

Sustainability-Talent Demand and Leader Development



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Topics to Cover

- Brief introduction
- Talents demanded
- Sustainability initiatives
- Partnership opportunities



- 1 of the global Fortune 500 companies
- 1 of 5 S&P firms to receive a perfect '10' for corporate governance
- Listed as 1 of Fortune's Most Admired Companies from 2006 to 2009
- 6-time winner of Industry Week's 100 Best-Managed Companies

Johnson Controls

Automotive Experience

Building Efficiency

Power Solutions



Vision and Values

OUR VISION

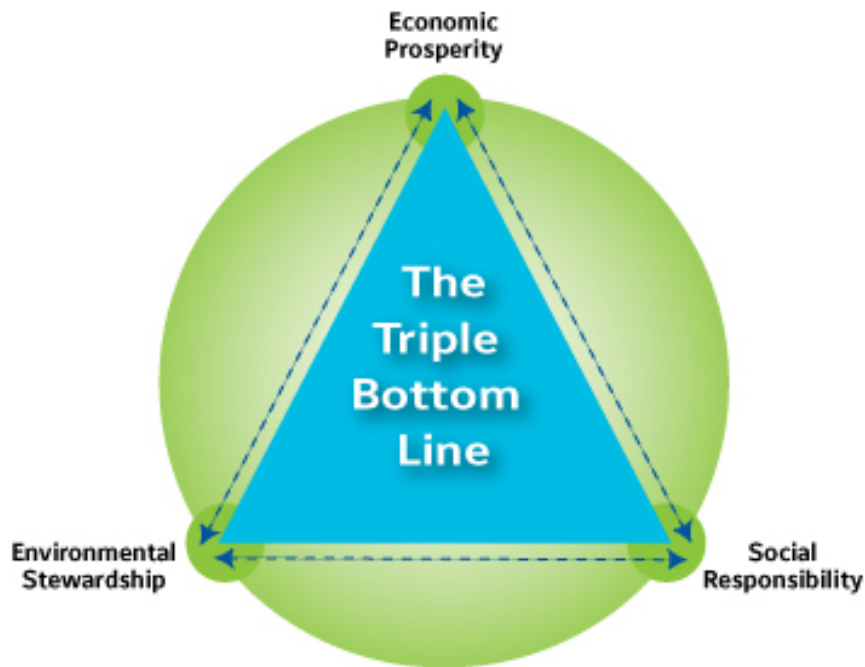
A more comfortable, safe, and sustainable world

OUR VALUES

- Integrity
- Customer Satisfaction
- Employee Engagement
- Innovation
- Sustainability

We need talents who share our vision and believe our values.

The Triple Bottom Line



- We define our success more broadly than by financial results.
- We invest our resources in programs that benefit the local communities.
- We make our operations and those of our customers more sustainable.

Talents Demanded

- ❑ Right People (values) with Right Skills (education in electrochemistry, HVAC, E&E, intelligent building, mechanical, materials, welding, and etc.)
- ❑ Experiences through internship, students organization, volunteers, and even hardship
- ❑ Students quality preferred: learning agility, hard working, teamwork, persistent
- ❑ Positions that are hard to fill for JCI: service technicians, engineering, electrochemistry engineers
- ❑ Career paths: technical and managerial ladders

1000 Environmental-Friendly Youth Ambassadors Action Program with CEEC



- Develop 1000 ambassadors;
- Impact 1 million citizens;
- Enhance environmental sustainability awareness;
- Promote green actions;

Johnson Controls Environmental Sustainability SIFE Award



- Johnson Controls Environmental Sustainability Awards Program
- AMCHAM CSR final nomination
- Leader involvement



Johnson Controls Business Immersion Program

Business Immersion Program (BIP)

for High Potential Students in China



A Program Designed for participants to:

1. *develop interpersonal skills and gain knowledge about business environments*
2. *build networks with experts, professors and students from other universities*
3. *have fun during team-activities & international project-work*

Program Description

- *High impact projects sponsored by senior business leaders such as Sustainability, Safety on Campus;*
- *Learning Modules (e.g. Leadership, Self-Awareness, Career Development etc.)*
- *Visit Johnson Controls sites/locations*
- *Teambuilding activities*
- *Internship*

	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr
Selection Process												
			Learning Sessions (summer holiday)						Learning Sessions (winter holiday)			
		Impact Projects and/or Internship										



Partnership with China Universities

- Leader development for young generation such as 1000 Ambassadors, SIFE, BIP, campus talk, scholarship and internship etc.
- New technology introduction to universities such as “Intelligent Building Systems” text book, seminar etc.
- Share expertise in teaching.
- Employee degree education and R&D projects.

THANK YOU