FY2019 Japan HRD Training Programs

**Advancement**
- Directors
- Global Keieishoku MD
- Dept Heads
- Section Heads
- “Leadership” training
- “Instructors” training
- Junior Talent (first three years of employment)

**Hi-po / Hi-performing**
- Next Generation Leadership Program
- Women Career Design Forum

**Self Development**
- Nomura Business Academy

**Organizational Development**
- Customized OD Program
  - World Cafe
  - DiSC
  - 1on1
  - “Future for All” program etc

**Others**
- Directors Ethics
- New Lateral Hire Orientation

**For Cross-Division**
- Retail Division training

**For Retail**
- Training in Overseas
- World Cafe
- DiSC
- 1on1
- “Future for All” program etc