Interview record

1. The team is the basis for the success of each member. Depending on the team at any time is the shortcut to success, and the skill improvement of team members is particularly important. I mainly provide guidance from improving the comprehensive ability of the team, ability = understanding * practice * initiative. How to improve understanding quickly: need to learn together constantly, continuous thinking, need the collision of ideas. How to improve practical experience quickly: need to accumulate, need to share, need to communicate, need to repeat, need to do more. How to improve INITIATIVE: The most fundamental decision of initiative is personal value, initiative to play a good team atmosphere, initiative to improve the awareness of who to work for, initiative to improve the need for opportunities.

2. Lead and mobilize everyone to work hard towards a common vision.

3. I have basically reached my set goals, which can be attributed to my relative professional knowledge reserve, long-term goal planning, and the courage to question and debate. Realize their own value, let myself and the team to gain happiness and satisfaction.

4. I will smile at the bad news and tell the team, rather than blaming them, and analyze the reasons for their failure together, which should be taken as a warning. Let the team focus on success rather than failure.

5. First, share his successful experience with team members and summarize his experience. Encourage team members as long as confident upward, diligent thinking, continuous practice will also become successful career.

6. I will be responsible for myself and others.

7, understand the operation of the world deep principles, understand the relationship between people how to come from, how to operate.

8. In my company, transformational leaders are better than transactional leaders. Transformational leadership will make full use of employees' growth potential to improve employees' creativity and willingness to make more efforts for the company, so as to create emotional attachment and sense of belonging between employees and the company brand. In this way, employees are willing to fight for the mission of the company.

9. I haven't encountered any ethical problems in my company. If so, I will deal with the following: (1) understand the situation. (2) Formulate the system. (3) Consider the situation. (4) Talk in private. (5) Positive education. (6) Termination through negotiation. (7) Be dismissed.
10. Humanized management and people-oriented; Implement reward mechanism, reward and punish lazy; Establish a level playing field, the best, the worst.

11. Industry 4.0 refers to the use of the Internet of Things information system to digitize and

intelligentize the supply, manufacturing and sales information in production, and finally achieve fast, effective and personalized product supply. In the Internet + information age, systems, equipment and machines in our factory are interconnected on the basis of the Internet, gradually achieving a complete connection of operation, monitoring and management decision-making among all factories in the whole enterprise. This stimulates the improvement of main productivity, and enhances the flexibility of operational decision-making, achieving the purpose of improving quality and efficiency.