HITACHI
Inspire the Next

Hitachi, Ltd., Hitachi Institute of Technology
(From right to left)
Director, Mr.Masashi Sawa
Senior Planning Manager, Mr.Mahito Ohmi
Planning Manager, Mr.Yoshitaka Takahashi

Since 1993, Hitachi has Turned to Learning Tree for Training in New Technologies

The corporate philosophy of Hitachi, Ltd. is contributing to society through the development of excellent technologies and products. Hitachi envisions a future for people to live safely and prosperously. To support this vision, Hitachi is developing Social Innovation Business — a worldwide advanced social infrastructure system.

Through Social Innovation Business, which utilizes digital technologies, Hitachi will accelerate collaborative creation with customers and partners to share issues and create solutions together. For this purpose, Hitachi emphasizes the continuous development of their employees' knowledge and skills. In 1970, Hitachi Institute of Technology was established to provide basic knowledge and advanced education in the field of electronics. Today, the institute focuses on Hitachi's own technologies, and extending the most advanced technologies within the company and group companies.

It is important for Hitachi engineers to find, acquire, and apply new technologies directly to their job. Furthermore, because technologies quickly become obsolete, they are expected to keep learning throughout their lives. "Traditionally, engineers have been taught to think logically," said Masashi Sawa, Hitachi Institute of Technology Director. "Nowadays, acquiring innovational capabilities and finding new value also becomes important. As for Hitachi Institute of Technology, we make efforts to develop the knowledge and skills of our staff, which can lead to innovational capabilities."

A Strong Partnership Built on Trust

Hitachi Institute of Technology currently provides more than 300 training programs to Hitachi, Ltd. and its group companies. Each year, approximately 7,000 professionals participate in technical skills straining.

The training topics provided by Hitachi Institute of Technology includes:

- Hardware — such as machinery, materials, and electronics
- Manufacturing — such as production technologies
- Technical Skills — which are represented by Skill Olympics
- Information Technology (IT)

Hitachi expects to develop innovational capabilities by leveraging the most advanced IT products and methodologies. To achieve this mission, they place their trust in Learning Tree to develop and deliver practitioner- and advanced-level training for their employees. In the form of 2- to 5-day classes, Learning Tree provides Hitachi with approximately 70 course events each year.

"Since 1993 — for nearly a quarter of a century — the relationship we have with Learning Tree has been based on a stable trust. Learning Tree's greatest merit is the ability to provide training that is too advanced for us to conduct within our own organization. Additionally, they always understand our needs, share our thoughts, and plan for our future. Even when we have challenging requests, they respond very positively."

— Mr. Masashi Sawa, *Director*
Hitachi Institute of Technology

Quality Training from Industry Experts

"Hitachi understands the importance of effective project management. In 2002, we already had a project management certification program within the company, and Learning Tree provided the training. When I was a project manager, I attended Learning Tree's project management training, which helped me realize that

LEARNING TREE
INTERNATIONAL

training is important for all project managers. One of Learning Tree's greatest strengths is the quality of their instructors. Every Learning Tree instructor plays an active role in the front lines of global competition, and then shares their experience with the class. The engineers of Hitachi are able to gain invaluable knowledge from these experiences as they face many challenges in global business.

Furthermore, Learning Tree has been providing over 20 project management courses, 20 times a year, for more than 10 years. It is quite difficult for advanced project managers to improve their skills, which is why we appreciate Learning Tree providing such a large number of high-level training opportunities taught by very skilled instructors."

— Mr. Mahito Ohmi, *Senior Planning Manager*
Hitachi Institute of Technology

"When it comes to IT training, Learning Tree's instructors and course content have a high reputation. Attendees often say that they are inspired by the passionate teaching of Learning Tree's instructor, and they desire to attend another course by the same instructor.

Our experience has also shown that, when an attendee has a question, Learning Tree's instructors provide a deep and intelligent answer; placing emphasis on explaining 'why it is so'. Such explanations are impossible without a high level of expertise.

The IT field is always evolving; therefore, Hitachi's employees need to understand the theoretical background of 'why it is so'. If they don't achieve this understanding, keeping pace with industry changes will be difficult and prevent them from taking the next step further."

— Mr. Yoshitaka Takahashi, *Planning Manager*
Hitachi Institute of Technology

Quickly Responding to Industry Changes

"Before we started our Agile development training program, Learning Tree was informing us of Agile's effectiveness. However, at that time, we could not grasp the need for Agile training, so Learning Tree offered us a course to measure the needs of Agile in the company. As a result, we received a number of enrollments to the course, and the attendees'

course evaluations were great. We were then able to identify the value of Agile for Hitachi, and immediately began our Agile training program."

— Mr. Yoshitaka Takahashi, *Planning Manager*
Hitachi Institute of Technology

"With Learning Tree's support, we were able to develop and deliver new business analysis courses in just eight months. We discussed the training program in August 2016, and we had a complete framework and curriculum soon after. This gave us confidence that the program will start in April 2017, allowing us to comfortably enroll participants as early as December. It usually takes more time to develop a new training program, but Learning Tree was able to deliver the training in the short time that we needed it. Their ability to quickly take action is very impressive."

— Mr. Mahito Ohmi, *Senior Planning Manager*
Hitachi Institute of Technology

"After each course, there is a roundtable discussion between the Learning Tree instructor and the attendees. These discussions prove to be very useful, so we asked Learning Tree to conduct evening seminars, which are two-hours long and available to all Hitachi employees. The seminars cover popular topics, such as globalization, and always reach the limit of 100 attendees. In the past, Hitachi Institute of Technology had been a place only for engineers. Now, because these evening seminars are open to everyone, even Sales and HR employees, we have a valuable new space for learning."

— Mr. Masashi Sawa, *Director*
Hitachi Institute of Technology

Up until 2014, Hitachi Institute of Technology and Learning Tree provided training exclusively in the Japanese language. Now, Learning Tree instructors based in North America travel to Japan and teach courses in project management, Agile development, and requirements identification for Hitachi's English-speaking employees. These courses also give Japanese employees the opportunity to prepare for globalization.

Planning for the Future

"Social Innovation Business still has many future fields, such as business analysis. We will need to start training for these future fields — as time changes, we need to change with it — and Learning Tree provides us with valuable insight. Additionally, because Learning Tree is a worldwide company, we seek their guidance within the Japanese manufacturing industry from global perspective."

— Mr. Masashi Sawa, *Director*
Hitachi Institute of Technology