

# HUAWEI PEOPLE

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## **The Journey to All Intelligence**

**Keynote Speech by Huawei Rotating Chairman  
Eric Xu at the 21st Huawei Analyst Summit**

## VOICE

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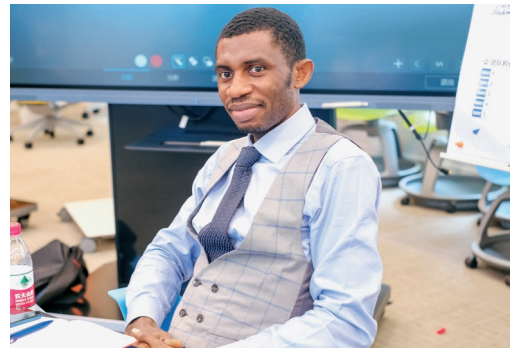
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## HUAWEI PEOPLE

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# The Journey to All Intelligence

## Keynote Speech by Huawei Rotating Chairman Eric Xu at the 21st Huawei Analyst Summit

By Eric Xu / Deputy Chairman and Rotating Chairman

***Editor's note:** On April 17, 2024, the 21st Huawei Analyst Summit (HAS) kicked off in Shenzhen, China. During the event, Eric Xu, Huawei's Deputy Chairman and Rotating Chairman, gave a keynote speech on what the company is doing to actualize its All Intelligence strategy.*

Ladies and gentlemen, good morning.

Welcome, and thank you for traveling all the way to Shenzhen to attend our 21st Huawei Analyst Summit. Over the past two decades, many of you have witnessed Huawei grow into what it is today. You've seen how we've progressed, step by step. On behalf of Huawei, I'd like to express our heartfelt gratitude for joining us along the way.

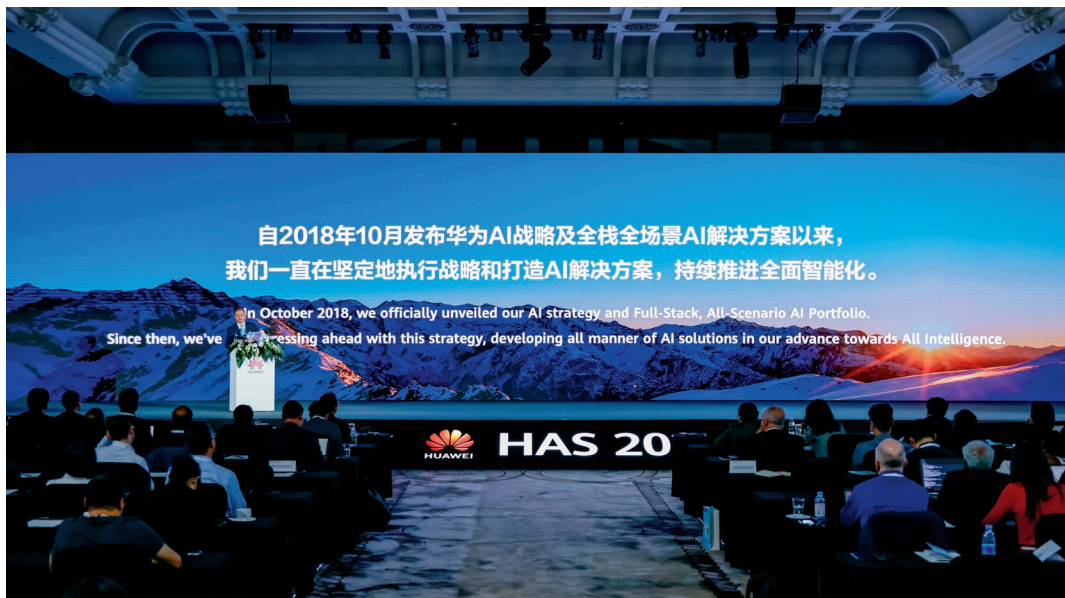
I've chosen *The Journey to All Intelligence* as the title for my keynote mainly because, frankly speaking, AI foundation models have captured the attention of the entire industry. At Huawei, we've been researching and implementing AI for many years, so I'd like to share what we've achieved so far and where we're heading next.

To begin, I'd like to discuss some major trends and opportunities in 2024.

**First, the commercial deployment of 5.5G will begin in 2024.** 3GPP looks like it will freeze the first 5G-Advanced standard, Release 18, in June. Soon we will start seeing the commercial deployment of 5.5G products and solutions. At this year's MWC Barcelona, Huawei exhibited a full range of end-to-end 5.5G solutions. Together with leading global carriers, we've been exploring what we can do to speed up the commercialization process, so we can provide consumers with a superior network experience and drive the entire industry forward.

**Second, foundation models are accelerating new breakthroughs and applications in AI.** There's no question about this. The release of OpenAI's ChatGPT has put all eyes on large language models, or broadly speaking, foundation models. Companies from all different sectors are building up computing infrastructure to train their own foundation models, both to meet their business needs and to seek out new opportunities for future development.

**The third trend is that we will see an increasing amount of electricity from clean**



energy sources, which will speed up the transition to solar and wind as primary energy sources. This trend is especially clear in China, where solar and wind energy generation technology is being deployed at scale. This trend is also playing out in Europe and many other regions all over the world. So we believe that renewables, especially solar and wind, will rapidly become primary sources of energy.

**Fourth, the new-energy vehicle industry will keep developing fast, shifting gears from electrification to intelligence.** Chinese cars have suddenly become a hot topic around the world, largely due to advances in electric vehicles. Last year, multiple intelligent EVs hit the market, and many consumers have got a feel for the difference in experience. More and more people are gradually opting for intelligent driving, so AI adoption has become a predominant trend in the automotive industry.

The biggest challenge for electric vehicles right now is the availability of charging infrastructure. Without the right infrastructure in place, it'll be difficult for this market to truly take off. So last year, Huawei launched an ultra-fast charging station that can give you about a mile's worth of charge per second. You can fully charge your car in the time it takes to

drink a cup of coffee. This solution gives consumers the confidence they need to buy and drive an electric vehicle. In China and around the world, Huawei is working with partners to rapidly deploy our ultra-fast charging stations, to build up charging networks both in cities and on highways where ultra-fast charging is in high demand. This will make range anxiety a thing of the past, and drive the popularity of electric cars.

Lastly, the world economy and geopolitical environment are set to remain in a slump. US efforts to contain and restrain China will only escalate.

These are the trends and opportunities we see for 2024. Next, I'd like to focus on our strategic initiatives in the year to come.

**First, we will continue with efforts to succeed through quality and achieve quality growth.** Over the years, we have been strengthening our ISO 9000-based total quality management system and bolstering implementation across the company. We will continue adapting and evolving our more than 30 years of quality management experience for different business domains to drive higher quality across the board. No matter what changes come our way, high quality is key to Huawei's future.

At the same time, we are building up an end-to-

end quality management system across all business domains, with quality requirements embedded into all business processes. We want to deliver high-quality products and services to keep winning over customers and building trust. Since our supply chain has undergone radical changes, we are also extending our quality requirements and management system to cover suppliers, channels, and partners. We're improving together, and this degree of collaboration across the value chain will help us provide our customers with high quality.

**Second, we will continue optimizing our portfolio to enhance resilience.** We've spent many years optimizing our customer-facing business portfolio, which now covers ICT infrastructure, smart devices, Huawei Cloud, digital power, and intelligent automotive solutions. And behind the scenes, we've got our 2012 Laboratories and HiSilicon serving as supporting technological platforms. We work in both well-established domains, like communications in our ICT infrastructure business, and more pioneering domains like AI computing, which is also part of our ICT infrastructure business. There are domains that are developing steadily, and ones that are rapidly growing. There are domains that rely on advanced process tech and ones that do not, like our digital power business. We also work in both hardware-centric and software-centric domains.

Across this portfolio, Huawei Cloud, digital power, and intelligent automotive solutions are all growing. So in terms of both business mix and future prospects, we have built up a highly resilient business portfolio, laying a solid foundation for our survival and sustainable development.

**Third, we will cultivate ecosystems and build up a unified developer platform to drive shared success.** Ecosystems are critical for Huawei's ongoing development. We have decided that, in 2024 and over the next five years, we will invest heavily and strategically in ecosystem development. These ecosystems will help drive the growth of our device and computing businesses.

### 1. HarmonyOS-native app ecosystem

In 2024, one of our key objectives is to build up the HarmonyOS-native app ecosystem. HarmonyOS has a novel architecture. From the start, this IoT-inspired

OS was designed to support all types of devices, from IoT devices and mobile devices to home devices, laptops, and desktop computers. One system for all devices.

In the past, our focus was mostly on adapting HarmonyOS for all sorts of devices. But for apps, we were still working within the Android ecosystem. In the China market, Huawei smartphone users spend 99% of their time on about 5,000 apps. So we decided to spend 2024 porting these apps over to HarmonyOS first in our drive to truly unify the OS and the app ecosystem.

We are also encouraging other apps to be ported over to HarmonyOS. More than 4,000 of these 5,000 apps are already in the process of moving over. And we're still communicating with developers on the 1,000 or so apps that remain. This is a massive undertaking, but we have broad support in the industry and from many app developers. Once we have these first 5,000 apps – and thousands of other apps – up and running on HarmonyOS, we will have a real HarmonyOS: a third mobile operating system for the world, in addition to Apple iOS and Google Android.

We will work hard to build up the HarmonyOS app ecosystem in the China market first, then, from country to country, we will start gradually pushing it out to other parts of the world.

### 2. Kunpeng ecosystem

We will work to build up the Kunpeng ecosystem. In 2019, we went open source with the general computing operating system, openEuler, and in 2020, we went open source with openGauss, a relational database. After years of hard work, now more than 75% of all application software in China can run on Kunpeng processors. And through another few years of hard work, we hope to see all application software in China able to run on both x86 and Kunpeng processors.

### 3. Ascend ecosystem

**The Ascend ecosystem is the key to developing our AI business.** Over the past few years, we have worked hard to build up the Ascend ecosystem around Ascend processors, CANN, and MindSpore. And with the help of people across the industry, we've made great progress. In the future, we hope that enterprises and developers will be able to use CANN and MindSpore to train all foundation models and complete all inference tasks.

We are also building up a unified developer

platform based on Huawei Cloud, giving developers a unified portal to access and move freely between the Kunpeng, Ascend, and HarmonyOS ecosystems.

Ecosystem-wise, these are our key areas of focus and investment for the next few years. Through these ecosystems, we want to offer the world a second option for computing, and a third option for mobile OS.

**Our fourth strategic initiative in 2024 is to develop grid-forming solutions to address the huge impact of solar and wind energy on existing power grids.** Our digital power team has been working on solar inverters for many years. Through discussions with organizations working on renewable energy generation and power grids, it's clear that solar and wind energy have a massive impact on power grids. Connection and consumption have always been a challenge when integrating solar and wind energy into existing power grids, and a lot of electricity from these renewable sources has gone to waste. This is a shared challenge around the world. And if we can't solve it, we won't be able to transition towards renewable energy as primary energy sources.

Huawei dived headfirst into this challenge, and we've managed to work out a solution. It's a grid-forming solution that combines energy storage and power conversion systems with grid-forming control algorithms. These algorithms simulate the active and reactive power controls of conventional synchronous generators to stabilize power system voltage and frequency.

This solution can help address the huge impact of solar and wind energy on power grids. With this solution, power grids can more readily integrate renewable energy in the same way as electricity generated by conventional thermal power and hydropower plants. Simply put, electricity generated with renewables will be no different than electricity from conventional power plants, and this will help accelerate the adoption of solar and wind as primary energy sources.

**Our fifth initiative – and one I'd like to expand on here – is how we plan to seize strategic opportunities in AI and advance All Intelligence.** We teased our AI strategy and Full-Stack, All-Scenario AI Portfolio at HAS back in 2018. In October that year, we officially unveiled our AI strategy and portfolio at Huawei Connect. Then at Huawei Connect 2023, we announced our All Intelligence

strategy. Today, I want to talk about what we're doing to drive intelligence across the board.

**First and foremost, we will use AI and foundation models to both enhance the competitiveness of our existing products, and also to create brand-new products and solutions. We're approaching this in several ways.**

- **We will enable the intelligent transformation of industries with our Ascend cloud service and Pangu models.**

Let's take a look at what we've achieved so far. In 2017, we established a team dedicated to driving enterprise intelligence (EI) and launched a number of EI services. The goal was to use AI to help solve specific industry challenges. In the early days, we used dedicated algorithms and models to develop all kinds of AI solutions that address specific problems in industries like finance, manufacturing, and mining. But these solutions weren't built on foundation models.

In 2018, we released the ModelArts AI development pipeline to provide vertical partners with a platform for developing their own AI algorithms and applications. Using Huawei's AI capabilities, like development platforms and tools, they can develop their own solutions for industry-specific challenges.

Then in 2021, we launched our first Pangu models, including the world's largest pre-trained Chinese natural language processing model with over 100 billion parameters, and a pre-trained computer vision model with three billion parameters. At Huawei Connect that year, I explained our strategic intent in detail, which was to use these models to enable the intelligent transformation of all industries.

And just last year, we launched Pangu Models 3.0 and began working on AI-native cloud infrastructure.

As for next steps, we will delve deeper into industrial scenarios, using our Pangu models to help customers train their own foundation models and tackle their biggest challenges. We will also keep building up our Ascend cloud service to provide robust AI computing for all industries, and use ModelArts to provide full-lifecycle model development toolchains for more accessible foundation model training and inference. In addition, we will continue to build AI-native cloud infrastructure. That means using the QingTian distributed architecture to eliminate boundaries

between computing, networking, and storage. Resource-wise, this will help us provide the best fit for different AI workloads.

● **We will revolutionize network O&M with autonomous driving network (ADN) solutions.**

Telecom network O&M is extremely complex and costly. So back in 2018, at the Ultra-Broadband Forum (UBBF) in Geneva, we first proposed our ADN concept to the industry, referencing different levels of vehicle autonomy. Through years of close engagement and joint innovation with carriers, we have developed a range of different ADN solutions. Today, there's broad strategic consensus that ADN is key to intelligent network O&M.

The advent of foundation models has brought true network autonomy within our reach. Carriers all want their networks to be autonomous as soon as possible – achieving L4 for high autonomy and eventually L5 for full autonomy. This will revolutionize user experience with features like zero wait, zero interruption, and zero touch, as well as greatly simplify O&M with self-configuration, self-healing, and self-optimization.

Huawei will continue working with carriers around the world to build a Telecom Foundation Model that provides role-based copilots and scenario-based agents to help carriers better equip their employees, enhance user satisfaction, and reap the benefits of foundation models and ADNs as soon as possible.

● **We will evolve our smart assistant Celia into a super AI agent powered by Pangu models.**

In 2016, Huawei was the first phone maker to integrate neural processing units into our smartphones, kicking off the age of Mobile AI. We began using AI to power applications like photography and translation. Later, we extended these AI capabilities to a broader range of smart devices like smart home appliances and smart cockpits. But back then, those applications used models trained specifically for different scenarios, not foundation models.

Today, with recent developments in foundation models, providing every device user with their own smart assistant has become a real possibility. Moving forward, we will evolve Celia into a super AI agent powered by our Pangu models. We will also build up HarmonyOS

NEXT – an AI-native OS – to deliver system-level native intelligence based on unified AI capabilities.

● **We will build autonomous driving solutions to pave the way for a driverless future.**

Autonomous driving was one of the key focuses of our initial AI investment, because the end goal of autonomous driving is fully unmanned driving – one of the most challenging AI applications out there.

At Auto Shanghai back in 2019, Huawei first announced that we will develop intelligent driving solutions. Then in 2022, we launched ADS 1.0, which combines AI and rules based on HD maps. The first car with ADS 1.0 took the market by storm.

In 2023, we launched ADS 2.0. The AITO M7, AITO M9, and AVATR equipped with ADS 2.0 are on the road as we speak – and on highways they have extremely low manual takeover rates. These cars no longer need HD maps in urban areas across China, and the system can learn by itself. The more it drives, the better it drives. ADS 2.0's auto valet parking does an even better job than most people do, and the system also boasts the industry's first all-directional collision avoidance system.

These advances have really given consumers a feel for how much intelligent driving can improve their overall mobility experience. Chinese consumers are already very familiar with the value it provides, so many of the cars people buy these days are equipped with an advanced intelligent driving system. In essence, intelligent driving capabilities have become a key consideration for Chinese consumers when they're looking to buy a new car.

So how can Huawei take the lead in automotive intelligence? We started with L4 autonomous driving architecture and L4 goals in mind, and then began to adapt to the intelligent driving requirements of different car models.

There's still debate over whether we'll need lidar sensors in the future. Of course, if cameras can solve all sensing problems, that would be best. But our studies show that camera sensors, millimeter-wave radar sensors, and lidar sensors all have their own strengths and weaknesses. None of them alone is the answer to all sensing challenges. On their own, however, lidar sensors have an edge in improving safety, and they play a much bigger role than other types of sensors when it comes to autonomous emergency braking (AEB).

That's why we proposed an integrated sensing



solution to fully combine the strengths of these three types of sensors. We think this is the best bet for reaching our future autonomous driving goals. We also hope that the cost of lidar sensors can be reduced to US\$200 in the future to help bring down our costs.

**We'll integrate AI into Huawei's internal management for greater efficiency and a better user experience.**

We are taking a two-phase approach to integrate AI into our internal management.

In Phase 1, we've been applying AI to repetitive, massive, and complex tasks to boost internal efficiency, including tasks like invoice recognition, production line inspection, and base station installation. In 2018, we formed our AI Enabling Department that helps different teams increase their efficiency with AI.

In Phase 2, we are applying AI foundation models to enhance cross-departmental collaboration and streamline the process of gathering and sharing information, to making decisions and executing them.

Moving forward, we will work to build large corporate AI models using our Pangu models and high-quality data. Then we'll use these models to reshape the way we work. We'll do this in two ways. First, our employees will be able to collaborate with foundation models, which will serve as AI assistants that can perceive employee intent and give them exactly what they need. And second, we'll use foundation models tailored for different departments, such as R&D and sales, to reshape how tasks are completed and further boost efficiency.

We'll invest in AI basic research to promote ongoing innovation in the industry.

Huawei has been investing pretty heavily in AI basic research. Every year, we release 200 to 300 papers at top conferences in the AI field. We've won multiple Best Paper and Outstanding Paper awards for publications on optimization theory, model quantification, optimizers, and generative model theory.

In 2017, we moved all AI research teams into one internal laboratory that we call the Noah's Ark Lab. In recent years, this lab has made many great achievements in AI research, including an AI HDR algorithm for phones, our adder network, the first Chinese NLP model with over 100 billion parameters, and the HEBO black-box optimization platform, to name a few. These achievements have helped make our products

and solutions more competitive, and our operations more efficient, all while enabling us to expand into new business domains.

Going forward, we will continue investing in AI basic research and AGI technology to develop AGI capabilities on top of AI foundation models, as well as basic AI capabilities that support data- and energy-efficient model training and inference. In terms of AI basic research, we will focus on foundation model architecture, efficient training, on-device foundation models, multi-modal understanding and generation, long-chain reasoning, decision optimization, AI agent self-evolution, and world models.

**We will proactively engage in global AI governance to contribute to human, societal, and environmental well-being.**

We believe that AI should serve people by improving efficiency and quality of life. AI can enable the digital transformation of industries, reshaping production and paving the way towards an intelligent world. We aim to develop AI systems that are accessible to every person, home, and organization.

AI should be used for good – to create greater value for society. During the design, development, and use of AI technologies, it's crucial to carefully evaluate their potential and long-term impact on society, and take necessary measures to prevent harmful application.

AI should be used to protect the natural environment and promote sustainable development. It's important to actively leverage AI to study and address issues of global concern, such as the United Nations' Sustainable Development Goals.

Back in October 2018, we officially unveiled our AI strategy and Full-Stack, All-Scenario AI Portfolio. Since then, we've been pressing ahead with this strategy, developing AI solutions and making notable progress in all different areas.

Looking ahead, we will continue our advance towards All Intelligence. Our goal is to provide our customers with more competitive products and solutions, help different industries truly solve the problems they face, and expedite their intelligent transformation. We look forward to working with all industry players to bring intelligence everywhere.

Thank you!



# You Can Survive Anywhere in the World!

By Isaac Olufowobi / Nigeria

## How My Huawei Journey Gets Started

As a young graduate years ago, I was keen to get a job in the telecom industry – this had always been my dream; I had been working hard to make this dream come true by majoring in telecommunications even though one of my teachers years back in high school had wanted me to choose architecture as my major in the university. In 2010, as I still remember vividly, I got a call from one project manager (PM) of Huawei inviting me to an interview, while he explained to me that the invitation was based on a recommendation by a friend. The interview went very well, and I was soon offered a job, which I accepted gladly. Training started about three weeks after the interview and my journey with Huawei officially began, with me starting out as a field support engineer (FSE).

## Job Role Transition at the Early Stage

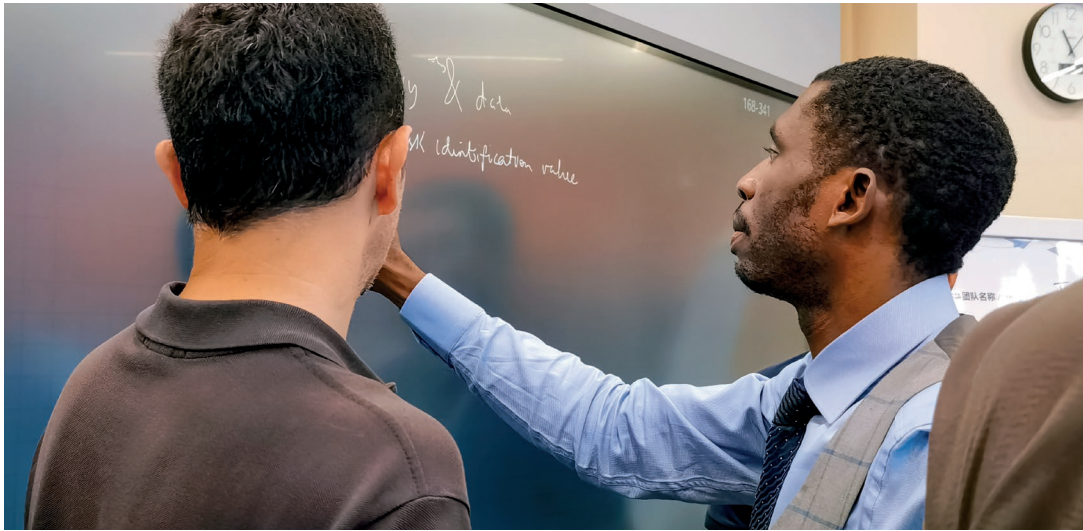
After seven months working as an FSE, my PM reassigned me to work concurrently as a fiber quality assurance manager for the Lagos Region in Nigeria. Yes, I was working both as an FSE and as a fiber maintenance supervisor.

Assuming both roles was a tall order at the time, for it entailed so much that I knew so little about. Quite unexpectedly, though, there was a positive thing coming

out of the challenge of taking an additional job role: I came to understand that, if one is sufficiently committed to learning anything, he or she can actually learn it.

Aside from the training sessions or programs organized at Huawei to equip employees with the necessary knowledge and skills, you get to discover and learn so many things on your own. Oftentimes your supervisor or customers expect and assume that you already know what you are going to do and how. After the experience just mentioned above, and the fulfillment that came with it, I was almost always online doing further





During a training session in China (author is on the right)

studies of several fiber-related subjects, which included cable laying and testing, fiber splicing and maintenance. In some cases, whenever I had questions and was eager to have answers, I would ask any experts who happened to be around me, even including those from the fiber subcontractors, caring little about what they might think of me. At that time, I was beginning to enjoy the additional work that the job entailed; I even took a further step by enrolling for a fiber optics certification, which I bagged later in less than three months.

## Taking Up More Responsibilities

No doubt, we face quite a lot of pressure at Huawei Nigeria Representative Office, irrespective of what department you find yourself in. However, with the pressure come two possibilities or options – you either allow the pressure to get the better of you, or you face up to that pressure and learn the very valuable lessons that will shape and sharpen your capabilities. Actually I am an avid reader and like studying a lot, especially when studying is so helpful to equip me for any given task or role.

In November 2017, we took over a customer support (CS) service as well as single vendor managed service (SVMS) project for operator X in Nigeria where we would manage all the network routers, optical nodes, microwave and radio access network devices end-to-end.

At the time, the responsibility fell on me to lead a fiber optics back office team, like a captain steering the ship in a sea of fiber optics.

For each incident that impacted sites and services, I got calls from the customer asking me to explain why it impacted sites and services and what steps were being taken to restore the service as soon as possible. There were so many calls in the day time that, even at night when nobody was calling me and my phone was not ringing at all, I seemed to hear my phone ringing – I was hearing things! The challenge put me on my toes. Over time we developed and deployed an automated process that made alarm monitoring and tracking by front office personnel a lot easier.

In the process of time, as the monitoring of network elements and alarms got increasingly more efficient with the introduction of the automated system driven by the South Africa Regional Network Operations Center, points of failure for active and passive issues were identified within five to ten minutes of their occurring; as a result, fiber teams were able to arrive at the site in less time than what it used to take and issues got resolved in less time, thus reducing the mean time to restore (MTTR) appreciably. There is no gainsaying that much effort, resource, intelligence and quality time has been invested in ensuring a better, safer, more resilient and robust network, and I feel so proud to be part of a team with so much commitment and determination to this worthy cause.

Sometime in 2019, after a brief meeting and management deliberation, I was given more responsibility to lead a group of the back-office team comprising optical and data communications (datacom) engineers. This would require of me a higher level of commitment and dedication towards work, aside from my technical capabilities and contribution to the project. In the words of Philip Stanhope, a British statesman, diplomat, and man of letters, “Whatever is worth doing at all is worth doing well.” There is always a price to pay for making advancement in anything at all – pay the price or make the investment and the dividends will surely come at the appropriate time!

Working at Huawei I have learned that any chance you are offered to take on responsibilities often means an opportunity to improve your skill set and capabilities – you either maximize it or allow it to slip. Most of the abilities I possess today to handle tasks, whether work-related or personal, have been developed thanks to the opportunities I have been given. This I do not take for granted – I never have and never will.

## Valuing Each and Every Team Member

When it comes to leadership, one of the facts I consider important is that being a team leader does not necessarily make one the most knowledgeable team member. I am so privileged to have worked with a very exceptional set of people as team members till date – Pakistanis, Indians, Chinese, Egyptians, and of course Nigerians. Having a smooth conversation with and understanding each other as a team at first, as I recall, proved a little challenging, especially when the team had some new colleagues who had just arrived in Nigeria for the first time. In any case, we always had means of communicating with and understanding each other as team members as time went by.

Over the years, I have learned so much of how to communicate smoothly with my fellow team members – so much so that, sometimes before they complete their statements or requests, I already know what they want.

As a team, there is a bond of love and mutual respect for each other that keeps us moving in the right direction towards achieving our business goals. While we take pride in each team member’s achievement as the team’s collective achievement, we see each

team member’s problem as the team’s problem – this perspective on team work has helped us so much both in collaboratively resolving work-related problems as quickly as possible, and also in achieving our projects’ goals.

Some years back, one of our customers complained of a service quality issue on its network in a particular region; it was soon identified as a problem caused by a known hardware failure. The initial solution we had worked out and presented to customer was going to temporarily fix the problem but would not be the most ideal solution.

At the time we were all reviewing the solution as a team. During the review one of my team members suggested something that was a little different from, and a lot simpler than, what we had already prepared. We might have been tempted to dismiss this suggestion that came from a team member with barely about two years’ working experience at the time, but fortunately we did not ignore him due to his relative inexperience. Instead we carefully considered what he had suggested. To our pleasant surprise, we found that no other solution to the issue could be better than what he had suggested.

After we had modified the initial solution, we presented the improved version to our customer and got the necessary approval to implement it on the network. Immediately, the overall user experience obviously improved, as shown by the network performance indicators; and when the performance survey data of that region came in after the next hour of checking, we were excited and proud to find that the issue had been fixed for good!

The customer was, of course, more than happy to see the issue addressed in a timely manner. As for us as a team, we were as happy, especially because the suggestion made by our junior colleague helped us to come up with a better solution eliminating any risk that could be presented to the customer’s network. And personally, I was satisfied that we were open to his suggestion. This episode further fortified the conviction I always had: Being a leader does not necessarily make you the most knowledgeable person in your team. Today, as always, I still respect and value each team member for who he or she is, irrespective of the number of years of experience on the job. No matter how we choose to look at it, team work is what leads us to success!

## My Visits to China

Over the years I have been to China for a couple of times and I have fond memories of all these visits. My second visit to China was most special to me. It happened in May 2023 when I was there to participate in a technical training program held on the Huawei campus in Dongguan, China. While the training was very well organized and efficiently facilitated by a team of high-level experts, the visit offered me a long-anticipated opportunity of reuniting with some very valued Chinese colleagues who had finally relocated back to China after having spent several years in Nigeria supporting one project after another.

Although the training just lasted for a week, I still was able to spare some time to visit some of the city's most beautiful scenes and magnificent attractions, including the Huawei campus (which to me looked more like a mini country).

Words will fail me if I try to talk about how I sometimes became the center of attention to the Chinese folks around me when I was inside any restaurant eating my food with chopsticks. All I could read from their expression and thought was, "Who's this guy? He's good with the use of chopsticks. Did he really learn it?" Although the travel time by flight from Nigeria to China

can be tiresome and takes approximately two-thirds of a day, the experience I had during each visit was so refreshing, enriching, memorable, and awesome that I will almost always embrace any opportunity to visit another city in China.

## Crossing the 10-Year Milestone – “Huawei Push” and Huawei’s Corporate Core Values All the Way!

Each time I hark back upon the years on my journey with Huawei, I am reminded that the journey has not always been smooth sailing – it has surely had its fair share of challenges, some of which have been quite tough.

My more than ten years of service at Huawei as a staff member has been characterized by the good as well as the rough times. But the one thing of which I can assure anyone is that whoever stays true to Huawei's corporate core values and applies them to work will surely find the worth and benefits embedded in them both now and in the future; such values even go beyond Huawei itself, for it may be applicable elsewhere. To put it in another way, if you have been able to survive five to ten years of service at Huawei and have been doing fine, you can survive anywhere else in the world!



Receiving an excellent trainee award (author is second from right)

# My Huawei Odyssey: A Journey of Growth, Innovation, and Global Impact

By Tri Kurniawan Wijaya / Ireland



**Editor's note:**

*Tri Kurniawan Wijaya serves as a preeminent technical expert within the Consumer Cloud Tech Lab at the Huawei Ireland Research Center (IRC). Hailing from Indonesia, he has made Europe his home for a considerable duration. In this article, he shared with us his exciting journey with Huawei so far.*

## Building a Team from Scratch

**Q: Could you please briefly introduce yourself to our readers?**

**A:** My name is Tri, and I currently work at Huawei Ireland Research Center (IRC). Originally from Indonesia, I have been residing in Europe for some time now. I obtained my Masters from Germany and Austria, and my Doctor of Philosophy (PhD) from École Polytechnique Fédérale de Lausanne (EPFL) in Switzerland. Prior to joining Huawei, I have professional experience at several hi-tech companies.

**Q: What is it like in your early days with the company?**

**A:** I started working at Huawei just as the COVID-19 pandemic lockdown began. Although I had been interviewed before the lockdown when face-to-face meetings were still possible, my actual start date coincided with the lockdown measures being in place. Consequently, instead of the usual office onboarding process with in-person introductions, I received a courier package containing my laptop and had to call the information technology (IT) administrator to set it up remotely. Despite the unusual circumstances, I found that people in the company were incredibly open and welcoming. Additionally, my colleague promptly introduced me to key individuals at headquarters (HQ), facilitating the establishment of positive relationships.

**Q: What initial challenges did you encounter when you joined the company?**

**A:** Initially, I faced the daunting task of assembling a team from scratch, which was precisely why I joined the company – to embrace challenges head-on. This was compounded by the need to establish three separate teams simultaneously for three distinct projects. Initially, we anticipated support for only one team, so receiving backing for all three within the first year was a pleasant surprise, thanks to my supervisor's initiative.

To navigate this challenge, I swiftly devised a technical roadmap, outlined milestones, and broke down



Team outing to build bonds and relationships (Tri is 2nd from left at front row)

major tasks into smaller, more manageable components. Concurrently, our focus shifted to rapid and strategic hiring, aiming to attract top-tier talent. Consequently, a significant portion of my time was dedicated to conducting interviews and liaising with recruiters to secure exceptional candidates.

Moreover, the lockdown restrictions necessitated that all onboarding processes, introductions, and meetings be conducted remotely. Despite this, I built strong working relationships with my team members, even though I didn't meet some of them in person until two years into my tenure.

In the end, the year proved successful as we onboarded approximately 20 high-caliber individuals, predominantly PhDs, and successfully delivered all three projects. Looking back, it was an exhilarating journey, demonstrating that with dedicated colleagues, distance and remote work pose no hindrance.

## Building My First Artificial Intelligence (AI)

**Q: Could you share your initial experience with AI since you're currently working in the field?**

**A:** AI sparked my interest during my undergraduate studies when my university held a competition for first

and second-year students to create a Chinese Checkers game-playing agent. Despite being taught only basic heuristics, our lecturer assured us it would be sufficient given our beginner status in Computer Science. However, I soon realized my agent's predictability and overreliance on my heuristic design left much to be desired. I sought a solution that would imbue my agent with genuine intelligence.

Turning to the library, I delved into AI literature, where I encountered the renowned textbook *Artificial Intelligence: A Modern Approach (AIMA)* for the first time. Within its pages, I discovered the minimax algorithm, which captivated me. Implementing it into my agent was transformative; for the first time, it seemed truly autonomous. The algorithm empowered my agent to anticipate future moves by considering potential opponent strategies several steps ahead. When I tested it, my agent defeated me, marking a significant breakthrough. Although it was far from state-of-the-art, I felt it exhibited genuine cognitive capabilities. This experience culminated in my victory in the competition and served as my initiation into the world of AI.

**Q: How has your perspective on AI evolved since then? In what ways do you believe AI can benefit humanity?**

**A:** Since the emergence of ChatGPT, discussing AI has become more commonplace and widespread. A larger portion of the population is now familiar with it, and

conversations about AI have increased. However, many tend to narrowly view AI solely as an online chatbot they engage with, overlooking its broader scope.

AI has actually been integrated into our daily lives for quite some time, though it previously lacked the popularity and widespread usage it enjoys today. Even a decade ago, AI was already present in various facets such as online search, online shopping through recommendation systems, banking for automated credit assessments, maps and navigation for finding optimal routes, text recognition from photos or scanned documents, fingerprint and facial recognition, and language translation.

With the emergence of ChatGPT, interest in, acceptance of, and engagement with AI have skyrocketed. Now, the majority of people find AI accessible enough to interact with, whereas previously it was mostly the domain of experts. This trend suggests that AI will likely continue evolving and potentially offer even greater assistance in our daily lives.

## Enhancing User Experience with AI-driven Features

**Q: What are you currently working on?**

**A:** I am working in the Consumer Business Group (CBG). Presently, my main focus is on developing algorithms for HUAWEI Advertisement, AppGallery, and Interactive Media (Books, Videos, Music, and Themes). Specifically, my team is dedicated to enhancing the performance of the AppGallery and Interactive media businesses in Europe. For HUAWEI Advertisement, we are actively involved in improving advertising performance for both Europe and China.

**Q: How is AI used in these products?**

**A:** These products involve numerous components working together seamlessly. For instance, there's the user interface, the database system, the network, and the recommender systems, which suggest relevant products to users.

Our team specializes in the recommender system aspect, which involves leveraging AI technology. For instance, our algorithm predicts the likelihood of a user favoring a certain product based on various factors. With this prediction, we tailor product suggestions to users'

preferences. In essence, our algorithm serves as the "brain" of the application, ensuring its functionality and enhancing user experience.

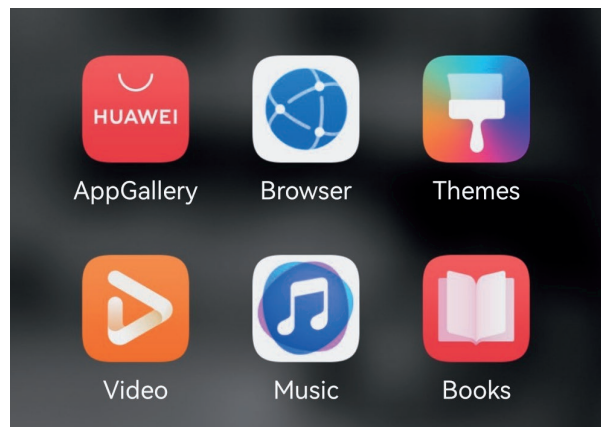
**Q: Now that you're involved in various products, how do you envision making a significant impact on our company? What avenues do you see for contributing effectively?**

**A:** There are numerous ways I aim to contribute to our company, with a constant focus on making a meaningful difference. At the core, I strive to be consistently valuable to my colleagues and (within the boundaries of my role) seeking to maximize my usefulness to Huawei.

Moreover, I place great emphasis on collaboration as a catalyst for expanding my influence. Collaboration enables us to achieve outcomes previously deemed



Going karting with colleagues (Tri is 1st from right at back row)



Various Huawei consumer apps that Tri's team has the chance to contribute to



unattainable. Through perseverance and collaboration, my team has been able to contribute in driving growth in both our European and Chinese markets.

In Europe, our impact is palpable given our proximity and control over various aspects, including data and processes. However, in China, effective contribution necessitates close collaboration with our HQ colleagues. Fortunately, our relationship with our Chinese colleagues has been robust, and it's crucial to nurture and strengthen this partnership. By leveraging the talent and technology cultivated in Ireland, we are also able to improve domestic (China) business revenue. This is especially important.

In summary, while we're actively enhancing the European online ecosystem, extending our efforts to support HQ's endeavors in China exemplifies a symbiotic win-win relationship that benefits our company holistically.

**Q: Can you describe your contributions to the company? Are there any notable achievements you're proud of?**

**A:** Our team has made significant contributions across various products including Advertisement, Browser, and AppGallery, all of which are top revenue-generating businesses within the CBG.

In our initial year, we developed and implemented seven algorithms aimed at detecting non-safe content across thirteen European languages for AppGallery. Our primary objective was to ensure a safe online environment for users as our platform expanded rapidly. These algorithms demonstrated very good accuracy and efficiency, and is capable of reducing manual review times by 30x. Their deployment significantly enhanced the security of the online content ecosystem within

AppGallery across Europe.

Within the Huawei Browser, our focus was on enhancing the Newsfeed product. We introduced six Natural Language Processing (NLP) algorithms tailored for fifteen international languages, including prominent European and Asian languages. These algorithms were integrated to improve the news recommender systems, with a flexible framework allowing adaptation to evolving market priorities.

In AppGallery, our efforts were directed towards optimizing recommender systems, leading to notable improvements in personalized recommendations, quick search algorithms, and the creation of the new recommendation lists during app downloads. These enhancements contributed to an increase in AppGallery's download rates by approximately 10% - 20% across Europe.

In the Interactive media sector, encompassing Huawei Books, Themes, Video, and Music, we undertook the challenging task of transitioning the recommender system from the old infrastructure to a new one. Despite minimal documentation and guidance, we successfully completed the migration while significantly reducing cache memory usage by 90% and persistent storage by 33%.

These achievements were recognized with multiple awards. From the company, we received both the Team and Individual Goal Medal awards. From CBG Consumer Cloud Service, we received both the Consumer Cloud Service President's Team and Individual awards. And from Huawei Ireland Research Center, we also received both the Best Team and the Best Employee of the Year award.



Some of the awards received (from left to right: Individual Gold Medal, Best Employee, and Future Stars)

## Building Meaningful Connections

**Q: You've been with our company for a while now. Have you had the opportunity to visit our offices in China?**

**A:** Yes, indeed. It was quite an enriching experience. Initially, due to the stringent pandemic restrictions, visiting China wasn't feasible during my early tenure here. However, as the restrictions eased up starting last year, I finally got the chance to make the trip. Specifically, I visited our offices in Shenzhen (including the CBG building and our HQ campus) and Dongguan, as well as the Nanjing and Shanghai Research Centers.

This visit enabled us to establish and strengthen many connections. Relationships that were previously built solely through text messages and video calls now benefit from face-to-face interactions. I believe supplementing our existing relationships with in-person connections was essential, filling in a missing piece. With this added dimension, communication has become smoother than ever, and trust between us has significantly multiplied.

Moreover, I had the opportunity to dine with our Chinese colleagues and managers, which undoubtedly helped foster stronger relationships in a more relaxed setting. During my time there, I found our Chinese

colleagues to be exceptionally welcoming. Despite my limited proficiency in Chinese (perhaps just beyond “xie xie”, or “thank you”), they comfortably conversed with me in English. I'm truly grateful for their hospitality; some went out of their way to ensure my comfort, always checking if I needed anything, and even assisting me in navigating around town. Their kindness and support were greatly appreciated.

## Looking Ahead

**Q: Now, what's next?**

**A:** Looking ahead, I'm eagerly anticipating the expansion of AI within our companies. Moreover, I'm enthusiastic about witnessing our companies' continued growth to the forefront of the technology market. Furthermore, I believe that the future of AI-driven innovation within our company is brimming with possibilities. From advancing research in telecommunications, consumer electronics, Internet of Things (IoT), and smart devices to venturing into new domains such as self-driving cars and AI accelerators, our pursuit of technological excellence is ongoing. With a steadfast dedication to innovation and collaboration, we are well-positioned to shape the future of technology and empower communities worldwide. 



In Ireland Research Center (Tri is 1st from right)



# TECH4ALL: Not Only an Initiative, but Also a Life-Transforming Movement

By Armando Guauxochitl Marin / Mexico

When joining Huawei several months ago, I started to study TECH4ALL, which is described as the company's long-term digital inclusion initiative and action plan. Now it is my understanding that, through TECH4ALL, Huawei puts into action its mission and vision to bring digital technology near to everyone and every organization and create a fully connected and intelligent world. Theoretically, it sounds amazing, ambitious and exceptional, but I often wonder: Will this initiative really work and help to deliver such a mission and vision?

I was assigned to a TECH4ALL project in Mexico. With a focus on the use of artificial intelligence (AI) systems for biodiversity protection, this project is one of the flagship projects under the International Union for Conservation of Nature (IUCN)-Huawei Tech4Nature partnership. We are currently about to finish Phase One that has sought, through continuous monitoring of biodiversity and the use of image and acoustic monitoring devices and AI systems, to identify and classify priority species, such as the jaguar, which inhabit the Yucatan Peninsula in Mexico and to provide better protection for them in the medium and long term. The main goal has been to generate input to support transparent and informed decision-making based on data, thus driving the conservation and effective regeneration and biodiversity.

It was challenging for me to join the project at this point. It was a busy time for all the parties involved:

the conclusion stage for Phase One and also a stage of preparations for Phase Two. I was trying hard to understand the why, the who, the when, the what, and the how of this project.

As I still remember, the first thing I did for the catching-up was to watch a documentary about this project at Huawei's website. There were all the involved parties sharing their views about the importance of protecting the Dzilam State Reserve's biodiversity,



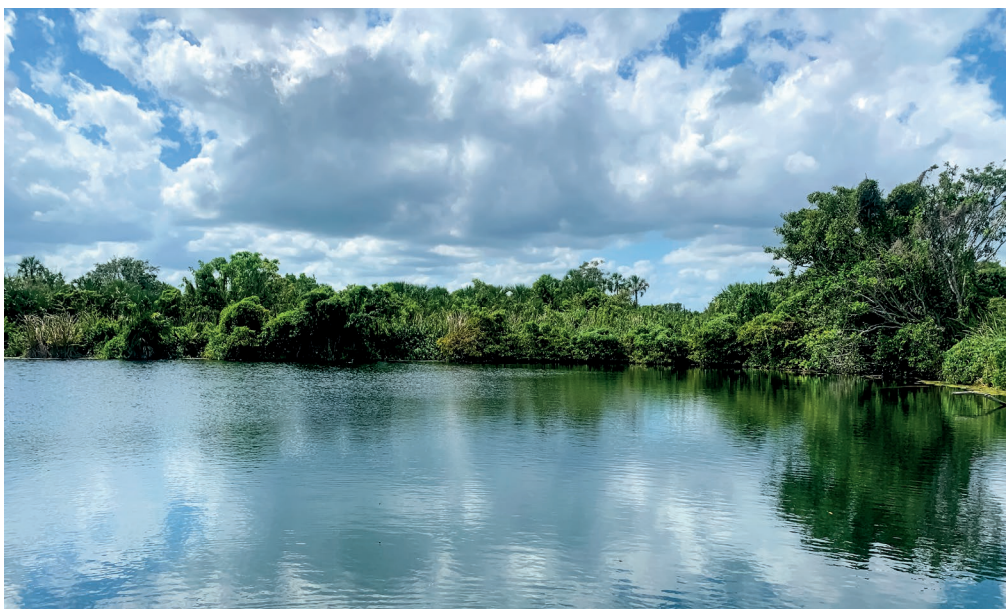
specifically focusing on the jaguar conservation. In the southeast of Mexico, the Yucatan Peninsula covers around 197,600 square kilometers and boasts a coastline as long as 1,100 kilometers. Its diverse ecosystem includes tropical rainforests, coral reefs, sand dunes, coastal lagoons, caves, underground rivers, and nearly 190 square kilometers of mangroves. In 1989, the Mexican government established the Dzilam State Reserve in the Yucatan Peninsula. Spreading over an area of 690 square kilometers, the reserve is rich in habitats of rare and endemic species.

My real adventure started the day I was asked to travel to Yucatan, where the project takes place, in order to truly understand the project scope and to meet the project participants. I was asked to help the team to close Phase One and to finalize the plan details for the coming phase. When I arrived in Merida, which is Yucatan’s capital city, I took a pickup van and drove over 100 kilometers to get to Dzilam de Bravo, which is the closest location from the State Reserve. I was a little bit nervous and anxious, thinking of the strange place and people I was about to see and meet.

On my arrival, I met Regina (Project Manager at a women-led non-profit organization that promotes the responsible development, use, and research of pioneering technologies for multidisciplinary projects in Latin America), Toshio (Director of Environmental

Management at the Ministry of the Sustainability Development of Yucatan), and community leaders, who are people from Dzilam de Bravo collaborating in the project by collecting information from the devices installed in the reserve. All of them were very enthusiastic about the project and they were eager to show me around the reserve; also they were excited about explaining details about the project. As I soon found out, having a conversation with them and listening to them sharing their experiences on the project made me feel truly connected and related.

It was about 10 o’clock in the morning, and we departed from Dzilam de Bravo for the reserve by driving two pickup vans, one of which I was driving. I followed the van driven by Toshio for about half an hour. Suddenly, he stopped his van and told me that it was better to let someone from their team drive my pickup for the remaining part of the road leading directly to the reserve. I was confused, assuming that that section of the road must be very complicated going forward. The remainder of the trip took us about another 40 minutes driving on a dirt road full of stones, mud and huge potholes where the driver had to be extremely careful not to hurt the vegetation or curious animals that might show up from nowhere. Finally, we arrived at Juan Castillo’s parcel, located at the entrance to the Dzilam State Reserve.



A cenote at the entrance to the Dzilam State Reserve

As soon as we got off the cars we were overwhelmed by the heat and humidity; we were right under the sun at 40°C. I remember that we were looking all around the place, amazed at the wonders it presented and having the hope to see a jaguar, while thinking “what if a jaguar should actually appear and get very close to us?” As it turned out, however, we were only attractive to the mosquitoes that happily sucked our blood, leaving us all bitten. This brought back to me my memory of the chicken pox scratch in my childhood.

After applying mosquito repellent all over, even over our clothes, we could finally enjoy the wonders of nature. There was a cenote, a natural subterranean water pit, where some crocodiles were swimming. At that place, Regina showed us some cameras and microphones, similar to those installed in the reserve. Being in contact with nature and imagining those devices installed in the jungle, the group got increasingly excited. Then, Toshio made a great proposal that we should walk into the jungle until the first surveillance camera was found.

Benjamin guided us throughout the jungle. He was leading the group, clearing the way for us with a machete. Walking in the jungle exposed us to the toxic plants and also to the danger of getting bitten by ants or other poisonous insects. The project team, though, had gotten used to this type of danger since they monthly collected data from all the cameras and audio devices installed over an area of 30 square kilometers and supervised under the project.

It took us about 40 minutes to walk some 500 meters to get to the first camera installation. As we got closer to the camera surveillance point, the jungle became denser. There was no mobile signal in the jungle, and Toshio explained that there was a risk of getting lost for inexperienced people walking alone. Once we spotted the camera we had to return to the cars. My memories of the walk were of an exuberant jungle, several mosquito bites, a couple of ant attacks, and the wonder of watching crocodiles in the cenote as well as the marvel of watching a gray fox just passing us by. We went back to Dzilam de Bravo and had a delicious lunch made of seafood and traditional dishes, where we listened to the team share their stories of jaguar spotting and of how the community’s mindset had been changing since the start

of this project. And we were glad to hear that there was a higher level of community commitment to protecting the Dzilam State Reserve. Because of this project, we were told, in rough numbers illegal-logging complaints decreased from five to one a month.

Finally, the last item on my agenda before returning was to have a conversation with all the participants to follow up on the Phase One closure and to discuss the plan for Phase Two of the project. For this meeting, Toshio invited us to the ministry’s temporary facilities in Dzilam de Bravo. This was a place next to the beach. In the beginning we thought that we were going to an office where we could provide a formal presentation about the project, but when we arrived there, it was a cabin with not enough chairs for us all. So, the formal presentation I had planned turned into an exciting brain storming meeting. Regina and Toshio expressed their interest in expanding the scope of this project in terms of the identification of other big felines in the reserve. On this trip I was accompanied by Yao, Head of Strategy and Marketing, Huawei Latin America, who explained to the group what TECH4ALL is and the importance of continuing with this project. In the end, we all felt supported by each other; with a sense of comradery we were convinced that together we can get better results.

At the end of this journey, we went back, exhausted but definitely satisfied, and with a completely different perspective of the project. By visiting the reserve and



Regina (far right) showing the Huawei team the samples of cameras and microphones similar with those installed in the reserve (author is first from left)

meeting the people committed to ensuring its success, I came to realize what a huge change we could bring about if all of us worked together towards a shared goal. Looking back, I understand that this is no small feat, as it requires the commitment of a large team to consistent data collecting and monitoring in spite of the hazardous circumstances they may find themselves in, not to mention the extreme weather conditions, complicated road, and the lack of connectivity in the area.

I was, and still am, moved by the story of Juan Castillo, a poacher-turned-conservationist who owned a parcel of land next to the reserve. Early on, he had been a big feline poacher and did the poaching mainly with an intention to protect his cattle and sheep. Later on, by participating in this project he was so touched by the spirit of the project and got so involved in biodiversity that he became a conservationist himself. He decided to relocate his farm away from the reserve; now he has donated his parcel of land to the reserve.

I was also inspired by Toshio’s passion for nature. He always had an explanation about every plant, bird and animal, calling everything by its scientific name. One day during our visit to the reserve, I recall, I mentioned to him my disappointment in never seeing any jaguar. Later, Toshio shared with me some pictures of jaguars, taken by the cameras, and also some photos of a jaguar’s footprints – the evidence of its presence in the reserve.

Nowadays I am convinced that this project has

transformed the mindset of those who are involved in it and that it has changed the minds, habits and aspirations of the general public in Yucatan. There are children who, inspired by this project, have chosen to study and prepare for a science and technology career. This project has brought some technology consciousness to the local community and government that have adopted technology to solve day-to-day problems. As for us at Huawei, we are training digital tech professionals at the Polytechnic University of Yucatan, whose students are developing the AI algorithm, which makes jaguar’s recognition possible by using Huawei Cloud.

At the end of the day my mindset has also changed. Now I know the value of this project and, personally, I have a sense of ownership of it. To me, it is clear that Huawei is making its mission and vision come true. For this I feel proud to be a member of a business organization that is committed to innovation and inclusion and whose actions are capable of transforming lives.

After this experience, TECH4ALL has become meaningful for me. It is more than an initiative; it is a life-transforming movement that brings positive effects beyond the scope of the TECH4ALL projects. Now I am all the more eager to know TECH4ALL in all its domains: education, environment, health and development. I am committed to this project I am involved in, to TECH4ALL and to Huawei. And I will always want to be part of all this.



Brainstorming meeting attended by representatives and leaders of Huawei and partners

# Building Bridges, Conquering Peaks: Unleashing the Power of Teamwork in a New Era Where “Data Is the New Oil”

By Magide Sebtoui / United Arab Emirates (UAE)

In the heart of the Middle East and Central Asia (ME&CA), we at Huawei Digital Power stood tall in recent years despite the challenges in the region. Our success was driven by our commitment to innovation and growth. To demonstrate such success, here is a story about our new Digital Power team, a group of dedicated people that rose above the limitations of adversity, navigated cultural differences, and worked together to create a thriving atmosphere that transformed us into a force to be reckoned with.



## My First Experience with Huawei: Clinging to the Mountain by Taking Root in the Rock Crevice

With more than 15 years of experience in the energy, electrical, and datacenter industries, I still found it an exhilarating yet challenging prospect to step into the world of Huawei Digital Power. On May 31, 2022, I set out on this exciting journey, aspiring to make an impact.

In my early days with Huawei, I often heard the phrase “clinging to the mountain by taking root in the rock crevice” used in meetings. I wondered what it really meant. My Chinese colleagues explained to me that the phrase was actually a verse that came from an ancient poem by Zheng Banqiao, a poet during China’s Qing Dynasty. The poem is about a bamboo in a rock, which, with its tooth-like roots reaching well into the rock crack, has held on to the mountain, weathering the winds in various directions over the centuries. And the poet, they further explained, admired the bamboo so much for representing the spirit of resilience and determination in adverse circumstances that he wrote the poem as a tribute to it.

In the context of Huawei, as I have come to learn, “clinging to the mountain” means that we should be persevering and determined like the bamboo in the rock when we encounter challenges and that we should face them head-on, however formidable they may appear. In my opinion, the bamboo in the rock is a metaphor

“ *‘Taking root’, as I understand it, also signifies the need to lay a solid foundation for long-term, sustainable growth. When it comes to our business at Huawei Digital Power, it represents the importance of cultivating enduring relationships with our customers, partners, and the communities we served.* ”

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that signifies courage and perseverance, which were demonstrated by the ancient Chinese in their endeavors to build a nation and a civilization, and which we should show when faced with adversity in today’s world.

“Taking root”, as I understand it, also signifies the need to lay a solid foundation for long-term, sustainable growth. When it comes to our business at Huawei Digital Power, it represents the importance of cultivating enduring relationships with our customers, partners, and the communities we served. As these stakeholders form the environment or ecosystem in which we exist and operate, we must establish deep connections with them and understand their unique needs so that our business can thrive.

The bamboo taking root in the rock crack is an image of perseverance and tenacity, something we need in our pursuit of innovation and breakthroughs, especially in less than ideal circumstances. As the Chinese proverb goes, “Constant water dripping wears away a rock.” Yes, such constant dripping reflects the power of perseverance and tenacity – small, consistent efforts can lead to significant achievements over time. For us at Huawei Digital Power, this inspires us to constantly seek ways to get better in our technologies, products, and services, staying ahead of the curve in the fast-paced energy and datacenter industries.

I finally understood the real meaning of the phrase, thanks to my Chinese colleagues’ patient explanations and my hard thinking. Embracing the profound philosophy in this phrase, I dived into my new role with

passion. Despite the initial language barrier, I seized every opportunity to learn from and communicate with my Chinese colleagues effectively. Their warmth and eagerness to bridge the language gap created a positive and supportive atmosphere, which made my transition much easier.

Chinese culture’s emphasis on long-term planning and strategic thinking resonated with me, aligning perfectly with my approach to business development. This got me off to a good start. I began to nurture strong relationships with our customers and partners in the region, with a mission to drive the energy revolution towards a greener future, consistent with Huawei’s mission.

As the days turned into months, the benefits of working at Huawei became evident. The focus on teamwork and mutual support fostered a sense of camaraderie among colleagues. The company’s commitment to excellence and innovation motivated everyone to give their best, and I found myself surrounded by talented individuals who were all dedicated to making a positive impact on the industry.

The collaborative spirit in our team was infectious, encouraging every team member to contribute their unique talent and ideas. Within this diverse and dynamic environment, our collective potential grew exponentially. We held regular brainstorming sessions, encouraging creativity and fostering an atmosphere where no ideas were deemed too ambitious and no notions too wild.

Moreover, the company’s emphasis on continuous





Author presenting on sustainability at Future Datacentres and Cloud Infrastructure Summit 2022

learning and development empowered employees to expand their skill sets and explore new areas of expertise. Regular workshops, training programs, and mentorship opportunities helped us stay at the forefront of technological advancements and industry trends.

Each day brought with it a renewed sense of purpose, as I saw the positive effects of our work manifested in the projects we undertook. The joy of witnessing our technologies being deployed in critical datacenter infrastructure projects, ensuring reliable power supply and driving sustainable growth, was incomparable.

Moreover, the company's strong emphasis on ethical conduct and corporate social responsibility instilled a profound sense of pride in us being part of Huawei. We were actively involved in different events, contributing to various social and environmental initiatives, and empowering the next generation with the knowledge and resources needed to build a sustainable future.

My journey with Huawei continues to be an ever-evolving adventure, one that constantly challenges me to go beyond my comfort zone and embrace new possibilities. The spirit of "clinging to the mountain by taking the root in the rock crevice" continues to guide us, propelling us forward as we navigate the ever-changing landscape of the energy and datacenter industries.

In conclusion, my first experience with Huawei was nothing short of transformative. The values and principles

that underpin Huawei's culture are still enriching my professional journey and shaping me into a more resilient, adaptable, and empathic leader. I am truly grateful for the opportunities available to me in this experience; and I look forward to a future filled with exciting challenges, breakthroughs, and relentless pursuit of a greener, more sustainable world.

## Coming Together Is a Beginning, Staying Together Is Progress, and Working Together Is Success

Recognizing the importance of boosting team morale during this new era, our team decided to participate in the Huawei 2022 Football Tournament. As a new team member from the ME&CA region, I took the initiative to build the first-ever Huawei Digital Power football team with the enthusiastic support from the management team.

Football, one of the most popular sports globally, has the power to transcend cultural barriers and unite people from all walks of life.

The decision to form a football team was met with resounding enthusiasm. Our colleagues embraced the opportunity to showcase their sporting talent and, more importantly, to build stronger bonds and camaraderie

within the team. The football tournament quickly became more than just a sporting event; it evolved into a symbol of unity and a celebration of our collective spirit.

To ensure the success of the tournament, we spared no effort in organizing regular training sessions. The football pitch was transformed into a place where our team members honed their skills, but more importantly, it became a space where they learned valuable lessons in teamwork and effective communication. The essence of the catchphrase “coming together is a beginning” became evident as we forged a closely-knit team, ready to face any challenge that might lie ahead.

As the tournament progressed, we faced various challenges, both on and off the field. Each match taught us valuable lessons in resilience and adaptability, reminding us that “staying together is progress.” Whether we celebrated victory or learned from defeat, our team remained united, growing stronger with each game.

Our football team’s journey epitomized the essence of teamwork. Our success as a team was not solely measured by the number of goals scored but rather by the remarkable transformation that occurred within our team members. We would often become true team players, committed to the team, determined, and tough; when faced with a daunting challenge, we would fight on to

overcome it and win as a team.

## Breaking Down Barriers and Striving for Success: A Landmark Account Breakthrough with the Team

In the ME&CA region, customer G was a leading colocation operator with a strong presence in the datacenter market. However, one of their peers had remained dominant in the datacenter market since 2014. That was a fiercely competitive market, with both companies vying for absolute dominance in the region’s rapidly growing datacenter industry.

In 2022, we learned about customer G’s ambitious plan to build a massive datacenter over the next three years; it would finally be a project with a pipeline totaling 1000+ megawatts in capacity and representing huge investment. The scale and significance of this project were monumental, as it represented a major strategic move by customer G to expand its market share and assert its dominance in the regional datacenter market.

Recognizing the immense potential of this project and the opportunity it presented, the company appointed me as Project Director for it. I assembled a dedicated



With teammates of the Huawei Digital Power football team at the 2022 Huawei Football Tournament (author is second from right at front row)

project team and we prioritized the project proposal. The stakes were high, and we knew that meticulous planning and strategic execution were imperative for us to make the project a success.

For six months, the project team diligently worked on every aspect of the proposal, leaving no stone unturned. Visits to our research and development (R&D) center were made and technical workshops conducted to brainstorm innovative solutions that would meet and exceed customer G's expectations. We benchmarked with the customer's senior executives to understand their vision and requirements, ensuring that our proposal would be perfectly in alignment with their strategic objectives.

To further strengthen our collaboration and build mutual trust, we meticulously planned summit visits and factory acceptance tests; and we even arranged visits to Huawei's headquarters in China. These initiatives aimed to address any lingering concerns regarding Huawei's reliability and capability to deliver the project given its scale and complexity.

Furthermore, we recognized that a key factor in winning the project contract was gaining the confidence of some major tenants. These tenants were critical stakeholders, and their concerns about the impact on their existing leases needed to be alleviated. To achieve this, we proactively organized visits for them to a European colocation site that showcased the successful integration of Huawei's solutions, assuring them of a seamless transition.

Leveraging the current situation and recognizing the significance of high-level engagements, customer G's Chief Executive Officer (CEO) traveled to China to engage in strategic discussions with Huawei's top-level executives. This visit culminated in the signing of a strategic cooperation memorandum of understanding (MOU) between both parties, solidifying our commitment to customer G and further reinforcing the collaborative spirit between the two organizations.

In a groundbreaking turn of events, our relentless efforts bore fruit, and we secured a significant purchase order from customer G. This marked a historic moment for Huawei as it represented our first major breakthrough in strategic datacenters in the region. More significantly, it shifted the datacenter market dynamics and positioned Huawei as a formidable player in the industry.

The impact of this breakthrough extended beyond

mere market share gains. It would significantly elevate Huawei's brand influence and its status as a tech powerhouse in the region. Our commitment to building strong and lasting customer relationships, combined with our strategic planning and relentless pursuit of excellence, played a pivotal role in this remarkable achievement.

## Conclusion

My journey with Huawei Digital Power in the ME&CA region exemplifies the power of teamwork, dedication, and resilience. The amalgamation of cultural diversity, innovative strategies, and unwavering commitment to growth enabled our team to create a thriving and successful atmosphere during this new era where "data is the new oil".

By embracing the philosophy of "clinging to the mountain by taking root in the rock crevice," we displayed unwavering determination in the face of challenges, laid a solid foundation for growth, and pursued breakthroughs relentlessly.

Together, we broke down barriers, conquered peaks, and unleashed the full potential of Huawei's brand in the ME&CA region. Together, we are invincible! 🌍



On a visit to Huawei campus in China

# The Uncharted Path: My Journey Through Huawei's Software Saga

By Erwin Rizali / Germany

As the dawn is breaking over the skyline of the bustling city, I find myself looking through the window into the distance and reflecting on the odyssey that I have been through. Decades ago, as I recall, my love affair with technology began; this obsession, like a beacon, has been guiding me through these years and into the realms of 21st-century technology.

With a passion for technology and its potential to revolutionize industries and even the world, I embarked on my journey with Huawei, where I began by working in sales for the software business. In my early days of working with Huawei, a telecommunications giant, I was shocked to discover that I was still a novice at sales management, which was an art too intricate and even overwhelming to me.

## Rapid Growth: Glory in My Early Huawei Days

I remember that, in my initial days with Huawei, I felt keenly the weight of my new role and the accompanying responsibilities on my shoulders. It was a role that called for a fusion of technical mastery and the art of sales. The targets set for us were not just numbers; they were Everest peaks waiting to be conquered. Each day was a relentless race against time, but it had its bright side – it was an experience in which my technological expertise and salesmanship improved and translated to strategic sales achievements.

I have assumed this role with a group account team since 2012. Over these years I have witnessed and contributed to the rapid growth and transformation of the industry and, by leveraging my extensive experiences, have helped to drive innovation and success in my team and department. I have traveled across countries and continents to provide support for our local business operations. Meanwhile, with all-new products, processes, and colleagues, and in an all-new environment, I have



“ *Those years were also a golden era for our collaboration with our customers and partners. It was the case especially when our innovative, leading-edge converged charging system was first adopted in a key country.* ”

managed to learn and grow fast with not much time to make mistakes; it has been a process that has sometimes come with great sacrifices, but it has got me where I need to be.

I succeeded in delivering very strong business results in the first five years. This success came from my can-do attitude and willingness to take on challenges, which I showed in every project that I was involved in and every request for quotation (RFQ) that I handled as part of my routine in the software business. Those years saw our portfolio blossom and witnessed us foray into innovative realms, when we fortified our bonds with our group customer – one of the world’s largest telecom operators as measured by the sheer number of their active subscribers.

Those years were also a golden era for our collaboration with our customers and partners. It was the case especially when our innovative, leading-edge converged charging system was first adopted in a key country. The breakthrough was merely the beginning, and it did not stop there. Like a symphony building to a crescendo, our presence in this key country consolidated and then expanded into numerous other countries and territories. Our converged charging system, once a fledgling idea, now took on a concrete form and matured; like a bird it spread its wings and flew across multiple continents. Most importantly, the system helped to earn the company trust from the group customer, for it was a powerful tool for improving the satisfaction of their vibrant subscribers and therefore growing their business.

## Challenges Begin to Appear

Five years passed, during which time I grew fast and achieved some success in an incredibly supportive environment. Then, however, things took a sudden turn for the worse for Huawei’s software business. What once seemed like an unstoppable upward trajectory for our business began to plateau and even decline in some areas. The revenue stream that had once flowed abundantly became stagnant, while securing new project contracts became a challenge and even something nearly impossible. It was a perplexing situation where the tides of fortune seemed to be shifting.

As I still remember, that happened in the year 2017. At the beginning of the year, I was in Barcelona for the Mobile World Congress (MWC) with a customer who had received the Award for Innovation with our team several months before. It had been a proud moment for me and the team who had worked for several months to develop a concept for a charging solution and complete the proof of concept for displaying the capabilities of the new charging solution together with the customer. “Erwin, we have very good collaboration,” the representative of the customer told me at that time. “Well done!” And the customer gave us credit for our contribution and support. They even went as far as praising us as the best example of quality excellence in products and innovation.

However, as quickly as a mirage fades in the desert sun, our triumph evaporated. Our proposal for one

pivotal project of the customer was unacceptable to them, and they demanded a lot of improvement we had yet to envisage.

To be specific, they were not happy with how we built the solution for them. Furthermore, one of the most significant challenges I faced was their skepticism regarding our pricing. One day, the customer representative said to me: “Erwin, I appreciate what you’ve done with the solution. But to speak the truth, your price is outrageous ...”

The voice of the customer representative cut through the silence, as a stark reminder of inadequacy and carelessness on my part.

With the digital revolution going on at our times, I found myself at the nexus of change and tradition. Though at its still nascent stage, virtualization and cloud computing were like a tidal wave, reshaping the shores of our industry. Both Huawei and its customers should work hand in hand and keep pace with the changing industry.

## Pivotal Time: Transformation, Closer Ties, and More Active Engagement

Amid the ongoing digital transformation, I found myself orchestrating a symphony of change with a team of product managers and engineers. I collaborated

closely with a dynamic team with members from the group customer and the local and headquarters (HQ) departments to tackle the complex challenges we faced. We were architects of strategies, delving deep into the heart of our customers’ needs and wants. Each meeting was a thread in the tapestry of our plan, weaving together the voices of top managers and local operating companies (OpCos) into a coherent narrative.

As we engaged with our group customer, it felt like navigating a labyrinth. Our traditional business model was a familiar path, yet we were blazing a new trail that led to a transformational partnership. Our discussions often felt like a delicate dance, where we had to keep in balance and walk the fine line between tradition and innovation.

A breakthrough meeting with the customer’s management remains etched in my memory. The room buzzed with ideas; a symphony of thoughts converging towards a singular software version. It was a dance of minds, each challenging the other, pushing boundaries, and envisioning a future where technology and strategy would merge seamlessly. Our discussion was not just about numbers or contracts; it was about shaping the future, one innovation at a time.

I remember when a key customer leader and I were seated in a meeting room for a couple of hours having a breakthrough brainstorming session. In a friendly and collaborative way we kept coming up with new ideas



With my software teammates (author is far right)

“ *My journey at Huawei was more than a career chapter; it was a saga of growth, challenge overcoming, and transformation.* ”



Visiting Huawei campus in Dongguan, China

and thoughts. Pain points were identified and remedies worked out, forming the foundation of our constructive dialogue. It was a pivotal moment, not just for the project but for our understanding of what a partnership was all about. We were not just changing a business model; we were reshaping the way our two companies and corporate cultures came together and worked out. Later, this meeting would be referenced whenever we faced any issue.

The transformation was more than a shift in strategy; it was a journey of discovery, win-win partnership, and growth together. It was also about building a bridge between the present and the future by way of a shared vision and unwavering commitment to it from both sides. In this dance of transformation, every step and turn brought us closer to a harmony that resonated far beyond the confines of our meeting rooms.


Months of negotiations, strategy sessions, and tireless effort culminated in a groundbreaking agreement. The new business model was not just a document but a testament to our collective vision, a blueprint for our future success.

Looking back, I find that this project itself is a story highlighting the pivotal experiences that have defined my journey with Huawei in the software business. It was more than just a milestone; it was a

transformative chapter in the book of my life.

## Beyond the Horizon: to Embrace the Future

My journey at Huawei was more than a career chapter; it was a saga of growth, challenge overcoming, and transformation. It was about pushing the boundaries of what is possible, about building bridges where there were rivers, and about turning visions into tangible successes. As I stand today, looking back on the path I have trod, I see more than just milestones; I see a legacy of perseverance, innovation, and unwavering commitment, which are characteristic of us at Huawei.

In my experiences with the company over the years, I have been through rapid growth in the beginning and then downturn and finally transformation. These experiences have defined my career, helping me contribute significantly to the business growth of my company and the evolution of the software industry. As I continue my Huawei journey, I will focus on driving transformation through strategic innovations and nurturing the next generation of software solutions. Look ahead, I am seeing rainbows on the horizon. 



# From Huawei ICT Academy Trainee to Huawei Employee: a Journey of Growth and Success

By Fandi Azam Wiranata / Indonesia

## A Nexus for Talent and an Opportunity for My Career

My academic journey began in 2018 when I stepped into the hallowed halls of the School of Electrical Engineering and Informatics at the Institut Teknologi Bandung (ITB). As an undergraduate majoring in telecommunications engineering, I benefited from a curriculum that served as a kind of compass, guiding me through the intricacies of the digital realm and the information and communications technology (ICT).

There came a turning point on this odyssey when I discovered the Huawei ICT Academy, which would prove to be a great opportunity for me to preparing myself for a future career in the ICT world. I applied to the academy and was admitted. When I began to take courses there, I was excited to find myself in a realm where theoretical knowledge was seamlessly blended with hands-on experiences. What impressed me the most during my study at the academy was that I got to learn in a holistic approach with a global tech giant. It was not just about textbooks and lectures; it was also about gaining practical insights that could be directly applied in a professional setting.

The laboratories and projects available there served as windows into the real-world applications of the technologies I was studying. The academy became a

platform where classroom theories came to life, leaving an indelible mark on the way I perceived education.

Another turning point came in 2020 when I clinched first place in the prestigious Huawei ICT Competition in the Cloud Track (national level). But this was just the beginning. Buoyed by the success at the national level, I found myself on a team representing Indonesia and competing at the regional Asia-Pacific stage, also in the Cloud Track. The experience was nothing short of exhilarating, as it pitted me against the brightest minds in the region. It was not merely a competition; it was



Author on a visit to Huawei campus



a convergence of talent and innovation. The Huawei ICT Academy had not only equipped me with technical prowess but also instilled in me the confidence to navigate the complexities of a contest at the regional level.

The pinnacle of my journey within the Huawei ICT Academy came in 2022 when I secured second place in the Huawei ICT Competition at the Global Final level, once again in the Cloud Track. This achievement was a testament to the enduring impact of the academy on the development of my knowledge and skills. The global stage brought a new set of challenges and competitors, making the victory all the more gratifying.

The Huawei ICT Competition was not just a contest; it was a showcase of the skills and expertise we, the contestants, had acquired through the Huawei ICT Academy. The education available there, as I recall, was not merely theoretical but also practical; it prepared me for tackling real-world scenarios in the rapidly evolving landscape of ICT.

As I stood on the podium, adorned with the laurels of my achievements, I could not help but reflect on the role of the Huawei ICT Academy in shaping my success story. It was a journey marked by learning, growth, and the unwavering support of a global community. These wins were not confined to the competition arena; they reverberated throughout my career, opening doors to new opportunities and recognition. The Huawei ICT Academy had not only been a platform for learning but a launchpad for success, and for that, I am eternally grateful to the academy.

## Bridging Academia with Industry – Internship at Huawei

In the vibrant city of Jakarta, Indonesia, during the pivotal fourth year of my telecommunications engineering journey, I seized the opportunity to work as an intern at Huawei Indonesia Representative Office (IRO), an internship that would redefine my understanding of innovation and efficiency. From February 2022 to July 2022, I took on the role of a wireless engineer, contributing to some groundbreaking projects.

As a newcomer during the internship period, I was fortunate to have a supportive mentor and warm-hearted colleagues by my side. They guided me through

the technical intricacies, provided valuable insights, and encouraged me when I was feeling frustrated and disheartened.

In my early Huawei days when I worked as an intern on the X project, I faced a formidable challenge – the time-consuming and manual process of generating new site scripts for the end-to-end (E2E) operations. Recognizing the inefficiency of the process, I took it upon myself to devise a solution.

For the solution I developed a tool, named the “E2E New Site Script Generator”, which optimized the process in question. With this new tool, the time for new site script generation was drastically reduced, representing a remarkable 63.6% increase in efficiency.

During the development phase, I encountered various obstacles – for example, difficulty in understanding the complex cell planning templates and integrating them with raw data of cell design data (CDD) and design review meeting (DRM) data. However, undaunted and with a strong determination, I moved ahead. I would conduct extensive research, seek guidance and advice from experienced colleagues, and meticulously test the tool over and over again to perfect it.

The sense of accomplishment was immense when the tool successfully automated the entire process. Witnessing the transformation from a time-consuming, error-prone manual process to a seamless, efficient automated one was incredibly gratifying.

The tool’s impact on our team’s productivity was evident, and my mentor and colleagues were impressed by the significant improvement. Their positive feedback not only validated my hard work but also motivated me to continue striving for excellence. They played a crucial role in my success, shaping not only the tool but also my growth as a professional.

With the E2E New Site Script Generator implemented, two critical tasks were achieved seamlessly. This new tool automatically filled the cell planning templates based on raw data using the Integrated Technical Service Center (iTSC). Additionally, it effortlessly put the generated script into play, streamlining the entire process.

This achievement not only showcased my technical skills but also highlighted the collaborative and innovative spirit within the team. It was a transformative experience that solidified my commitment to contributing to the



Undertaking wireless product installation training during my internship

advancement of our projects and the overall success of the organization.

Beyond the lines of code, this internship of mine at Huawei was a transformative journey that blended technical prowess with creativity. As the summer sun set on Jakarta in July 2022, the chapter of my internship came to a close. The impact of those months of internship on me resonated far beyond the office walls, for the internship shaped not just my technical skills but also fostered a mindset of continuous innovation on my part.

## The Huawei Odyssey Begins

As the academic chapters – at both my university and the Huawei ICT Academy – closed, a new chapter of my life and career unfolded, seeing me go on a quest for desirable jobs. Fortunately, the Huawei ICT Academy had meticulously aligned its curriculum with industry requirements, making my transition from academia to the professional world seamless.

In October 2022, I embarked on a professional journey with Huawei, which would become the canvas for my transformative experience over the next year and thrust me into the heart of telecommunications innovation.

The opening chapter of my Huawei story unfolded with the commissioning and integration of 17 base station controllers (BSCs) in a pioneering BSC merging project of the Y operator. The East Java region of Indonesia became my canvas, and the intricate dance of merging these controllers showcased my technical prowess and

strategic acumen.

One of the major challenges I faced was the short timeline for the project. We had to set up a total of 17 new BSCs within a span of three months, with each location more than 100 kilometers away from the central city, which required us to work tirelessly to meet the deadline. Additionally, the remote locations and long hours on the road made it difficult to stay motivated and focused. Also, I had to be extremely careful during the process, as any mistakes could lead to serious repercussions.

Despite facing these challenges, I knew that I had to stay determined and focused on the task at hand. I made sure to carefully plan out each installation, commissioning, and integration process, considering any potential obstacles that may arise.

To overcome these challenges, I had to be proactive and take quick action whenever issues arose. For example, when we encountered logistical difficulties in getting the necessary equipment to the remote locations, I immediately contacted our suppliers to expedite the process. I also made sure to communicate effectively with my team members and the customers, keeping them updated on our progress and any potential delays.

Working on the BSC project was a rollercoaster of emotions. There were moments of frustration and exhaustion, but also moments of triumph and satisfaction.



Receiving the Frontline Best Practice Award

When we finally completed the installation-integration of all 17 BSCs within the deadline, the sense of accomplishment was overwhelming.

The customer and stakeholders were extremely pleased with our work, praising us for our dedication and professionalism throughout the project. Their feedback was incredibly rewarding and made all our hard work in overcoming the challenges worthwhile.

The narrative took an innovative turn as I spearheaded the development of 15 automation and digitalization tools in the year 2023. My teammates and I went all out to ensure that each tool was meticulously designed so as to enhance efficiency and streamline operations.


My dedication and contribution during my first year at Huawei earned me a total of five awards and in particular one global level training opportunity – I had the honor to participate, as one of the local high-potential employees, in the 2023 Huawei IRO Rising Stars Program, a training program that took place in Dongguan, Guangdong Province, China.

These awards and rewards, as I came to realize, were in recognition of my contribution to the development of high-value automation tools whose practical application transcended routine tasks. I was especially honored to receive the 2023 Excellent New

Employee Award from Global Technical Service (GTS) and the 2023 Future Star Award as well as the Green Garuda Talent Award. These honors have incentivized me, driving me to further hone my skill set, to unleash my potential as a future leader, and to help advance the ICT industry as a whole.

## Epilogue: The Unfinished Symphony

As the chapters of my Huawei journey unfolded one after another, each page was turned not just to recount my achievements but also to lay the groundwork for an unfinished symphony. The tools, projects, and accolades were not conclusions but preludes to a future where technology meets innovation and efficiency becomes the guiding principle.

The narrative continues. And as I navigate the ever-evolving landscape of technology, the symphony of integration, efficiency, and recognition plays on. The story of my Huawei experience is not just a tale of the past year; it is an invitation for you, dear readers, to come and witness the performance of a technological symphonic piece that features such themes as innovation, challenge-overcoming, and triumph in its various movements. 



Participating in the 2023 IRO Rising Stars Program in Dongguan, Guangdong Province, China (author is 1<sup>st</sup> from left at front row)

# A Journey Across Continents

By Rodcyn Sevilla Guades / Malaysia

This is an era in which connectivity is of paramount importance and the information and communications technology (ICT) industry stands at the forefront of innovation; it is also a time when the demand for seamless and reliable communication is greater than ever before. Giving me the opportunity of getting involved in the wireless product line of Huawei, my career has taken me on a journey across continents, where I have been able to immerse myself in diverse cultures and various technical landscapes.

In Malaysia, a hub of telecommunications innovation, I am privileged to be part of the Global Service Resource Center (GSRC) of Huawei. In this

article, I will share in detail my unforgettable experiences, together with the invaluable lessons learned from them; and in it I will talk about my way of achieving an overall work-life balance and about the technical leadership I developed from and cultural immersion I underwent in these experiences, whether it was in the bustling streets of cities in Brazil or in the serene landscape of Ethiopia.

## Cultural Immersion

My role within the GSRC department has afforded me the opportunity to travel to various countries, where I have been able to experience different cuisines and



Project team at Huawei office in Flamingo, Addis Ababa, Ethiopia (author is first from left at front row)

“ *Along the way, I have had the pleasure of sampling local delicacies, participating in cultural festivals and other events, and forging enduring friendships with colleagues-turned-friends in different countries.* ”

cultures and enjoy them to the full. From the vibrant streets of Rio de Janeiro in Brazil to the stunning natural beauty of the white sandy beaches of Apia in Samoa, each destination has something unique to offer, thus forming a rich tapestry of traditions, flavors, and customs.

Along the way, I have had the pleasure of sampling local delicacies, participating in cultural festivals and other events, and forging enduring friendships with colleagues-turned-friends in different countries. These cultural exchanges have not only enriched my personal experience but also deepened my understanding of the interconnectedness of our global community. I believe that, by embracing diversity and cultural differences, we can foster a more inclusive and collaborative environment.

## Varied Roles and Responsibilities

I have come to understand that adaptability is paramount to surviving and succeeding in any project. Assuming different roles and tasked with different assignments as needed in various projects in different countries, I have had the opportunity to serve as an operations and maintenance center (OMC) leader, technical team leader, technical director, solution architect, technical support engineer, etc. Each role has presented its own unique opportunity and challenge for growth.

In every project I was involved in, I actively participated in the planning and execution, ensuring the



A dinner with GSRC colleagues in Addis Ababa, Ethiopia (author is first from right)

successful deployment and seamless site integrations.

In one such project, I recall, I played a crucial role in ensuring its smooth implementation. This allowed me to expand my skill sets and contribute to the team's success. Through my experiences in supporting projects across the globe, I have realized the importance of effective communication and collaboration in a dynamic, fast-paced environment. I have seen teamwork enhance productivity and make the experiences more enjoyable and memorable. Furthermore, the opportunity to exchange knowledge and expertise with colleagues has been extremely useful and will contribute to the overall success of each and every project.

Additionally, I am passionate about mentoring and guiding local colleagues during business trips in different countries; I try my best to help enhance their technical competency and play a part in fostering a culture of continuous learning and development within our global team. My goal is to empower the project team and the network operators (our customers) to deliver seamless connectivity to their customers (subscribers). By leveraging my leadership and technical expertise, I strive to drive innovation and excellence in telecommunications infrastructure worldwide.

### Exploring the World Beyond Work

Despite the demanding nature of my profession, I prioritize maintaining a healthy work-life balance. During my free time in each country, I seize the opportunity to explore tourist destinations and immerse myself in the local culture. I always enjoy myself to the full in these explorations, whether it is dancing in the streets of Rio de Janeiro, Brazil during the carnival, surfing through the huge surging waves of the Pacific Ocean, or marveling at the historic landmarks of Lalibela, Ethiopia. These adventures rejuvenate my spirit and provide a welcome

respite from the demanding routine of work. The rest and rejuvenation thus gained has not only enhanced my work productivity but also encouraged me to continue exploring the captivating landscapes, engage in outdoor activities, and soak up the local cultures. Actually, during my free time in my past project support trips, I would explore the local attractions, taste the authentic cuisine, and interact with the locals who turned out to be so friendly.

As I reflect on my journey as a technical professional in the global telecommunications industry, I am grateful to Huawei for allowing me to have the experiences and develop the relationships that have shaped my professional and personal growth. My journey has not only broadened my professional horizons but also provided me with a deeper appreciation of the global impact that my field of work has.

From supporting projects in diverse cultural settings to achieving technical excellence and a work-life balance, I have seen each day presenting new opportunities for learning and collaboration. Through it all, I remain committed to Huawei, where I will do my best to contribute to innovation and connectivity in telecommunications while embracing the richness and diversity of the world around me, one country at a time. 🕒



White water rafting with colleagues at Cagayan de Oro, the Philippines (author is first from right)

# 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.

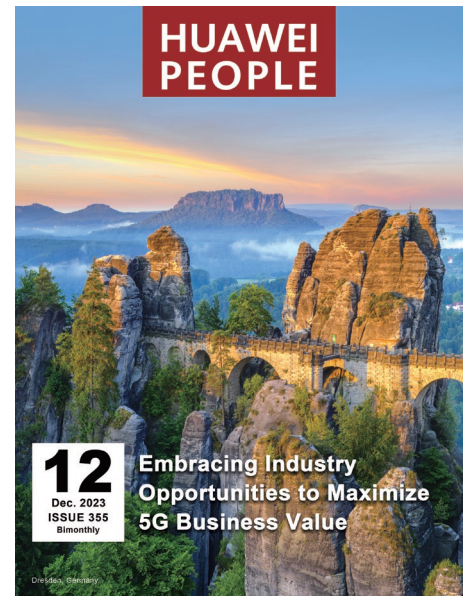
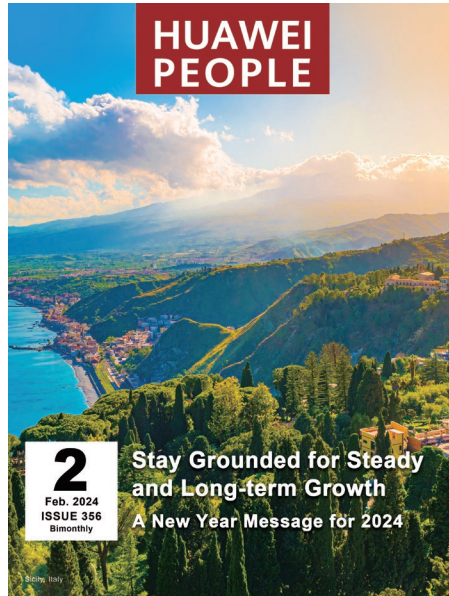
### More articles for your reference:

*Dad, What Should I Do to Become a Huawei Project Manager?*

*Everything is Possible, if We Believe in It*

*My Huawei Interview - Chasing Goals and Seeking Results*





# We Want Your Amazing Photos!

We are looking for some good photos to use for the cover of Huawei People. From the east of the Pacific to the west of the Atlantic, from the north of the Arctic Ocean to the Southern point of South America, from the high plateaus of Bolivia to the low lands of the Dead Sea... Photos of famous landscapes and typical landmarks from the countries and regions where Huawei operates are most welcomed.

Get your photo printed in the cover page of Huawei People magazine and receive a good payment. Take a shoot and share your masterpiece with us!

We prefer high resolution photos with vertical orientation for the magazine cover. Please send photos to [hwpeople@huawei.com](mailto:hwpeople@huawei.com).