

A young man with curly hair, wearing a bright blue suit and white sneakers, is captured mid-jump over a series of small water fountains in a paved plaza. He is carrying a brown folder or tablet under his arm and has a backpack on. The background features a row of tall, thin, green cypress trees and a modern building with a white, curved facade. The overall scene conveys a sense of energy, progress, and leadership.

Lenovo Global Future Leaders Program

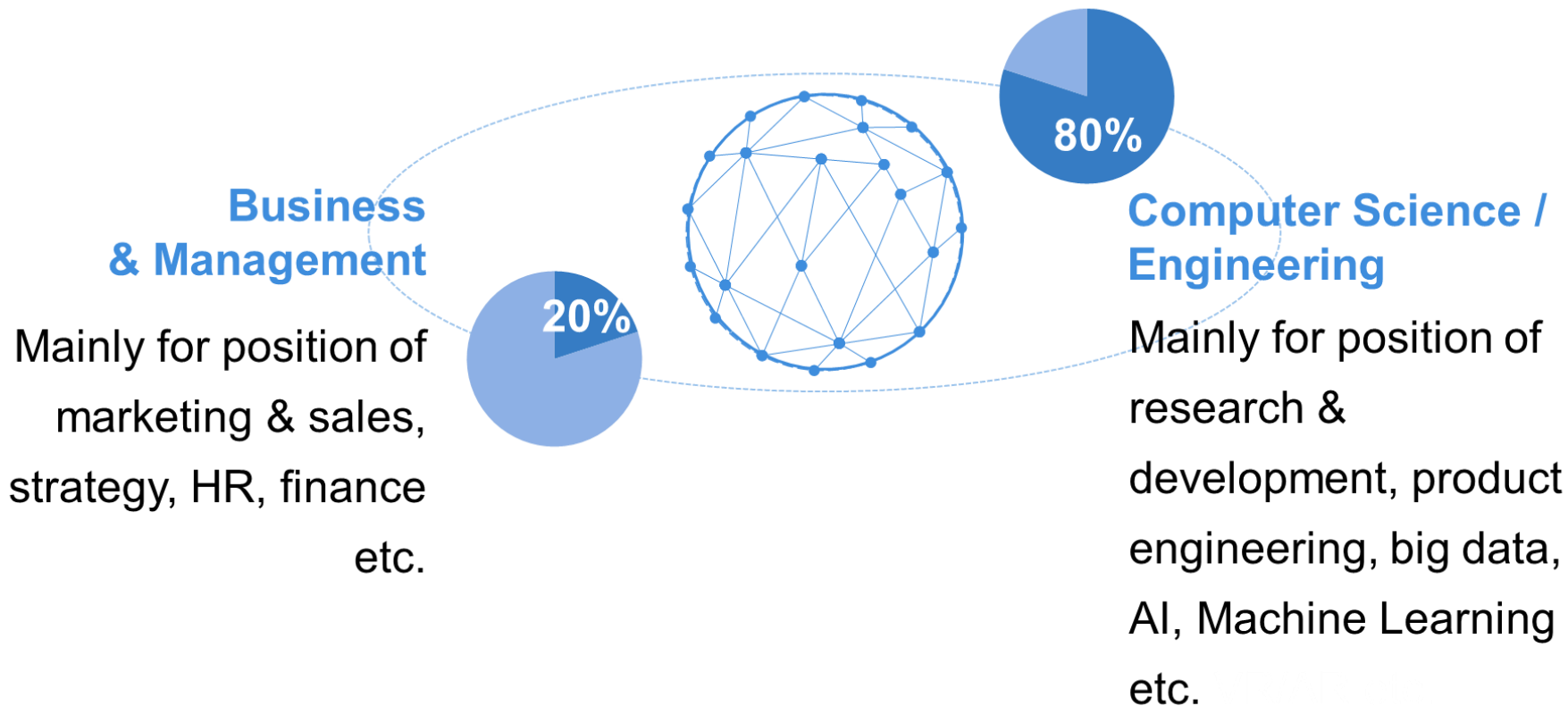
LenovoTM

What is Global Future Leaders Program?



- ❑ Lenovo Global top graduate **talent development** program
- ❑ Target **universities in US, China, Europe and Japan**
- ❑ Annual **cohort of 20-30** across Regions and Business Groups
- ❑ Individual customized **development program** to enhance capability and build for success

Target Students



Career Growth for Global Future Leaders



Global Future Leaders Development Framework

Career Development

Functional Competency & Leadership Competency

Enhance E2E Job Experience

- Job Rotation:
- Role-based Rotation
 - Cross-function / Organization Experience
 - End-to-end Exposure

Expand Network for Success

- Mentor
- Line Manager
- Coach
- Buddy
- HR
- Peers

Manage Self for High Performance

- Future Leaders Orientation
- Functional Essentials
- Leadership & Professional Essentials
- On-the-job Learning

Develop Leadership for Career Growth

- Ready to Manage
- For Those Who Manage (FTWM)
- Manager Accelerator Program (MAP)
- Directors Accelerator Program (DAP)

Performance Driven

Planned Future Leaders Roles in Japan

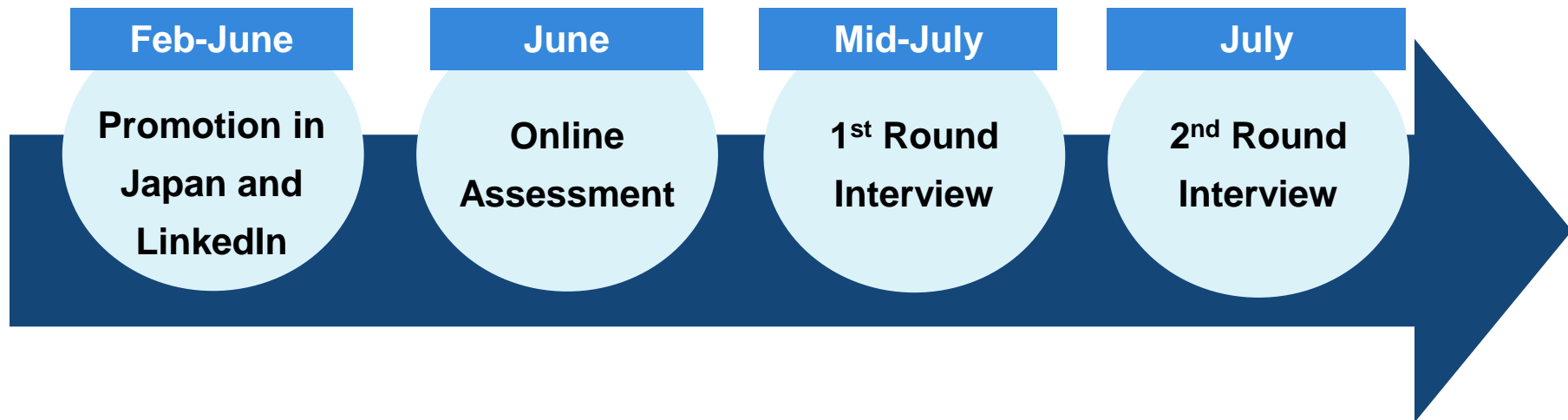
Hardware Engineer

Strategy Specialist
(several positions)

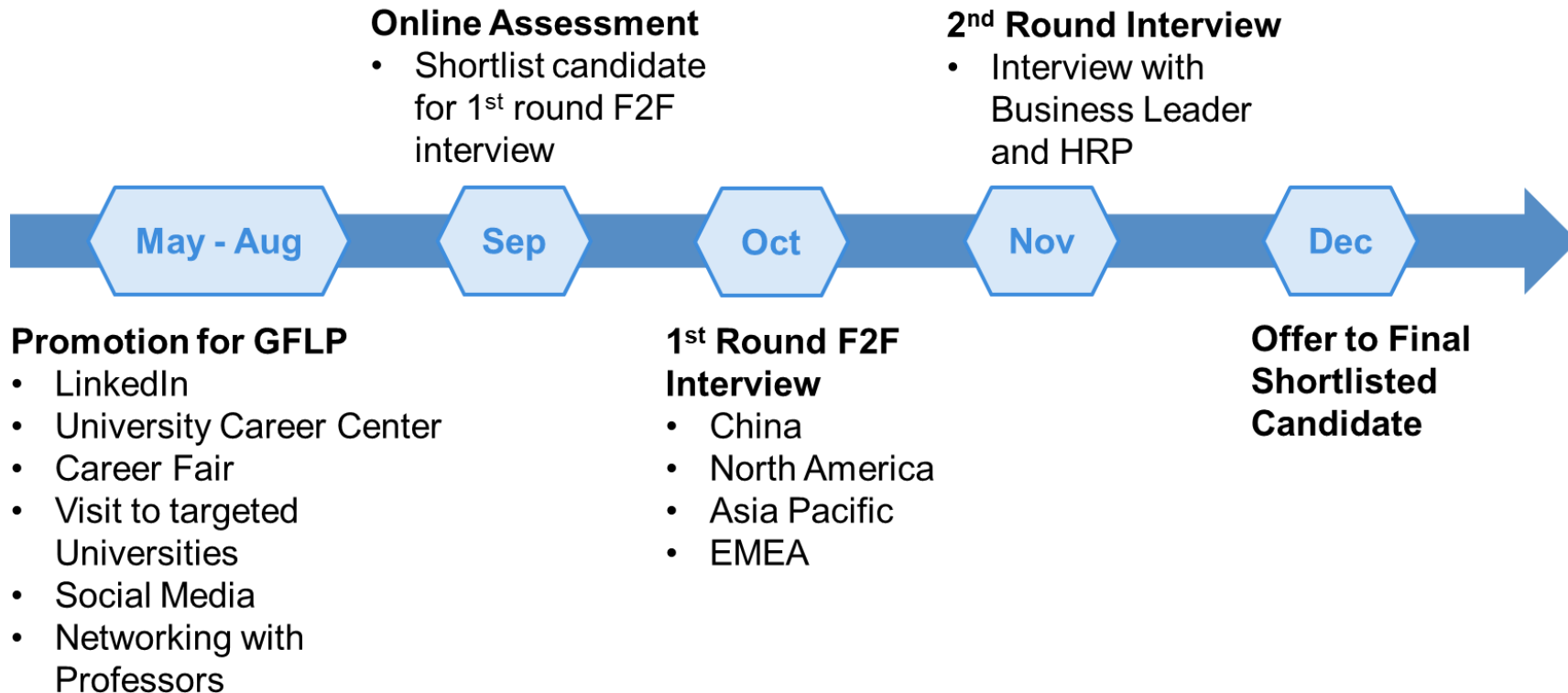
Strategy Analyst



Hiring Timeline in Japan



Global Hiring Timeline



thanks.

**Smarter
technology
for all**

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