “Ai Xiaoyu” and started online shop for Ai Xiaoyu.

大庆 哈尔滨 成都 重庆 南昌 东莞 杭州 台州 Daqing/ Ha’erbin/ Chengdu/ Chongqing/ Nanchang/ Dongguan/ Hangzhou/ Taizhou

1个JCI认证技术中心1 JCI certificated technical center

10家制造工厂 10 manufacturing plants

4300+名员工4300+ employees

合作伙伴Business partner