

HUAWEI PEOPLE

8

Aug. 2024
ISSUE 359
Bimonthly

Embracing the Intelligent Era
Speech by Eric Xu at the Strategy
and Technology Workshop (STW) 2024

VOICE

2 Embracing the Intelligent Era

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The world has seen complex dynamics at play over the past year, with rising geopolitical tensions and a host of challenges to global economic recovery. But if we look back at history – whether it’s the First Industrial Revolution driven by steam engines, the second driven by electrification, or the third driven by information technology – it’s clear that advancements in technology have been key to helping humanity navigate crises and emerge with greater vitality.

STORIES OF HUAWEI PEOPLE

6

The Road to Innovation



11

An Amazing Journey of 19 Years



16

Forging Ahead for Growth and Excellence



HUAWEI WORLDWIDE

21

Milestones and Memories:
Starting From a Fresh Graduate

25

Finding My Home

29

Making Every Moment Count in Striving
for More Glory



32

News & Events

HUAWEI COMMUNITY

33

My First Training Experience in China

HUAWEI PEOPLE

Issue 359

August 1, 2024

Published bimonthly

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Available In-house Free of Charge

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Embracing the Intelligent Era

Speech by Eric Xu at the Strategy and Technology Workshop
(STW) 2024

By Eric Xu / Deputy Chairman, Rotating Chairman



Ladies and gentlemen,
Distinguished scientists, experts, researchers, and
industry representatives,

Good afternoon and welcome to STW 2024.

The world has seen complex dynamics at play over the past year, with rising geopolitical tensions and a host of challenges to global economic recovery. But if we look back at history – whether it’s the First Industrial Revolution driven by steam engines, the second driven by electrification, or the third driven by information technology – it’s clear that advancements in technology have been key to helping humanity navigate crises and emerge with greater vitality. Nowadays, the Fourth Industrial Revolution driven by AI is capturing the attention of the entire world. AI is already powering all sorts of industries and becoming part of our everyday lives. It has huge potential for further promoting industry development and driving social progress.

I. Network infrastructure for the intelligent era: Advancing 5.5G for ubiquitous, broad, and fast connectivity – the new information superhighway

2024 is the first year of 5.5G commercial deployment. 5.5G is a huge improvement on 5G in many respects. Downlink speeds will go up from 1 Gbps to 10 Gbps, and uplink speeds will go up from 100 Mbps to 1 Gbps. That’s a ten-fold increase in bandwidth. 5.5G also reduces air interface latency down to 1 millisecond, which is one-tenth the latency of 5G. In addition, 5.5G offers many new capabilities, such as wide-area submeter-level sensing, centimeter-level positioning, and intelligent connectivity across all scenarios.

5.5G will see broad use across many sectors, such as in smart logistics and manufacturing, helping these sectors go digital and intelligent faster than ever. In the next five to ten years, 5G and 5.5G will deliver a superior experience across all aspects of life, whether people are at home, on the go, in the office, or on the factory floor.

For the past 200 years, Western countries advanced the world on wheels – first trains and then automobiles. Speed was what made the US the world’s largest industrial powerhouse. Speed was and will continue to be key to progress. In the intelligent era, the speed of information flow will be a game changer. Building ubiquitous, broad, and fast communications

“ *We need to fully tap into AI capabilities – for both creative tasks and more specific, practical work. The immediate focus should be on creating greater business and social value. Huawei is working hard to advance the application of AI large models in industries, and we’ve achieved notable results in many fields.* ”

networks will be vital to future leadership. At Huawei, we’ll keep exploring new communications technology that offers higher bandwidth and lower latency. Our goal is to build advanced information superhighways that lead to a fully connected, intelligent world.

To develop sustainably, the communications industry needs standardization and interoperability. Huawei is a firm advocate for globally unified standards. Geopolitical conflicts and the prioritization of local interests over global interests will fracture the communications industry, leading to fragmentation and a lack of interoperability, which will ultimately impede global economic growth and social progress. The United Nations’ Broadband Commission for Sustainable Development has called for universal broadband access to be elevated to a basic right. Going forward, Huawei will continue working closely with the industry, carriers, and standards bodies to promote consensus on – and formation of – unified standards conducive to global interoperability. Huawei will also devote more effort on the device and content side to help boost data traffic on networks. Through this and more, we want to expand the benefits of broadband and drive tangible improvements in quality of life for everyone.

II. Computing backbone for the intelligent era: Supporting a vast range of AI models and applications to power industries as they go intelligent

The launch of ChatGPT and its rapid iteration have made what we previously thought impossible possible. The AI sector has set its course on pre-trained large models with large data sets and a huge number of parameters, which will require massive amounts of

computing power. We’ve seen incredible improvements in large model capabilities such as analysis, inference, and content generation. Many challenges still exist, however, particularly in the controllability, explainability, and energy consumption of large models. Addressing these challenges will require nonstop investment in basic research, and driving the next stage of AI’s evolution will take a long time.

We need to fully tap into AI capabilities – for both creative tasks and more specific, practical work. The immediate focus should be on creating greater business and social value. Huawei is working hard to advance the application of AI large models in industries, and we’ve achieved notable results in many fields.

In meteorology, our AI model can generate a 24-hour global weather forecast in just 1.4 seconds. That’s 10,000 times faster than conventional forecasting methods. The error rate of our model is at least 12% lower than that of conventional approaches.

In aerodynamics simulation for large aircraft, we can reduce the mean error rate of flow field prediction down to a few tenths of a percent, and increase simulation speed by a factor of 1,000.

In pharmaceuticals, we can speed up drug R&D by at least a factor of 10, reducing the time needed to design new drugs from years down to a single month.

Similar stories of how AI is enabling industry upgrade are unfolding every day. Simply put, AI is unlocking immense new opportunities.

Device-wise, Huawei was the first company to bring AI to smartphones, kicking off the age of Mobile AI in 2016. Since then, we’ve been using AI to power

applications like photography and translation, and have also extended these AI capabilities to a broader range of scenarios like smart home and smart cockpit applications. Today, with recent developments in large models, providing every device user with their own smart personal assistant has become a real possibility. Moving forward, Huawei will evolve our smart assistant Celia into a super AI agent powered by our Pangu models. We will also build HarmonyOS NEXT into an AI-native OS to deliver system-level native intelligence based on unified AI capabilities.

For large models to truly gain traction, we need nonstop innovation on the models themselves, as well as a robust computing backbone, a large assortment of tools and software, and a thriving ecosystem. Huawei has what it takes to provide massive computing power for large model training. Over the past decades, we've built up a wealth of research, technological, and engineering capabilities in electronics and information. We have synergistic strengths across computing, networking, storage, cloud, and more. And we've adopted a number of different approaches to boost overall performance, including prioritizing greater capabilities over smaller surface area, increasing capacity through stacking, increasing scale through clustering, and breaking the limits of Moore's Law through non-Moore's means. With these capabilities, we can provide partners with the massive computing power they need to train the world's leading large models. And it's how we're offering the world a second option for its underlying computing backbone.

We believe that any commercial application has to be practical in the real world. This is true of AI applications for smartphones, personal computers, vehicles, and ships, as well as certain industrial applications for sensing, control, and optimization. Supporting applications like these requires smaller, low-cost models that are resource- and compute-efficient, and that enable rapid inference. We are confident in our ability to spur the AI sector forward, driving in-depth, practical application, and supporting intelligent upgrade across industries.

III. Software ecosystems for the intelligent era: Collaborating openly for shared success, with a mindset to help partners succeed first

In the intelligent era, building up ecosystems is of vital importance, and it requires the active involvement of partners and developers. At Huawei, ecosystem

development is a key long-term strategy. We advocate for open collaboration and helping others succeed, opening up our capabilities to partners to achieve shared success.

By the end of 2023, more than 800 million devices have been connected to HarmonyOS, and the HarmonyOS ecosystem now has more than 2.2 million developers. In general computing, the Kunpeng ecosystem has made steady progress, and we've worked with 4,700 partners on more than 14,500 industrial solutions. In AI computing, we aim to support a vast range of AI models and applications, not just Pangu models. We've opened up the underlying capabilities of CANN 7.0. The MindSpore open source community is now serving over 5,500 businesses. With our Ascend AI, we have jointly launched 2,900 industry-specific AI solutions with more than 1,600 independent software vendors.

We want to support a thriving ecosystem, and that's why we are assembling a dedicated team to engage with ecosystem partners. This team helps our partners create native applications and, more importantly, addresses the in-depth challenges that have been holding our partners back. We want to help our partners make the most of HarmonyOS, openEuler, Ascend, and Kunpeng, and give them the support they need to make improvements across the board.

With a strong footing in China and the global market in mind, we'll keep building robust ecosystems as we aspire to offer the world a second option for computing power and a third option for mobile OS.

At Huawei, our vision is to bring digital to every person, home and organization for a fully connected, intelligent world. We believe that digitalization, intelligence, and decarbonization are the most unambiguous trends in the world today – ones that are irreversible.

Moving forward, Huawei will remain as committed as ever to basic research and open innovation. During this process, we are ready and willing to work with all stakeholders in all possible ways, including through partnership with and sponsorship for universities and R&D institutions around the world. Together, we'll ramp up basic research to reach the pinnacle of science. Together, we'll explore the future and make it happen.

STW is a great opportunity for us to freely discuss, share, inspire, and come up with great ideas to light up the future. All my best for a fruitful and successful event.

Thank you!



The Road to Innovation

By Ireland Intelligent Operation & Management Lab



Editor’s Note:

Over the years, Benoit Claise has dedicated himself to the pursuit of staying ahead of industry trends, pushing the boundaries of what is possible, and converting his groundbreaking ideas into transformative solutions. In his entire career, he has been committed to the belief and conviction that consistent and easy-to-use device instrumentation is the only possible way to simplify networks and automate the management of today’s large networks.

Since joining the Ireland Research Center (IRC) of Huawei in 2021, Benoit has served as the Intelligent Operation & Management Chief Technology Officer (CTO). And he has been doing what he is truly passionate about. In this following interview-based article, Benoit shared his journey through the realm of network automation.

Innovate Big or Go Home

“I have a passion for my job. I believe that the role of an engineer is to innovate. And in my career, I’ve always been after the industry trends. More specifically,

the industry transitions. Whenever we are able to catch up with industry transitions, we are able to innovate big!”

From the outset, it is clear that Benoit’s professional journey has been fueled by an unquenchable passion for his work. He firmly believes that innovation is the cornerstone of the engineering profession. It is a belief deeply rooted in his identity as an engineer, one that has kept him on the cutting edge of the industry’s most significant transitions.

Benoit’s commitment to innovation is best represented by a personal motto: “If you don’t surprise people, you don’t innovate big enough.” While this might raise an eyebrow or two, it reflects Benoit’s unwavering dedication to pushing the boundaries of what is possible. This determination to challenge the status quo has been instrumental in advancing his career and driving him to explore more possibilities and embrace industry transitions.

Joining Huawei and Paving the Way for Autonomous Driving Networks (ADN)

Benoit’s momentous decision to embark on a new journey with Huawei, a preeminent global technology giant, marked a pivotal milestone in his illustrious career. What set this off was a thought-provoking question posed by his prospective bosses, L and G: “What do you want to accomplish at Huawei?” This question, which obviously

went beyond the typical scope of a job interview, forced Benoit to think hard about his vision for the future of him and the company that he was probably going to serve.

“Well, I told them I would like to solve the vision of service assurance, closed loop and autonomous networks. And nowadays this is exactly what I’m focusing on Huawei team here in Dublin, Ireland, realizing the vision of autonomous networks, one step at a time. We are a research lab here in Dublin. So, it means that first of all, we’re going to research on the most advanced innovation. Second of all, we’re going to do proof of concepts to demo to customers. We’re also going to work on the standards. In the world of operations, it’s important to have standards. We don’t have the luxury to always have a single vendor network. As a consequence, our management systems must work with different vendors. Hence, the requirement to have solutions that are standard based, at least to communicate with different routers and switches of the world.”

His response encapsulated the essence of his vision – to resolve the challenges associated with service assurance, closed-loop systems, and ultimately pave the way for autonomous networks. Today, this vision is at the core of his work at Huawei’s research laboratory in Dublin, Ireland, where, along with his team, he focuses on the ADN challenges.

Huawei’s Dublin laboratory serves as a hub for cutting-edge innovation, where they are at the forefront of research, proof-of-concept demonstrations for customers, and standards development. In a world where multi-vendor networks are the norm and an array of diverse devices must be able to communicate seamlessly with each other, the role of standards cannot be overstated. The laboratory’s focus extends to the operators, where innovation is driven by valuable customer feedback, so that they can navigate the complex landscape of modern network management.

Indeed, the next big innovation, according to Benoit, revolves around networks that can self-monitor and self-correct. Drawing parallels to the automotive industry, he envisions a future where networks can drive themselves, much in the same way as do autonomous vehicles. This vision is embodied in Huawei’s concept of ADN.

Benoit’s decision to focus on the ADN research for operators, as opposed to segments like enterprise customers and datacenters, is rooted in his recognition of the unique challenges it presents. Operators, such as those

managing telecommunications networks, deal with multi-vendor environments with mix of legacy and new devices. How to manage these diverse components and make them function cohesively presents a complex puzzle.

This complexity is further compounded by the historically siloed organizational structures that many operators have in place. Despite these challenges, Benoit recognizes that this complexity is precisely what makes the world of operators the most compelling. He believes that, by solving these intricate problems, the solutions can be extended to other segments with relative ease.

Why did Benoit decide to dedicate his career to network automation, operational management, and the vision of autonomous networks? The answer lies in the ever-evolving technological landscape.

“Well, this is not a new field and we’ve been having different names for this along the years. It could be called network management, or software-defined networking (SDN), operation management, or closed loop, or you name it. The key thing I want to stress is that the stars start to align for autonomous networking. It’s a great topic to be in.”

We may imagine having a smart, programmable kitchen. Traditional network management is like an old-fashioned kitchen with fixed appliances and limited tools,



Benoit (on the right) being honored with the title of Huawei Autonomous Driving Network (ADN) Streaming Standards Scientist

“ *Just as a cook would adjust the oven temperatures or stovetop flames based on the recipe, the network administrator can, through programming, adjust network parameters like routing, bandwidth allocation, and security settings in real time. This flexibility allows for more efficient use of resources, faster service delivery, and improved monitoring capabilities.* ”

where the cook can only work within the constraints of the physical layout and available utensils. SDN, on the other hand, brings in something like modern, modular kitchen utensils and appliances. Think of it as having smart, programmable ovens, stovetops, and refrigerators that can be configured and reconfigured on the fly to suit the needs of each dish. The cook (in this case, the network administrator) can now dynamically adjust the settings of these appliances through a central control panel, ensuring that each dish is cooked to perfection or, in the case of network service, the service is delivered perfectly.

Just as a cook would adjust the oven temperatures or stovetop flames based on the recipe, the network administrator can, through programming, adjust network parameters like routing, bandwidth allocation, and security settings in real time. This flexibility allows for more efficient use of resources, faster service delivery, and improved monitoring capabilities.

Moreover, this modern kitchen is designed with cloud computing principles in mind. Just as cloud computing provides scalable and elastic resources, software-defined networking enables the network to scale up or down based on demand, much like a cook adding or removing appliances as needed for different menus.

In this beautiful vision, the realm of networking is not just a cluster of wires and a set of protocols. It is a vibrant ecosystem where intelligent systems can thrive and evolve. And Benoit stands at the helm of this revolution, steering the ship towards a future where networks are not just tools but also intelligent partners in our digital world. His work is not just a career choice; it is a mission, a quest

to help reshape the landscape of networking and bring it into a new era of autonomy and intelligence. Joining Huawei and paving the way for autonomous networks marked a new chapter in his professional journey, one filled with both promise and challenge.

Chasing Your Passion, Innovating for the Future

Benoit's dedication to the field of network automation is driven by passion. He firmly believes that working in an area that one is highly passionate about is important. And Benoit also believes that, by creating a team of experts with diverse backgrounds and fostering innovation at different paces is essential for success.

“That's my passion. That may also be a piece of advice to young engineers, which is that you have to work in an area about which you have some passion. Or at least you must be surrounded by people who are passionate about what they do and this passion is going to be communicated to you as a consequence. That will make your professional life, which is somehow a big part of everybody's life, more enjoyable and, more importantly, you will realize that, with passion, you can move mountains. Therefore, we need to hire professional, knowledgeable people with a great level of passion for what they do.”

This advice of his to young engineers is simple but workable: find your passion and work in areas that ignite your enthusiasm. Indeed, by surrounding yourself with

like-minded individuals who share your passion, you can move mountains and create meaningful change.

The passion for change brings the motivation to work, and little by little makes up the good work of every day. When asked “What is a good day?”, as an answer Benoit gives some real-world examples:

“A good day is whenever you discuss with a customer and he shares his problems and you start brainstorming about a solution. It’s whenever a customer demo goes well and you receive good feedback. It’s whenever you find a solution to a problem, small or big, writing a specification... which can be as simple as writing an email explaining how something should/can be working, or as complex as writing an Internet Engineering Task Force (IETF) standard. Or a good day can be whenever you influence the direction of the company, whenever you guide your teammates on what you believe is the right thing to do, you motivate people, or sometimes simply that you motivate people or help a teammate or simply that you explain yourself correctly. Because, let’s face it, we always deal with different audiences.”

When he is faced with difficulties and challenges, which are not uncommon in any projects, his recipe for dealing with them is focusing on the big picture, being customer-focused, being the expert in the room, and

guiding the headquarters (HQ) for implementation. He believes that, with a customer-centric mindset for the long term, we can never be wrong.

Benoit is very open-minded in team management, for he expects to listen to everyone for their different voices in meetings and events. He often encourages everyone to speak up, to boldly express their different opinions and demands, to act, and not to be afraid of making mistakes. As he once pointed out, the only ones who do not make mistakes are those who do not do anything.

Rhythm is an active member of Benoit’s team. When it comes to talking about Benoit, he always gives a thumbs up. Much admiring Benoit’s professional approach and astute team management skills, Rhythm has personally benefited immensely from them.

2022 was a memorable year, when the COVID-19 pandemic was rampant and everyone was wearing masks. Benoit went on a business trip to the headquarters in Shenzhen, Guangdong Province, China, to communicate with his colleagues on the research and business work he was involved in. It was in one of the communication sessions that Rhythm met Benoit in person for the first time. Initially, Rhythm appeared overwhelmed and insecure, and his lack of understanding of the business coupled with his limited English proficiency made him



Benoit (sixth from left at the back row) alongside his team members

feel awkward and uncertain. Hesitant to voice his thoughts because he was afraid of making mistakes, Rhythm was struggling to find his way. But Benoit, in his unique way, proactively identified and raised questions. It only took a short time for Rhythm not only to quickly understand the project they were working on but also to share his own understanding and viewpoints. It was an experience that made him grow rapidly, especially in terms of face-to-face communication.

Here is what Rhythm said about Benoit in the interview:

“At first, I was confused about the business of the IRC, but since joining this department, Benoit has directly led me to the next level. Every time there was a meeting, Benoit would require me to raise two questions, preferably valuable, in-depth, and worth exploring. If I didn’t ask questions, Benoit would ask me questions. At first, I felt a bit anxious. I tried hard to listen and understand, but I still couldn’t understand or put forward any good questions. I was afraid that, if I said or did something wrong, it would have a negative impact on the business. I was in an embarrassing predicament, but Benoit was there for me. He would always encourage me, guide me, let me find the key points and directions, and patiently explain the project details. After multiple interactions, I found that I could

quickly get started with the business. I had a feeling of enlightenment. He passed his passion on to me.”

As Benoit’s interview draws to a close, it is clear that his journey is not just a personal triumph but a powerful narrative of innovation and transformation in the fast-paced world of technology. His dedication to autonomous networking and network automation has pushed the boundaries of engineering and, more importantly, inspired a new generation of thinkers and innovators.

With a vision that is both forward-thinking and deeply rooted in practicality, Benoit has demonstrated that engineers have the capacity to shape the future of technology. His unwavering passion about and commitment to his craft have been the driving force behind his remarkable achievements, and they will continue to guide him as he navigates the ever-changing digital landscape.

As we look ahead to the future of network automation, Benoit’s journey stands as a beacon of hope and inspiration. His story is a reminder that, with passion, perseverance, and a vision for the future, we can all contribute to the revolutionary change that is shaping the world of technology. Leading by example, Benoit will surely continue to influence and inspire engineers and innovators for generations to come.



Benoit (second from left at the back row) and teammates at a birthday party

An Amazing Journey of 19 Years

By Mazen Faysal El Khiamy / Egypt



I do believe that life is a short journey that begins with the cradle station and ends in its arrival station, pretty much in the same way as beautiful and transient things fade away in the end. From start to finish, we make transfers between many different stations until we reach our final destination. As for my own life journey, one of the important stations is Huawei, where I have spent roughly two decades of my life working as an instructor at the Northern Africa Learning & Certification Service Department.

During my initial years of working, I was young and handsome with a full head of hair; later on, the hair on my head began to thin; and finally I ended up being a bald guy! Over these years I have even changed seven eye-glasses! My favorite beverage used to be mango juice, and now it is Nespresso coffee, to which I am hopelessly addicted. On the other hand, I have learned a lot of knowledge in technology and other fields. So, in the narrative that will follow, I will try my best to include some snapshots chronicling what occurred to me in the past and share some of my perspectives on the world around me and what I believe will happen in the future.

When I was in the real world of work, like most fresh graduates I was shocked to find how inadequate I was in terms of technical expertise and communication skills, even though this was a normal situation for any young

engineer who begins his or her career after receiving his or her college degree.

In my early Huawei days, I would pretend that my technical level and my physiognomy skill improved a lot – by the word “physiognomy” I mean the art of discovering temperament and character from outer appearance or the ability of reading people based on their body language. Maybe you, dear readers, are wondering if I myself, the author of this article, am an engineer (instructor) or a clinical psychiatrist. Well, my answer is simple: I am a little bit of both, as an engineer of Huawei should be multi-talented and all-around who can handle complicated situations in his work until his target is reached.

Indeed, working with some customers – especially those who are strict and demanding – can be challenging sometimes, but this has made me develop another skill and character trait – I have become more and more patient and professional and try to better understand and meet the needs and wants of customers. So far I have learned how to build customer relationships, where I am always customer-centric and try to ensure a win-win situation for us and our customers.

For instance, recently I got an assignment to deliver two training programs for customer A. To be delivered in French, both programs were customized based on some special project scenarios at the customer side while they

involved the deployment of some Huawei solutions. The training must be delivered in such a way as to ensure a high level of customer satisfaction with our training solution.

As mentioned earlier, an instructor or engineer of Huawei should be all-around. In my case I should be able to read my trainees and I should work to satisfy their needs and wants. In these two training programs, my trainees came from various departments of our customer, of different ages, with different experiences, and from different backgrounds; they even had totally different objectives to achieve by participating in this training. I was to deliver the training at Huawei campus in the city of Hangzhou, China. I clearly knew the significance and importance of the training results because any negative comment or feedback from the trainees would result in some negative consequences. The target for me to reach for both programs was to get 5/5 – full scores – in terms of customer satisfaction rating on the training. Encouraged by the senior management team, I was confident and determined to pull it off.

To accomplish this challenging mission, I planned to move forward in two steps.

My first step was to earn trust from the trainees participating in the programs, especially when each

training program was to last for 25 days. I worked hard for this and was happy to see their trust and confidence in me as an instructor growing by the day. They could, I believed, be built like a house, on a foundation, stone by stone or brick by brick, until they were ready for acceptance. And I would print out their shared project low level design (LLD) documents and study them very carefully in order to develop training contents that were customized exactly to fit their technical needs; in this approach, the training was effective for the trainees, who came from different domains of business or technology and whose job responsibilities varied from person to person.

During a session, I was explaining data communications (datacom) technology to some voice communication experts who were trainees. In spite of my eloquent and enthusiastic presentation, I found that they were all quiet and looked uninterested. And I wondered why.

Although I was confident in our brilliant training strategy, I must be sure that our trainees would not feel bored during my training session. It dawned on me that my trainees tended to focus on their own business or technical field. To make my explanation and presentation relevant and interesting, I should not simply rely on some generic



Enjoying my weekend in Hangzhou

“ *During our training sessions in Hangzhou, I would often stay in the empty classroom or laboratory for long hours even when the class was already over.* ”



During a training session

training strategy and slides and instead I should include some network case studies and more relevant materials in the training contents to make the trainees feel related and interested.

Then, in the next training hour, I decided to change my pitching strategy; I would address their technical concerns from their perspective. Once, as I recall, when I showed them their real network topology and how it related to voice services using voice over IP (VoIP), they immediately became thrilled and actively participated in the discussion. In such an enthusiastic vibe, I even asked them to join me in making explanations and answers of some questions about communications networks, simply because they were more familiar with their networks than I was.

Besides, I would address the trainees using such titles as Mr. or Ms. before their family names. When they addressed me, however, I would suggest that they should address me by my given name or simply my nickname. This was to make them feel that we were close, just like a family. I told them that they could ask me any questions about me if they would like to; meanwhile I showed them due respect as I was well aware of the appropriate boundary between customer and training service provider. As a result, the trainees were getting more and more fond of me. Their team leader even invited me to their weekend party, and that was the moment when I knew for sure that

they treated me as a true friend. Our training ended, but our friendship has continued ever since.

I tended to answer my trainees' questions in a timely manner and, whenever they needed my technical support, I would not hesitate to provide. To facilitate such interactions I gave them my email address and my social-media accounts in case they might need to contact me during non-working hours and my spare time when they had questions or requests. I did this also because I believed (and still do) that classroom training is just a beginning, not an end.

During our training sessions in Hangzhou, I would often stay in the empty classroom or laboratory for long hours even when the class was already over. The reason? It was because some critical solution features were a little complicated to work properly in the first attempt onsite or in the laboratory. So, to avoid any inconvenience caused by possible faults, I made it a point by working on these features personally in advance. Only in this way could I feel assured that I would be able to show my class in the following day how these features would normally work.

The customer trainees highly approved of my way of going about the training; they trusted me, knowing for sure that I really cared about them. They let me know their gratitude when they heard that, when they went shopping or enjoyed chilling out after class, I was still in the classroom or the laboratory preparing the practice in

“ *As mentioned earlier, my Huawei journey has been one of learning and growth. In 2007, I remember in particular, I got to be involved in the first project for me since joining the company.* ”



How I spend my leisure time

advance to make sure that no problem could happen during the next day’s training. Their gratitude was reconfirmed in the result of the customer satisfaction survey on the training. For the two sessions with 12 trainees in each one, the overall scores were 5/5! That showed that all the 24 trainees were totally satisfied with my performance!

On the other hand, it was my second time to be in Hangzhou since 2016. In my first visit to the city, I had been there for a wireless training session at the old training center on the Huawei campus there (maybe I will talk about this trip in another article in the future). In this visit to the city, as I remember, I knew no one there at the time, as most of the colleagues were new recruits. I had to build new relationships of some sort face to face. Normally I would correspond with colleagues using either WeLink or email. It was not enough, however, as I was convinced that any human relationship should be based on direct, in-person contact and should not be built just in an electronic way.

And my personality has helped a lot with my work. I am a friendly guy, and I like to keep a good relationship with all my colleagues in general. We genuinely liked each other. When it comes to the professional relationship and the personal one in a team, I would like to compare them to gears of an engine. As long as these gears get more and more homogeneous and work in harmony, the engine will work more efficiently – better quality and less noise.

As mentioned earlier, my Huawei journey has been one of learning and growth. In 2007, I remember in particular, I got to be involved in the first project for me since joining the company; it was also the first time when I was able to see a datacom network in the real world, not just one in the textbook. It was a 3G network project of a certain operator customer in its implementation phase, one that we were helping the customer to build from scratch.

Joining in this project presented a good opportunity of on-the-job training for me; in other words, from projects like this I could learn through real field experiences. I started out working as a field engineer, a role in which my task was to travel to rural locations to commission datacom sites with our subcontractors.

I was disciplined in my work, which was mainly onsite installation and rollout. I commissioned the equipment, on-aided the sites and called the Network Operation Center (NOC) to verify the network connectivity. Once the verification was done, my task


would be completed.

Our customer normally respects this kind of practice by which Huawei is responsible for the whole solution from start to finish. In this project, even if sometimes a few subcontractor people were late, the customer would not be interested to know why, as they only cared about the final results, not the fine details. As the main challenge, I got a mission to accomplish from A to Z, when there was no time to make mistakes and explain to them. The job had to be done properly without delay and we should always maintain a customer-centric mindset. So, the new skill I grasped from this field experience was risk management, an important part of the project management field.

As a kind of promotion, I was later transferred to the NOC team. In my new role I was to work on the management system servers. As a front-office engineer and a back-office engineer at the same time, I am now responsible for looking after the activity and performance of the whole network. Maybe my current new role involves less physical efforts than before, but it is as important, for in this role I serve as the direct point of contact between Huawei and customers. My experiences from the first project and then the NOC have resulted in

excellent relationships with the customers, which have lasted since 2007 till today.

Now to my amazement, after so many years I am still with Huawei, probably the most important station of my life journey. You may wonder what my future with Huawei will be. My answer is that it will be bright. It is as simple as that! During my last visit to China, I was excited to find a major change to the digital economy, with a variety of services provided by so many hi-tech companies. And I was astonished at the same time, wondering how everything – literally anything – could be run using cell phones, such as payment, taxi-cab reservation, and air ticket booking. From my personal experiences I have been able to witness Huawei drive this evolution as one of the most important forces.

I believe that Huawei will further consolidate its leadership in the information and communications technology (ICT) industry and continue to promote the integration between fixed networks, wireless networks, and artificial intelligence (AI) and its derivatives – the last jewel in the crown of the ICT industry. I am proud to be part of this integration, in which I will learn more knowledge and hone my skills in new fields. 



A lunch with my colleagues and their family in Hangzhou (author is second from right)

Forging Ahead for Growth and Excellence

By Georgi Kolev / Bulgaria



My Huawei journey started about nine years ago. Shortly before the time, I was still in a job I found so mundane that I was ready for the next challenge. Fortunately for me, the opportunity to join Huawei came at the perfect time,



aligning with my result-oriented nature and adventurous spirit. Following a series of interviews with Huawei’s local human resources (HR) manager, country manager and regional president, I was offered a job as a sales manager at its Consumer Business Group (CBG), marking the beginning of my journey with the company.

Start of the Journey – Action Plan in Hand and Customer-Centric in Mind

It was on the 22nd of May, as I still clearly remember, when I first arrived at the local Huawei office to start working as a staff member. As was the practice, I underwent the onboarding process, which involved diving into numerous documents and acquainting myself with various systems. That was the first time I felt that I was part of such a huge organization. The office where I worked had a perfect location that came with an amazing view; and I found a lot of friendly people around. All this gave me quite a good impression.

During my first week, I dedicated myself to getting to know the team, understanding their professional backgrounds, unraveling the office structure, and establishing connections across different departments inside and outside the CBG. Once I had a good understanding of the team, I started to get myself familiar with Huawei’s approach to developing CBG products.

It soon became evident to me that there were gaps in our business strategy – the gaps that contributed to our underperformance in mid-2015. And I was confident that I had a role to play in addressing these issues.

I started to work on this together with my newly assigned country manager. After making action plans, we would convene meetings and collect information. Concurrently, I enrolled in a training program for frontline managers to deepen my understanding of Huawei's corporate culture, values, and business practices. The phrase "customer-centric" resonated with me profoundly, and I found it to be perfectly in alignment with my understanding – and even philosophy – of how business should be conducted.

Focused on the business challenges we were facing, we were trying to identify the key areas where improvement could be made. Specifically, we were working hard to find out the factors that had caused the issue of underperformance; once they were spotted, we began addressing them immediately and systematically.

Flagship P8 – My First Major Project

Shortly after I joined, we locally launched the P8, our flagship product, marking my first experience of getting involved in such an event. The team had meticulously prepared a cool event, which turned out to be a smashing success, complete with presentations, data, stage performances, and numerous media guests. However, I noticed a critical absence: our business partners, who were our local customers and the essential link to end consumers. Realizing the importance of partner/customer engagement, I made a commitment to reshape our events to appeal to a wider audience. From that day forward, we doubled down on efforts to strengthen our relationships with our local partners – or customers.

During our analysis process, we identified a significant issue: our lack of visibility in the mass consumer market, coupled with our absence from the largest retailer in Bulgaria. It became clear that this was due to the retailer's reluctance to work with us because of our forecasted deliveries, particularly those delayed for more than five weeks. Following discussions with our regional Go-To-Market (GTM) and delivery teams, we devised a new approach to making deliveries for this customer.

We implemented a mechanism through which we were able to provide the customer with weekly updates on inventory availability in the hub. This allowed them to select from the existing products and receive the delivery within just ten days. Additionally, we offered them the option to make forecasts for specific, smaller models, aligning with our company's focus. In exchange for this flexibility, we secured increased in-store visibility and more frequent promotions.

This strategic adjustment yielded remarkable results, with our business experiencing rapid growth. I felt immensely proud of myself and the team for this accomplishment, though I knew that it was just the first step in our long journey ahead.

To truly address the performance issues, we recognized the necessity of establishing a successful partnership with telecom operators. I vividly recall a conversation with my country manager where we decided to pursue a non-traditional approach. We identified the need to create hero models – devices that offered optimal price-to-performance ratios and appealed to operators. Thus, we heavily invested in two key devices: the affordable Y-series and a model that would redefine, in Huawei's favor, the device landscape for the following year – the Huawei P8 Lite.

The Huawei P8 Lite soon became a hit in the market. Perfectly positioned in terms of price, the device featured a stunning design and came with a camera, which was exceptional at the time. Our task was clear: to persuade our telecom operator customers to fully commit to our products. Leveraging my existing relationships with several C-level executives across various organizations, we held a series of meetings and discussions with them.

Through these engagements, we established trust and rapport, ultimately securing commitments from those telecom operators to prioritize our products. However, this came with a caveat – we could not afford to make mistakes or jeopardize their key performance indicators (KPIs). With a strong determination on our part and through careful negotiations, we solidified our partnerships with them, which would propel our business forward and help them grow their business at the same time.

Our unwavering belief in our product and adherence to our strategic plan proved to be crucial. We were confident that if we executed our plan flawlessly, success would follow. Indeed, the results surpassed even the



With my teammates during the Nova 11 series launch event (author is fourth from left at the last row)

expectations of our most pessimistic customers. With the door wide open, we seized the opportunity without hesitation.

Establishing the P8 Lite as a key model in Bulgaria and driving strong sales of the Y-series, we meticulously analyzed the numbers. Something seemed amiss – our profit margin was nowhere to be found. While we had experienced growth in market share, profitability had been sacrificed. However, this was a calculated move. Achieved by selling a smaller quantity of the higher-end P8 alongside the P8 Lite, our profit figures revealed the solution for the next generation of the P series.

This strategic move not only bolstered our market share but also laid the foundation for our future high-end models, which would be vital for our long-term profitability.

“A Strong Individual Could Openly Address Problems ...”

Attending the Huawei semi-annual meeting in Budapest, Hungary in mid-2015 proved to be a transformative experience for me. It was my first opportunity to meet colleagues from across the region and

gain insights into our international operations. Over two days of intensive meetings, we delved into discussions on results, future strategies and product roadmaps.

While I had previously taken pride in resolving local issues, this event provided me with a broader perspective of our operations on the international stage. Our recent actions were already making a visible impact. However, as each presentation unfolded, I could not help but notice Bulgaria consistently at the bottom of every chart. Despite knowing that these results covered only the first half of 2015 and therefore were not a true, complete reflection of our efforts, I could not shake off the feeling of embarrassment.

That day, I made a solemn promise to myself: Bulgaria would never again occupy the lowest position in our reports. This pledge became a driving force behind my subsequent actions, motivating me to elevate Bulgaria’s performance to new heights.

During the annual meeting in early 2016, held in Warsaw, Poland in a grand meeting room at a hotel, I was tasked with delivering a presentation for the Bulgaria Representative Office. As the last presenter on the agenda, I could not help but feel a sense of apprehension. While my colleagues made impressive presentations, highlighting growth and remarkable leaps in percentages, our report

took a different approach.

Instead of focusing solely on progress, my presentation outlined the multitude of issues we had successfully resolved. Despite our numbers still lagging behind, a clear trend was emerging – one of continuous problem-solving and improvement.

I will never forget the words of our regional GTM director after my presentation. He remarked that only a truly strong individual could candidly address problems and prioritize finding the solutions to them, rather than simply showcasing areas of growth. This acknowledgment reinforced my belief in the importance of transparency and resilience, even in the face of discomforts and challenges.

High-End Brand Image Built

After learning valuable lessons from the P8 launch, we continued to execute our strategy for the P9 Lite and P9. We were more focused on all factors contributing to our success. We stepped up our marketing efforts leading to positive and impressive sales figures, and as a result, our visibility was elevated to the next level. We experienced growth across all fronts, but the most significant aspect was the expansion of our team. Recognizing the need for expertise in various areas, we prioritized talent recruitment and I was deeply involved in building this high-value, high-caliber team.

In early 2017, a new country manager was appointed. It was a novel experience for us, especially given the fresh perspectives and ideas that came with our new manager; the entire team soon adapted to this new reality. As all analytics and reports were meticulously prepared, our attention turned to the imminent launch of the P10. For the first time, our focus went beyond specifications and we would delve into the color, design, and overall branding, marking a significant shift towards building a high-end brand identity. This endeavor demanded a new mindset and approach, and our new country manager, with a background in key account management and a keen sense of fashion and positioning, proved instrumental in this transition. The team rallied behind the vision of elevating the brand to a high-end status. Events were held at prestigious venues, marketing resources were upgraded, and consumers began to associate our devices with safety, performance excellence, and prestige.

The success of our initiatives became evident

through customer satisfaction surveys, brand perception, and awareness metrics. Being part of these success stories had a profound impact on the entire team. At the annual regional meeting, Bulgaria emerged as a top performer across various metrics, securing the coveted title of number one in the world for net profit percentage – the net profit margin. This achievement was personally rewarding as I received the Gold Medal Individual Award for my contributions. While we fulfilled our promise not to be at the bottom, our aspiration to reach the top became even more inspiring.

The opportunity to make a decisive move towards the top arrived in 2018 with the P20 series. Having already established a strong market presence, we aimed for the top spot in value share. Our unwavering determination consistently yielded unique solutions and engaging sales strategies. We introduced incentive programs, a brand ambassador initiative, extensive training sessions, and customer events, all aimed at bolstering our sales force's motivation and consumer engagement. Our efforts paid off and we made it. Our success was evidently demonstrated by our confidence in launching the Mate series on a massive scale by the end of 2018. The Mate 20, in particular, was a testament to our growth and success in the market where consumers were ready for such a product.

Following the Mate 20 launch, our annual meeting reaffirmed that we were on the right track. While I will not delve into the awards we received, it is noteworthy that we utilized this annual gathering as a benchmark to measure our strategy's success against.

Bitter Cold Adds Keen Fragrance to Plum Blossom

2019 began with hope and the year saw us as a team ready to revolutionize the sales of our new products. All research indicated that Huawei was the preferred brand, with the highest level of consideration among potential buyers. The market was primed for the release of our next flagship featuring stunning specs and a sleek design. Sales soared, maintaining a dominant position for several months according to our partners' reports.

In the past, with my skill set I was primarily focused on identifying and grabbing sales opportunities. However, during the difficult time in 2019, I realized the

need for both personal and professional growth. I began by bolstering my confidence and belief that we could navigate the challenge. It was crucial to communicate this conviction to my team, inspiring them to continue playing an integral role in the market landscape. We understood the urgency to adapt swiftly.


Fortunately, our customer-centric approach allowed us to thrive. We clinched the number one slot in smartphone market share in the third quarter of 2019, demonstrating our resilience. Transitioning to Huawei Mobile Services (HMS) was our next move. We invested resources in educating consumers about HMS to promote the awareness of its advantage and practicality. For this, our focus shifted to training and motivating our salesforces, ensuring that they were equipped to sell.

Over the recent couple of years, our primary strategy has been about maintaining our position and evolving as a market leader in the wearables business. With the skills we have developed over the years, we are creative and in a position to identify new opportunities and create increasingly engaging incentives for our partners.

The P60 and Watch GT4 provided a solid foundation for our success last year, enabling us to secure the number one position in Europe. Looking back on this, I have come to realize that, through our ability to reach end consumers

and ignite their desire to choose our phones, we have demonstrated to our partners that our capabilities continue to grow. The Watch GT4, in particular, set new records, making it one of the best-selling devices in its category. Additionally, we secured a significant deal for Mobile Broad Band (MBB) with a key operator, ensuring a long-term project. These achievements have led to me being honored as an individual Gold Medal award recipient once again, and us as a team winning the Huawei CBG President Award for 2023.

I take pride in keeping our customers engaged and connected with Huawei devices. I feel indebted to the capable individuals I have met globally, such as customer representatives, regional presidents, country managers, and my team members, for their advice, support, and help; and I am grateful for the opportunities that my team and I have had to showcase our offerings at our headquarters. These experiences have made me who I am today, and I am proud of the journey we have undertaken together.

With a dream you are unstoppable; when the dream comes true, you are surely on cloud nine and feel fulfilled. So, dear readers, take a shot, chase the sun, find the beautiful, as goes the song *Dream It Possible*. Yes, we will glow in the dark turning dust to gold. And we'll dream it possible. 



Author honored at the Awards Ceremony for celebrating the achievement of our sales target for the P60 Pro (author is on the left)

Milestones and Memories: Starting From a Fresh Graduate

By Valetta Jesslyn / Indonesia



My Initial Days at Huawei

The first job I landed out of university was with Huawei, a powerhouse in the fast-paced world of information and communications technology (ICT). When stepping into it for the first time, I found the experience at once exciting and terrifying. It was a little daunting for me due to my background in software engineering (with a degree in it), which I thought was not very relevant to Huawei's main business. As a matter of fact, I was unfamiliar with the telecommunications industry. At the same time, I was thrilled to be part of one of the top firms in its field around the world.

As a fresh graduate, I got myself employed at Huawei through the Fresh Graduate Development Program (FGDP). My fellow newcomers and I had three months of training before officially starting to work at our own respective departments. Due to the pandemic, our training was done fully online. We were introduced to Huawei's corporate core values and culture, a variety of telecommunication products, and also the end-to-end (E2E) process of project management. After the three months of

intense training that we had gone through, it was then time for us to go and do our real jobs.

It was around November 2021 when I was assigned to the microwave (MW) project team – I became a member of the project planning team, to be exact. At the time, the project had just started to have an expanded scope, and the team had just been formed. I was welcomed by my team leader, who introduced me to the team members. They were all experts in the field, with years of experience under their belts. I could not help but feel intimidated by their knowledge and expertise. Nonetheless, my team members were all patient and supportive. They were very welcoming and made me feel like a valuable part of the team. Thanks to their help and guidance, I was able to quickly learn the processes and procedures of my role. They were always available and ready to answer my questions and address any concerns that I had. Whenever I think back on my early Huawei days, I cannot help but feel grateful to them for their assistance and their willingness to share their knowledge and expertise with me. Their support has been essential in my adapting to my new role and feeling like a member of the team.

My First Important Task

Despite the generous support and help from my teammates, there was a time when I got a bit overwhelmed. There were still too many things that I had yet to understand. I was afraid of holding my team back due to my lack of experience. Then came my first important task on the team – I was tasked to create a weekly report for the customer that we were working with.

This weekly report was needed by the customer to keep track of the progress of the MW network project that was being implemented by us from Huawei. The customer's contact person was a lady in charge of MW transmission for some regions in Indonesia. Basically, she was in charge of the whole MW transmission part undertaken by Huawei. Due to the pandemic lockdowns at the time, I did not meet with her in person and we communicated through online meetings. Although I could not see her face, her voice and tone gave me the impression that she was warm and friendly.

My team leader and I would have online meetings with the lady and we would ask her about the requirements for the weekly report. According to her requests, we would then create a temporary report and review it together with her team. Eventually, we got the final data that was needed to generate the weekly report. All the data we needed could be exported from our planning tool called iRiver, but there were too many technical details – the opposite of a concise summary, which was what the customer needed actually.

“In addition, the route path data is the opposite of what we asked for,” the lady said to me. “The data exported from your tool is that of the route path from the end site to the hub, but on our side, we need data of the route path from the hub to the end site. Could you help me with that?”

“Sure,” I said, “leave it to me!”

Due to my software engineering background, I immediately thought of making a script for automating the process of exporting the route path data. I wrote a program to transform the data. It was not fancy code, but it functioned like a data translator, filtering the data into the specified format. With this program the originally overwhelming data was transformed into a clear, concise summary, the way the customer wanted it to be. The lady



Having lunch together with my teammates (author is fourth from right)

was pleased with the report and give a thumbs-up to me, saying “Great, thank you!”

With our report, the customer was able to track and check our planning and implementation easily, making their work more efficient. What the lady said might seem like a simple thank you, but for me it was very meaningful. It made me convinced that my work and dedication were making a difference.

This experience was a turning point in my career with Huawei. It was not just about writing some groundbreaking code; it was also about using my skills to make a positive impact. I started to appreciate my strengths and the unique perspective I brought to the team. I realized that I just had to be myself, do my best, and keep on learning. And the experience also showed me that creativity and a solution-oriented mindset could be just as valuable as technical expertise.

So, that was the first stage of my journey at Huawei. Up until now, I have met with more colleagues, including all the MW teams in Indonesia from different projects. They were all very supportive, and they would find time to help me despite their busy schedules. I am lucky to have had such dedicated and selfless team members and colleagues.

Another thing that I love about Huawei is that the company places a strong emphasis on employee

development. There were regular training programs and workshops held to help us enhance our skills and stay updated with the latest developments in technologies. I am one of the many who have benefited from this. In March 2024, I was given an opportunity to attend MW training in Gui'an, Guizhou Province in the southwest of China.

An Unforgettable Training Experience in China

It was early March and I found myself at Huawei's training center. The center, located in Anshun City in the southwestern Chinese province of Guizhou, is Huawei's newest training facility and has the largest datacenter. It impressed me as a hive buzzing with activity, where trainees like myself, eager and ambitious, got themselves busy. Our mission for the next week was a deep dive into Huawei's new MW technologies.

As I still remember, I arrived at the training center on Sunday night at around 9 p.m. I could not get a very good look at the place because it was already dark and it was raining, but the place had good vibes with European-style buildings. A Training Center car came, picked me

up, and took me to the lobby of my hotel that was part of the center. There I was warmly greeted by the hotel receptionist. He then showed me the training center map and told me where I could get my breakfast, where the canteen was located, and where my room was. After that, I left in the same car and soon arrived at the building where my room was located.

The next day, I attended the training program with my colleagues. There were 18 people from different parts of the world who participated in this training. All of us were working on MW projects. The instructors, renowned experts in their field, were very knowledgeable and experienced. They were able to effectively impart their expertise to us. The training program went beyond the fundamentals and unveiled the exciting possibilities that new technology might bring to the table. We learned the new MW products that had just been marketed and other new MW technologies that had been developed. Everything in the training was explained with clarity, and there were lively discussions that fostered a collaborative learning environment. We also had some hands-on practice – we would use some tools to help with MW alignment. This part of the training was one of my personal favorites.

Other than that, we were able to go to the laboratory,



With my classmates during the training (author is fourth from left at the first row)

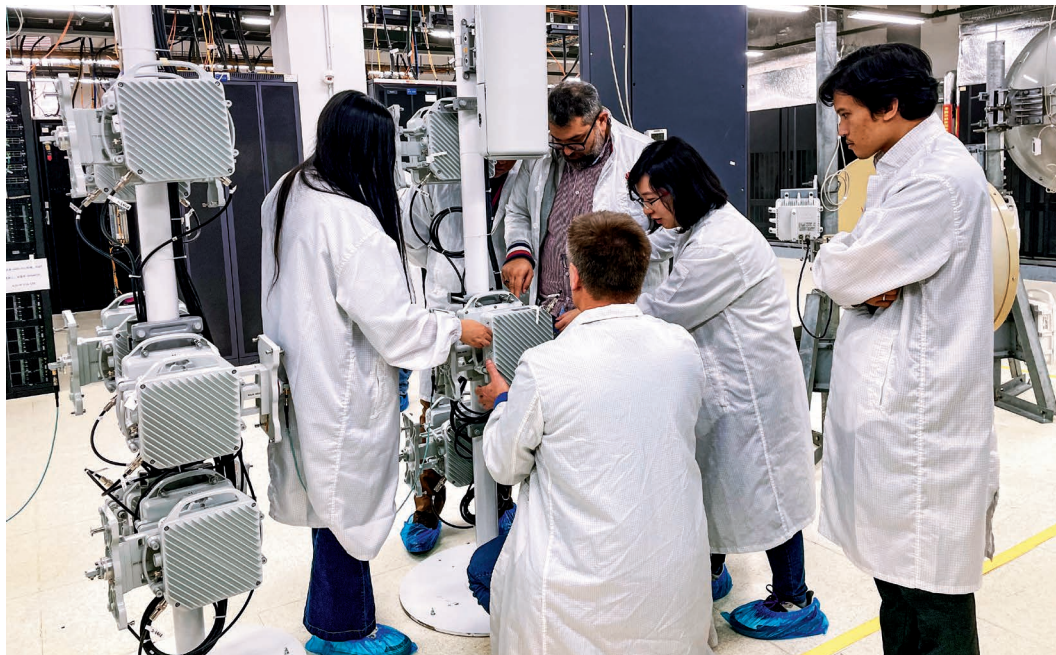
where we could see not only MW equipment but also wireless equipment, data communications (datacom) equipment, and power equipment, just to name a few. As soon as I entered the room, I was greeted by the sight of various pieces of equipment and racks scattered there. As an MW planner, I usually do not have the chance to visit an actual site, except in some special cases. Hence, I was not as familiar with what happened onsite as were some of my fellow trainees. In the laboratory, we had a discussion regarding the correct installation, cases that had happened onsite before, etc. It was a fun and eye-opening experience for me.

The camaraderie among us trainees is another highlight of the experience. Coming from diverse backgrounds and disciplines, we shared with each other our unique perspectives, thus enriching the learning process for everyone. Every morning, two people would share their experiences regarding MW in their projects. In the afternoon after our lunch break, we would share something about the cultures of the countries that we came from. After the class, some of us would eat dinner, walk around the training center campus, and have a good laugh together, while others would go to downtown Anshun and explore the city. We had just known each other for a few days, but to me, it seemed that we had known each

other much, much longer. Probably it was thanks to the enjoyable conversations that we had, and it showed how well we had gotten along.

Another spotlight of the training is that we came to know exactly who to ask when we had any questions or doubts regarding MW. Overall, the instructors made the learning experience enjoyable and engaging, and I felt comfortable asking for help or clarification when needed. Then came the last day of our training, I felt sad to know that we would have to say good-bye to each other. But then, we already had a WeLink group consisting of all the training participants. So, even after the training, we could still keep in touch and communicate with each other in the group. This experience at Huawei's training center is unforgettable, and it will definitely have a lasting impact on my professional journey, especially on how I see the world around me.

Looking back on these two and a half years with Huawei, I am grateful to the company for offering me the opportunity. It has not only been a great learning experience, but it has also helped me grow both personally and professionally. I will keep on learning, growing, and doing my best. I am proud to be part of this amazing business organization. ②



A laboratory visit (author is second from the right)



Finding My Home

By Aliyu Isah / Nigeria



I was finally able to fulfill my lifetime dream of being part of something bigger than myself when I joined Huawei as a product solution manager. And I wanted to set an example for other young ones who come from humble backgrounds. Many people believe that children must rely heavily on their parents or relatives or connections to fulfill their aspirations, but as for me, I have been trying to disprove this notion by working hard in my career and achieving my dream on my own.

I am the fourth child in a family of nine. My parents worked hard to give me and my siblings the best education they could afford.

At the age of eight, I was a curious child who loved to explore new things. My father worked in an office, and one summer, he took me to his workplace. It was a thrilling adventure for me, for there I got to see what he did every day. He worked on a big machine called the computer, which fascinated me. I remember sitting next to him, watching as he typed away on the keyboard, his fingers moving swiftly and precisely.

As he worked, he occasionally asked me to help him with small tasks like printing documents or entering data into spreadsheets. I was amazed at how easily he could do these things on the computer, and I wanted to learn more. So, he taught me how to use the computer, showing me

how to create simple documents and enter data into tables.

I was captivated by the computer world and soon found myself spending hours playing games and exploring different software programs. My father noticed my interest and encouraged me to keep learning. He even brought home old computers for me to play on.



Years went by, and as I grew older, my passion for technology only grew stronger. I began to see the potential of computers not just as tools for entertainment but also as instruments for communication and collaboration. In high school, I started taking computer classes, and eventually, I pursued a diploma and a degree in Computer Engineering.

Looking back, I realize that my early exposure to computers and information technology (IT) set me on this path. Without that initial spark of curiosity and excitement, I may have never discovered my true calling. And so, I am grateful to my father for introducing me to the magical world of computers at such a young age.

As I sat at my desk, staring at the sleek lines of my laptop screen, I could not help but feel a sense of pride and accomplishment wash over me. It had been several years since I first started working remotely as a software and artificial intelligence (AI) research engineer and since I first signed up for the Huawei Information & Communications Technology (ICT) Academy at my university. The journey had not been easy, but it had been worth every moment of hard work and dedication that I had put in.

In 2017, as I recall, Huawei came to our campus (Ahmadu Bello University, Zaria, Nigeria) as part of their talent road show program, showcasing their cutting-edge technology, innovative solutions, and relevant courses. I was immediately drawn to their vision and mission, and knew that I wanted to be part of it. So, I threw myself

into learning everything I could about their ecosystem, spending countless hours studying and experimenting with their products, solutions and services.

In 2018, when Huawei announced a new edition of the Huawei Certified ICT Associate (HCIA) exam, I was excited and eager to take it. However, I was advised to postpone my plans so that I could instead focus on learning more about the latest technology solutions offered by Huawei through its official website and the Huawei ICT Academy. At first, I was hesitant whether I should start over from scratch, but my curiosity towards Huawei's cutting-edge technologies and innovative solutions eventually won me over and I decided to follow the advice.

As I delved deeper into the Huawei's course materials, I discovered a wealth of information on subjects such as cloud computing, AI, big data and cyber security. The contents were not only comprehensive but also engaging, providing real-world examples and practical applications that helped solidify my understanding of these complex concepts.

One particular subject that caught my attention was the Huawei Storage & Cloud Engineer certification. With the rise of cloud computing, this certification seemed like a valuable asset for anyone looking to advance their career in the tech industry. I spent hours after hours studying and practicing with sample questions and simulations, honing my skills and building confidence in my abilities.



During a training boot camp in the Huawei office with my teammates (author is first from left at first row)



With my teammates at the Sub-Saharan Africa (SA) regional awards ceremony (author is second from right)

As I progressed through the courses, I began to see how the knowledge that I had gained could be applied to real-world scenarios. I started working on small projects, experimenting with different tools and techniques, and even collaborating with fellow students on group projects. This hands-on approach not only reinforced my understanding of the materials but also gave me the opportunity to network and build connections within the Huawei community.

After several months of intense study, I finally felt ready to take the HCIA exam. This time around, I was better prepared and more confident in my ability to pass. And sure enough, I did! The sense of accomplishment and pride I felt upon receiving my certificate was unparalleled.

Looking back, I am grateful for the advice I received to delay taking the exam and instead focus on learning more about the latest technology solutions offered by Huawei. Not only did this allow me to gain a deeper understanding of the subject matter, but it also opened up opportunities for me to explore other areas of interest within the tech industry.

In 2021, I participated in the Huawei ICT Competition 2021-2022 in the cloud track. I competed alongside my exceptional team; we poured our hearts and souls into the tournament, determined to showcase our abilities and make a lasting impact.

The competition was intense, with participants from all corners of the globe showcasing their skills and expertise. However, through our unwavering dedication and collaborative spirit, we managed to surpass all expectations. The moment of triumph arrived when our team was announced as the winners of the Grand Prize at the regional stage and First Place Prize at the global stage, selected out of 45 countries worldwide; it was indeed a testament to our hard work, innovation, and commitment to excellence.

In my case, my passion and dedication were also recognized: I won Global First Place Prize in the Huawei ICT Competition and then, more importantly, Huawei offered me an internship opportunity in 2022, which I eagerly accepted.

Over the next few years, I dedicated myself to honing my skills and expanding my knowledge within the Huawei ecosystem, and now I possess more than 20 Huawei ICT professional certifications in networking, AI, cloud computing, big data, security, and storage, spanning associate to expert levels. By funding its ICT academies talent ecosystem initiative, Huawei has provided Nigerians like me with the chance to learn technology, and the opportunity to work as a student lead ambassador for the academies. And for that, I am grateful forever. Now, as I worked on yet another exciting project, I felt grateful for



Speaking at a product marketing event



Seated in my small but cozy office in Huawei Abuja office in Nigeria

the opportunity to be a part of something so much bigger than myself. I was glad to know that my work was making a difference in that I was contributing to the advancement of technology and making an impact on society as a whole. And as I looked out at the bustling cityscape outside my window, I knew that there was no limit to what I could achieve with Huawei by my side.

At the academy, I learned from experienced professionals who had years of industry experience. They

taught me not only the technical aspects of the courses but also the way of how to approach problems, think critically, and collaborate with others. I also had the opportunity to work on real-world projects, which helped me gain practical experience and grow personally and professionally.


Every chance I got, I brought up my passion for AI, network and cloud in conversations with others. I would tell anyone who would listen about the thrill of solving complex network issues or about the satisfaction with watching a network come together seamlessly. It became clear to me that this was what I wanted to do for the rest of my life.

Fast forward to today, I am now working as a product solution manager. It has been a challenging yet rewarding journey so far. I have contributed to several successful IT solutions projects, worked with cutting-edge technologies, and mentored junior engineers. But most importantly, I have found a sense of purpose and fulfillment in my work.

Looking back, I can see that signing up for the Huawei ICT Academy was the turning point in my career. The academy gave me the skills, knowledge, and confidence to pursue my dreams and make them a reality. If you are considering a career in cutting-edge technologies, I encourage you to take a leap of faith and sign up for the Huawei ICT academy. You never know where it might lead you!

My experience since joining Huawei has been beyond amazing. Huawei is indeed the best place to work. The company allows me to focus on getting my job done, while my needs are also taken care of. My onboarding experience was awesome; and I love that my manager swiftly moves to action regarding my welfare, providing resources and an enabling environment to help me thrive.

So here I sit, in my small but cozy office in Abuja of Nigeria, feeling grateful, proud, and excited for what the future holds. I am honored to be part of this incredible team, this remarkable organization, and this extraordinary community of innovators, leaders, and change-makers. Together, we will continue to push boundaries, exceed expectations, and create a better future for all.

After a long search, I am proud to say that Huawei is home, for home is, as Nietzsche put it, where the heart is. 

Making Every Moment Count in Striving for More Glory

Highlights of the 2023 Asia Pacific Regional Annual “Fearless, Breakthrough, Glorious” Awards Ceremony

By Asia Pacific Human Resources (HR) Department

The Regional Annual Awards Ceremony is always a significant and meaningful event for us at Huawei. It allows us, by way of awards together with trophies, to honor outstanding individuals and teams who have made exceptional contributions, aligned themselves with our regional targets for the year, and, through examples, inspired their fellow employees to strive with more confidence for greater triumphs. Every part of the ceremony is meticulously designed to ensure that each and every awardee feels valued and recognized by the regional office and is thus motivated to keep up the good work and win another award in the following year.

On March 13, 2024, the Asia Pacific (AP) Regional Annual Awards Ceremony for 2023 was held in Bangkok, Thailand. This edition of the ceremony featured several prestigious awards including the Regional Excellent Individual and Expert awards, Regional Excellent Team award, Excellent Soil Fertility Management award, Quality Growth Driven Incentive award, and Excellent Business award. A total of 132 trophies were handed out.

For the first time, five Outstanding Individual Gold Medal winners participated in a torch relay as part of the opening. This creative arrangement drew significant



Torch relay with participants such as the Outstanding Individual Gold Medal awardees



Recipients of Excellent Individual awards and Excellent Team award representatives marching in on the Hero's Path; one of them even streamed the moment live



Each awardee was presented with a Hata and a traditional Thai flower garland

“ *Hard work is your credo.
Customer focus is your goal.
A sense of mission,
responsibility, and dedication
runs in your blood.* ”



A special showcase for displaying the Huawei AP Grand Trophy

attention. An awardee, carrying an electronic torch, started from outside of the event venue and then passed it to one of the other awardees indoors, culminating in the torch being passed to Simon Lin, President of Huawei AP Regional Office, who then initiated the torch lighting ceremony signaling the official start of the awards event.

Before presenting any awards, a regional Administrative Team (AT) member explained the significance of each award, ensuring that all regional employees understood the characteristics or requirements. This also emphasized the honor of receiving these awards. The introduction to the Regional Excellent Individual award is as follows:

Hard work is your credo.

Customer focus is your goal.

A sense of mission, responsibility, and dedication runs in your blood.

You are the backbone of Huawei, as well as Huawei Asia Pacific's Invincible Member.

You are our outstanding individual in Huawei Asia Pacific!

This event saw the award-winning individuals and team representatives marching in on the Hero's Path like



A chorus performance by the Regional AT members, Representative Office CEOs, and Office Directors, which was undoubtedly the most exciting moment of the ceremony


participants in a grand sports event such as the Olympic Games. Led by ushers holding signboards, the awardees marched in with smiles, and some even streamed the moment live to share it with their families, marking these proud and special moments.

The trophy for the award, when held, should evoke a sense of honor. The “flying horse” design was chosen in the end, obviously symbolizing the encouragement for the awardees from the management, who expected them to “fly high and fast”.

The most important part of the awards ceremony was the presentation of the Excellent Business award. As this edition of the awards ceremony marked the first time that this award had ever been presented, the regional office decided to make it special by inviting key members on stage to receive the award and then by having the leader of the Outstanding Business Team deliver a speech for the occasion.

Besides special, memorable moments, performances were some of the highlights for such a successful awards ceremony.

The 2023 AP Regional Awards Ceremony not only showed our employees that their hard work was valued;

it also helped them see themselves as part of something bigger. They therefore had the chance to discuss the importance of their work and the achievements of the awardees, which would in turn foster a powerful sense of encouragement and motivation. 



Opening performances for the awards ceremony: ballet dancing

News & Events



Sun Rui, President of Huawei Wireless Solution R&D, unveiling the Apollo version

Huawei Launches Apollo Version — World's First Commercial 5.5G Version Based on Release 18

[Istanbul, Türkiye, July 5, 2024] During the 2024 Huawei User Group Meeting (HUGM), Sun Rui, President of Huawei Wireless Solution R&D, launched the Apollo version — the world’s first commercial 5.5G version based on 3GPP Release 18. As the first global standard for 5.5G networks, Release 18 is widely expected to be the critical catalyst that will enable new value and services. Huawei Apollo version embodies the latest technology standards of Release 18 to spur the efficient evolution of 5G and push the frontiers of 5.5G capabilities, helping operators bridge the gap from 5G excellence to 5.5G leadership.

5G has entered a new stage of high-speed development, driving all-band evolution to 5G. In June of this year, Release 18, the first set of standards developed for 5.5G by the 3rd Generation Partnership Project (3GPP), was finalized, making 2024 the first year of commercial 5.5G deployment. More than 60 operators and partners have unveiled their plans to commercialize 5.5G (also called 5G Advanced). In this context, Huawei has launched the Apollo version to facilitate the all-band evolution to 5G and scale up the commercial use of 5.5G.

“As the world’s first commercial version based on 3GPP Release 18, Apollo marks the arrival of 5.5G for Huawei’s RAN solutions,” concluded Sun. “We believe

this is a milestone that will better position operators to push 5G development, accelerate 5.5G commercialization, and explore new business opportunities.”

Huawei's GenAI for AN Wins "Best Moonshot Catalyst - Attendees' Choice Award" at DTW24-Ignite

[Copenhagen, Denmark, July 1, 2024] During TM Forum’s annual Digital Transformation World (DTW), Huawei, in collaboration with China Mobile, was honored with the “Best Moonshot Catalyst-Attendees’ Choice Award “for their pioneering” GenAI for AN” project. Presented by TM Forum, the Catalyst Awards acknowledge telecom operators and their partners for their contribution to industry innovation. The awards serve as a testament to the ground-breaking work that drives digital transformation in the industry by showcasing best practices.

The success of “GenAI for AN” stands as a pivotal benchmark project for global operators seeking to embrace large models. Looking ahead, Huawei remains committed to further exploring the application of genAI in O&M with operators worldwide, with a dedication to launching more intelligent solutions that will facilitate and expedite the digital-intelligent transformation for global operators. 🔗



Huawei’s GenAI for AN Wins “Best Moonshot Catalyst - Attendees’ Choice Award”

My First Training Experience in China

By Popescu Mihai / Romania



In front of the library building at Sanyapo, Dongguan, Guangdong Province, China (author is fifth from right)

I still remember the day of Tuesday, April 11 last year, when Mr. Pu, my direct supervisor from Bucharest, Romania, left me a message on WeLink in the early morning. He wrote: “Dear, there is a technical director (TD) training program in China on May 22. I put you on the list; hope you can join!”

I received the message while I was traveling by bus to Huawei office in Lisbon, Portugal. I was there on an assignment to provide onsite project support for the rollout of a customer’s new radio network.

I was very excited at the prospect of training in China. When getting to the office, I shared this news with my colleague George. We found out that both of us had been recommended for this opportunity to participate the training program at the Sanyapo Huawei Employee Training Center in the city of Dongguan, Guangdong Province, China. It was indeed amazing! We were both very happy and we wanted to know more details about the training.

In May, the Dreams Came True

At the time it had been exactly 20 years since my leaving Romania for the first time to visit another country. As I knew that to travel to China and train there was a great new opportunity for me, my joy and excitement were much more intense; better still, I was going to join George and other colleagues from Mexico and Brazil in this training program.

Immediately I made some research on Sanyapo. As revealed by my research, Sanyapo is located at the beautiful Songshan Lake Scenic Area in Dongguan, and it is not far from Huawei’s Xiliubeipo Village campus. It features four main buildings that combine classic architectural styles of different European countries; on all sides it is surrounded by parks and alleys, where Huawei employees and visitors can study, walk, socialize, perform different team activities, meet other colleagues, or enjoy



With my colleagues near the Tagus River in Lisbon, capital city of Portugal (author on the right)

very delicious local foods in one of the many small, stylish eateries located in each section of the campus.

The Longest Flight of My Life

We set out on our trip to Dongguan on the evening of the 19th of May from Lisbon. It was around half past 9 p.m. when we took the last pictures from the small plane's window with a view of the Atlantic Ocean, which was caressing the beaches and high cliffs on Portugal's coast and sending back to us playful glints in twilight colors of the sun's rays reflected from the boats and ships returning to their home ports.

After a long flight, we arrived in Guangzhou, China late in the evening, delighted to be greeted by the city with its balmy subtropical summer breeze and many beautiful high-rise buildings spreading their multiple color lights around us. Guangzhou, one of China's four largest cities, is the capital of the southern Chinese province of Guangdong. For a long time in the past, the city remained the most important commercial hub that would be regularly visited by the European traders who then called it Canton. This was owing to the navigable Pearl River that traverses the city and connects it to the South China

Sea, thus creating a very accessible trading route.

Equally impressive was the network of highways connecting Guangzhou to the neighboring cities. We took a taxicab (an electric vehicle) from the airport and drove along the highway between Guangzhou and Dongguan, which brought us in a short time to our hotel, the Amber House, which we found to be pretty close to Huawei campus. On the road we were very surprised to see how fast the battery of the electric taxi cab was swapped. I bet that the swap was done in less time than was needed for finishing a cigarette.

An Excellent Training Program for an Excellent Team

The training was set to start formally the following Monday and it seemed that we could not wait to explore the Sanyapo campus and meet our new fellow trainees with whom we were going to take the TD training courses. After a long day in Shenzhen, we got back to our accommodation late in the evening and we did not meet up with our new fellow trainees. Fortunately, the minibus ride that we took the next morning from our hotel to Zone B of Sanyapo allowed us enough time to get to know our



The Huawei Employee Training Center at Sanyapo

new fellow trainees, while we tried to make a good first impression on each other.

Soon we were already in the training room. I found that George and I would belong to two different teams that were going to compete against each other. I was assigned to be part of team number four, together with two fellow trainees from Bucharest and the other two from Mexico and Brazil respectively.

The training lasted seven days, during which several experts with extensive experience walked us through the most important and essential chapters, such as TD Role Perception and TD Soft Capabilities. Each chapter is rich in cases and scenarios to stimulate thinking, push the boundaries of imagination and dialogue within the team, or provide the opportunity to challenge other teams and get rewards.

Today, I am still benefiting from some key takeaways from the training.

One is that remaining customer-centric does not mean to simply say “yes” alone to all requirements without analysis and deliberation. We must be responsible for our customers and, on the other hand, keep calm when the frontline team is under great pressure. We can carefully analyze customer requirements and work with all relevant stakeholders to develop a win-win solution and promote

the implementation in a way that is the most ideal to both sides.

Another one is that, as the technical core of a project, the TD communicates with each module of the project team. Therefore, a routine meeting and reporting system should be established. In addition to the project team, communication with the customer is more important. It is better to routinely communicate face-to-face with each other to proactively identify the technical delivery risks of the project.

Memorable Activities at Sanyapo

Every day in Sanyapo surprised us with new activities during the training hours as well as in the free time spent on campus.

There were some memorable team games that we played during the class with the aim of getting to know each other better and building trust between us. Those games allowed me to understand that communication between team members was important; and they made me realize that the communication would take the form of a puzzle and each of us could contribute ideas as the missing pieces of the puzzle.



Grateful before lunch for the opportunity to be all together (author is third from right)



Awards ceremony at the end of the training courses. My team had shown an outstanding performance in the training and was honored as the Excellent Team (author on the far right)



Crossing the wooden bridge near the library at Sanyapo

When the weather was fine, we would go out in the evening for a relaxing walk around the campus; sometimes we would take internal train rides between the various sections of the Huawei campus and explore the buildings whose architectural styles have been inspired by the famous architectural works in many European cities and regions such as Paris, Burgundy, Bruges, Luxembourg, Bologna, Freiburg, Oxford, Windermere and Grenada; or we would watch the outdoor activities that our Chinese colleagues participated in.

Crossing the wooden bridge, I remembered that the last time I went on a boat ride was a long time ago and all of us were pleasantly surprised to find out that it was possible to rent a boat for six people for a nice ride on the lake in front of our campus. The quiet of the afternoon was in perfect harmony with the smooth movement of the boat along the stone bridge.

The most unforgettable moment during my stay at Sanyapo was when we visited the library inside the replica Paris City Hall building together with our class manager, Helen. The interior of the library, as we discovered, was very impressive in terms of size and decoration, with arches reaching the ceiling; its beauty was revealed under the natural light that penetrated the stained glass of the dome. The names of the world's most important capitals and historical ancient regions inscribed at the base of the dome gave a real sense of universality to the library, creating the impression that, with every step one takes inside, one is closer to the important stories that are waiting to be told in the countless books of that section. Around us we saw tall shelves containing books arranged in a perfect order, together with historical records kept in scrolls from the time of the emperors; we looked at them, with mixed feelings of respect, contemplation and admiration.

On the last day, George and I were invited to have lunch in a very select restaurant near the South Gate of the A3 section of the campus.

There we had a good time. My memories of it are still vivid today: the friendly discussions; the sharing of experiences from the projects we have been involved in over time; the good vibe around the table; the opportunity to practice once more with the chopsticks as well as the very tasty traditional Chinese food, which made us really feel that we were part of the Huawei family.



You Are a Writer at Heart!

Have an experience worth sharing? Drop us a line! *Huawei People* can help amplify your voice and spread your story to Huawei colleagues around the world. We are now seeking contributions from any employee who has a good story to tell. Get your work published, get remunerated, and see your article in print in *Huawei People* magazine. So if you fancy yourself a wordsmith, contact us NOW for a chance to flex your storytelling skills!



We Want:

Work Stories of Individuals

Go to our website and read *A Man, a Cook, and a Dog*, and write us your unique work stories. We want to highlight the contributions of ordinary people who do extraordinary things, because good examples are like a beacon in the dark, they lead and inspire us.

world may feel quite connected.

Team/Project Stories

Read *Stars Along the Mountaintops* and share your own touching team/project stories. We believe the best team and project stories reflect our company's purpose and core values, on which the

Life Stories of Individuals

What Do I Do in Office? is a story about how a daddy explains his work in Huawei to his 5-year-old son. Share with us your own touching, inspiring or life-changing experiences during your career at Huawei. Your readers around the

company was built and still rest on today.

Opinions

Read *Why Protecting IPR Should Matter to Us All* and share your opinions on issues and policies at Huawei. The best submissions offer fresh insight, critique ideas, actions, and policies – not people, suggest



solutions, and align with the core values of Huawei.

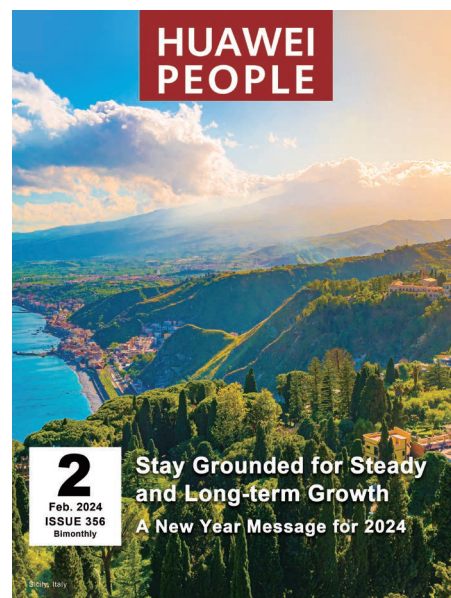
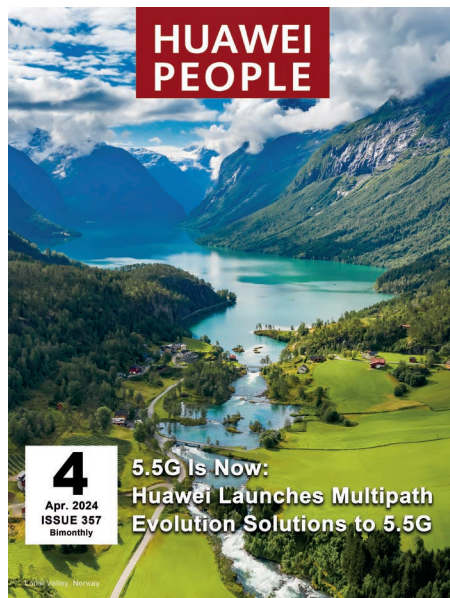
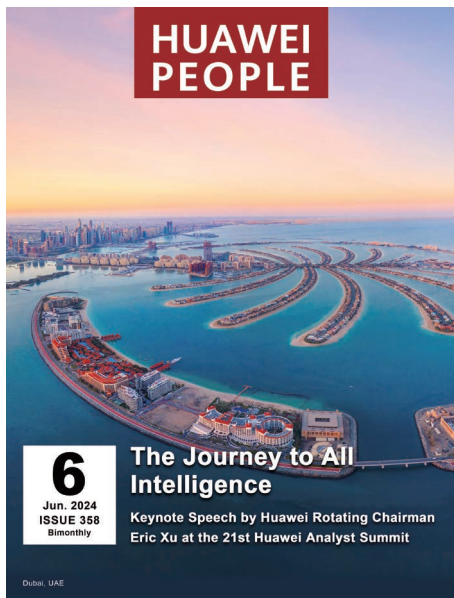
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Everything is Possible, if We Believe in It

My Huawei Interview - Chasing Goals and Seeking Results





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