

HUAWEI PEOPLE

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**5.5G Is Now:
Huawei Launches Multipath
Evolution Solutions to 5.5G**

VOICE

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At its 5.5G Industry Summit during Mobile World Conference (MWC) Barcelona 2024, the Global System for Mobile Communications Association (GSMA) launched an initiative “Embracing a prosperous 5G-Advanced era”. The GSMA 5G Futures Community has grown to include nearly 60 operators and industry partners, showing that the 5.5G ecosystem is becoming more mature to take this technology to a new stage worldwide.

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A Dream That We Dream Together

HUAWEI PEOPLE

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Editor-in-Chief

Catherine Cao (caoyi@huawei.com)

Executive Editor

Victor Wang (victor.wangkai@huawei.com)

Huawei Technologies
Huawei Industrial Base,
Bantian, Longgang,
Shenzhen 518129, P.R.C.
Email: hwpeople@huawei.com

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5.5G Is Now: Huawei Launches Multipath Evolution Solutions to 5.5G





[Barcelona, Spain, March 6, 2024] At its 5.5G Industry Summit during Mobile World Conference (MWC) Barcelona 2024, the Global System for Mobile Communications Association (GSMA) launched an initiative “Embracing a prosperous 5G-Advanced era”. The GSMA 5G Futures Community has grown to include nearly 60 operators and industry partners, showing that the 5.5G ecosystem is becoming more mature to take this technology to a new stage worldwide.

Evolution to 5.5G is already an industry consensus. This echoes the thriving development of the GSMA 5G Futures Community, which has seen its memberships increased to 58 leading operators, major equipment vendors, and industry partners, from just 19 when it was established one year ago at MWC Barcelona 2023. This shows the concerted efforts from the entire ICT industry to promote the progress of 5.5G.

At the summit, the GSMA also released a white paper “5G-Advanced: Shaping the future of operator services”. The white paper states that the first-wave 5.5G

deployment will start in 2024. It also stresses that 5.5G will improve the coverage, mobility, speeds, and energy efficiency of 5G networks to create new value for operators and their customers.

John Gao, President of Huawei’s 5.5G Domain, was invited to speak at the summit. During his speech, Gao briefed the service development and business value of 5.5G, and unveiled Huawei’s multipath solutions for evolution to 5.5G.

5G has been developing rapidly to create new experience, connections, and services. These include 3D connections of people, which require a single-user 500 Mbps experience with a 20-ms latency. The booming FWA services will be possible only in the networks that provide a fiber-like experience of 500 Mbps to 1 Gbps. Intelligent vehicle-to-X (V2X) services need a 20-ms latency with 99% reliability. The intelligent connections of everything and smart manufacturing require even stronger uplink performance. These new services present both opportunities and challenges for

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”



Huawei booth at MWC Barcelona 2024

operators and network capabilities.

Operators in different regions will follow different evolutionary paths to 5.5G depending on their 5G spectrum.

One is TDD multi-band deployment. Extremely large antenna array (ELAA) is one of the key technologies that enable higher spectral efficiency and 10 times lower per-bit costs and power consumption. Using these technologies, this path maximizes the potential for fulfilling immersive services, like commercial XR and naked-eye 3D. Meanwhile, TDD multi-band deployment can ensure the high bandwidth needed to increase capacity and improve experience. Therefore, this path helps maximize 5.5G deterministic capabilities to ensure user

experience, opening up new territories for monetization.

Another path is based on TDD addition onto FDD. Shifting all bands to 5G helps to reduce the costs of concurrently operating and maintaining four generations of mobile networks. Based on multi-band serving cell (MBSC) and flexible spectrum access (FSA), consistent service experience can be ensured for the connections of people and things.

When combined with mmWave or upper 6 GHz (U6G) bands, these paths will improve the enhanced Mobile Broadband (eMBB), promote service package upselling, and scale up FWA provisioning.

“The first year of commercial 5.5G has come. The industry has identified the commercial use cases

of 5.5G, verified its business value, and defined the evolutionary paths to 5.5G,” explained Gao. “We will continue to work with all industry partners to build a thriving 5.5G industry and unleash its potential to improve connections for consumers and businesses.”

With the 2024 commercial launch of 5.5G, Huawei is collaborating with operators and partners around the world to pursue exciting new innovation in networks, cloud, and intelligence. Together, we will drive 5G business and foster a thriving industry ecosystem, creating a new era for intelligent digital transformation. For more information, please visit: <https://carrier.huawei.com/en/events/mwc2024>. 



Tech for Good: Saving Norway's Salmon

By Vegard Kjenner / Norway



Editor's note:

On February 28, 2024, Huawei and its partner received the Global System for Mobile Communications Association (GSMA) Global Mobile Awards (GLOMO) at Mobile World Conference (MWC) Barcelona 2024 for “Outstanding Mobile Contribution to the United Nation (UN) sustainable development goals (SDGs)” for their AI-powered solution designed to prevent the extinction of Norway’s wild Atlantic salmon.

The GLOMO judging panel described the project as an “excellent and scalable idea – the application of self-powered AI and mobile tech to accurately solve a problem, with great execution and impressive results.” In this article, Vegard shares more details of the story.

In the far north of Norway, the country’s coastline gives way to the frigid waters of the Arctic Ocean. More than 60 years ago – in the 1960s – an invasive species of fish, the humpback salmon, was artificially introduced into the rivers bordering Norway from the east coast of the Pacific Ocean.

The aim was to boost food supplies for the local people. But the result was quite unexpected: As the humpback salmon made its way through Norway’s river system over the decades, the new invasive species soon exploded in numbers and began outcompeting the local



Enjoying fishing in Norway



The humpback salmon exploded in numbers and began outcompeting the local wild Atlantic salmon

wild Atlantic salmon for spawning grounds and nutrients during its biennial spawning cycle. It also created – and continues to create – a whole range of other negative outcomes. These include introducing and spreading new diseases to other marine life and, when the invasive salmon die, increasing the nitrogen content of the rivers while reducing the oxygen content, which in turn causes other fish to perish.

As is often the case, when humans tamper with nature, disaster follows. Today, with the population of Norway’s wild Atlantic salmon having halved since the 1980s, the native species faces the very real prospect of extinction if the invasive species, which does not occur naturally in Norway’s waters, is allowed to flourish unchecked.

Beyond Business

As Chief Technology Officer (CTO) for Huawei Norway, I work with my colleagues to seek opportunities to benefit customers using our cutting-edge technologies and innovative solutions.

But sometimes we come across possibilities and opportunities that stretch beyond a business focus

to achieve a different type of good. And fortunately, Huawei has a program in place to deploy resources and technological know-how to achieve positive outcomes for society – tech for good and even for the greater good.

Launched in 2019, our long-term digital inclusion and sustainability initiative, TECH4ALL, has shown that technology can help address many of the global challenges we face today, including biodiversity loss. TECH4ALL focuses on working with global and local partners to develop technology solutions that have a maximally beneficial impact on society in four key domains: environment, education, health, and development.

In Norway’s case, the focus has been on the environment.

This problem caused by the invasive humpback salmon in Norway is a well-reported and growing national concern. Like the rest of the nation we at Huawei Norway were also concerned about this. An idea occurred to us that we should come up with a tech-driven solution to the problem.

With this idea we approached Berlevag Jegerog Fiskerforening (BJFF), a local hunting and fishing organization based in the northern fishing village of Berlevag and also a leader in water management in the



Working with volunteers to install the system (author standing on the left)



The tunnel filter takes shape in the Storelva River

country. They found our idea to be of great interest. After discussions, the two partners agreed to develop a fully automated sorting mechanism to filter out the invasive species. The solution would force fish to swim through a tunnel system installed across the river. An automated gate would then prevent humpback salmon from proceeding upriver by remaining closed, giving the fish no option but to swim into a holding tank for removal. For the native Atlantic salmon and other fish, the gate would open so they could proceed upstream as normal.

Actually there is an algorithm controlling the gate mechanism. The algorithm would be trained to recognize the physical indicators of the humpback salmon: the distinctive hump of the male and the specific tail pattern and color of the female.

BJFF possessed the required river management expertise and local knowledge. Combining BJFF's strengths with Huawei's expertise in technical architecture and cloud computing, the idea was taking shape. We immediately went about the development of the solution, with support from the TECH4All team based at Huawei's headquarters (HQ) in Shenzhen, Guangdong Province, China.

But additional local partners were required to fill in the gaps to make the solution workable. We soon had

two companies as our additional local partners. One has extensive experience constructing installations for Norway's expansive fish farming industry, while the other, based in Oslo, is a leading consultancy in the field of machine learning.

Gradually, over nearly two years, the pieces were falling into place and pilot projects were scheduled on two rivers of Norway – Kongsfjord and Storelva; all was ready for the start of the salmon breeding cycle in June 2023.

Community Comes First

Being a passionate sport fisherman myself, I found it exciting to see if we could use technology to solve this issue. As this project was the world's first of its kind, we had no previous reference to start with, and we began without knowing for sure whether it was possible to make it a success.

I visited Berlevag several times during the project implementation, and saw first-hand how important the salmon rivers and this project are for the local community— salmon and the related industries are cornerstones of the local livelihoods and culture. That



Working with volunteers to install the system (author on the left)

also meant that my day-to-day activities, like going to the supermarket or hiring a car, always took longer than normal when people knew that I was from Huawei. Everyone would stop what they were doing and ask for project updates, which I was more than happy to provide!

Neither had I expected to spend several days actually working in the river with local volunteers, with near-freezing water up to our necks. But, as is the case in Norway, when something needs to get done, everyone pitches in.

For example, when installing the fish trap in the first river, we realized that we needed to build a bridge from the riverbed out to the sorting mechanism – a task that initially seemed to present a time-consuming challenge. Fortunately, several local people were watching and overheard that we were facing this challenge. One of them told us that he could build a bridge. So, he went off in his car and returned 30 minutes later with a truck full of materials. And voila, a bridge was built and ready two hours later.

Being able to contribute to the local community like this has really encouraged me. Meeting the locals, understanding how much the project matters to them, and seeing their willingness to help is rarely seen outside of Norway’s outlying regions. I think that this level of

community togetherness is required for them to survive such a harsh environment.

Adapting and Adjusting to Nature

The project was complex and continual adjustments had to be made. You can make educated assumptions in advance, but you can only see the result in the actual environment. After deployment, we have conducted constant monitoring and examining to find out how the fish behave in the trap; we have been discussing how we can optimize the solution. As we are working with living species, we have to account for their normal behaviors rather than trying to force them to do something that they would not do in a natural state. For example, changes to the way water flows through the system or the smallest adjustments to the timing in the opening and shutting mechanism of the gate can make all the difference for the solution to work effectively. In another example, the water flow needs to be sufficient to allow the wild Atlantic salmon and other fish to swim upstream normally, and the gate needs to stay open long enough for them to swim through, but not so long that the humpback salmon also have time to swim through.

Usually, one party alone cannot identify all the aspects where optimizations can be made. In our case, technical experts, construction engineers, and river management experts came together to analyze what was happening, to discuss possible solutions, and to make the necessary adjustments. Collaboration: that is how you succeed.

And after great efforts from all partners, the solution exceeded our expectations. With the pilot projects up and running, the system filtered out 5,604 humpback salmon in Kongsfjord and more than 550 in Storelva, with an identification accuracy of 99.998%! At the same time, thousands of wild Atlantic salmon and Arctic char were allowed to proceed upstream untouched.

The Next Chapter

As of 2023, the Norwegian government started financing initiatives to fight the humpback salmon but they have all been done through manual solutions. After visiting our project multiple times, government officials now realize that automated solutions are the only way forward. Based on our experience and achievements, the

Norwegian government will finance the development of a complete solution for all the rivers in Norway affected by the invasive species.

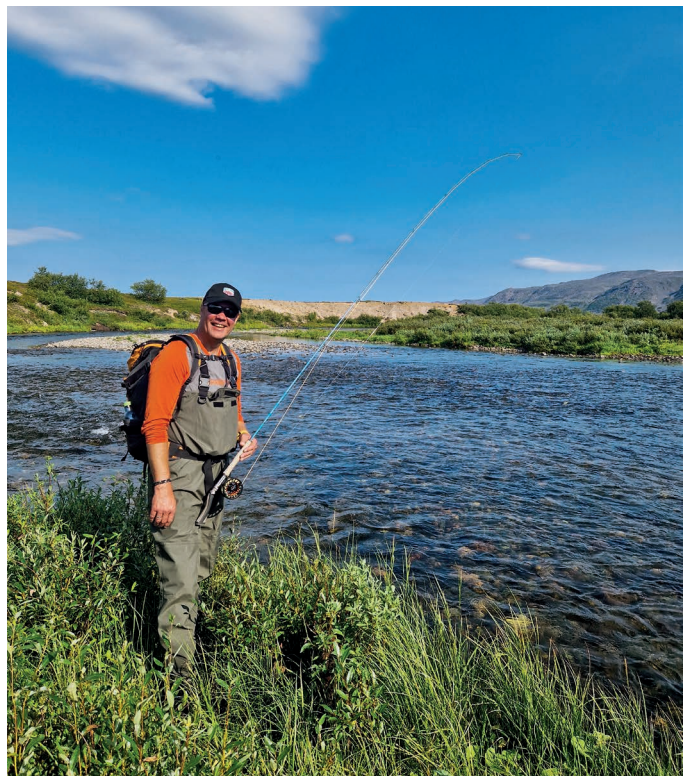
There is also one other species that is a threat to the local wild Atlantic salmon: escaped farmed salmon. When these two species interbreed, the resultant hybrid species weakens the gene pool of wild Atlantic salmon. This has been a problem for decades and unfortunately, there has been no good way of solving it.

To put an end to this problem we have come up with a solution designed in such a way as to identify and remove escaped farmed salmon. After seeing the results our solution has been able to achieve this year, the industry is now very interested in investing in the next step.

Fish farming is also a particularly interesting industry for Huawei to engage with, as they are constantly in need of new and better solutions for connectivity, storage, energy, and automation. It will be very interesting to see where this can lead us and I am positive about the future. To quote Head of BJFF, Geir Kristiansen: “When these guys from Huawei decide on something to be fixed, they fix it. No matter what it takes!”



“ *Fish farming is also a particularly interesting industry for Huawei to engage with, as they are constantly in need of new and better solutions for connectivity, storage, energy, and automation.* ”



18 Days at the Abdoulaye Wade Stadium

By Abdou Gaye / Senegal



One of the toughest challenges we have ever encountered in customer A's project delivery for the second half of 2023 is the LampSite deployment at the Abdoulaye Wade Stadium in Diamandio, Senegal. As the newest and biggest of its kind in West Africa, the stadium was inaugurated in 2022. It is a multi-purpose venue which can host football, rugby and other games, as well as various sporting events. It has a capacity of 50,000.

In May of 2023 the stadium management raised concerns about insufficient coverage of the global system for mobile communications (GSM) network in most corners of the stadium. This insufficiency could cause poor Internet connectivity, especially during ongoing events.

It was against this backdrop that customer A decided to engage Huawei to provide a solution for the telecommunications network-related issue at the stadium. Without wasting any time, Huawei's local presales team got down to business. Within a few days they came up with a solution called the LampSite. After several weeks of negotiations with Huawei, the customer placed a purchase order (PO).

As the account Technical Director (TD), my main task was to look at the solution presented by the presales department and submit it to our headquarters (HQ) for approval. My other tasks included conducting a site survey to get firsthand information on the stadium. The onsite survey provided an insight to the stadium's structure, which we would use during the handling of the

online eSurvey system. The eSurvey platform allowed us to input estimates of the fiber length, power cable length and Ethernet cable length required for installation. This process was crucial because inaccurate data could render the product undeliverable.

Having confirmed the equipment manufacturing date and the equipment arrival date, I prepared a detailed master plan which was presented to the customer. After several rounds of meetings with the customer to align with them on the solution and delivery plan, we finally got their endorsement and approval of the plan.



The Abdoulaye Wade Stadium

18-Day Countdown: Material Customs Clearance Already Delayed

The customs clearance of materials at the seaport was a little behind the schedule due to port congestion. Meanwhile, as we put in a lot of efforts to help the customer to resolve this issue, I took the following steps to save time so as to avoid further delays.

I prepared the Material Request (MR) in advance so that the materials could be delivered directly to the stadium instead of being sent to the warehouse first.

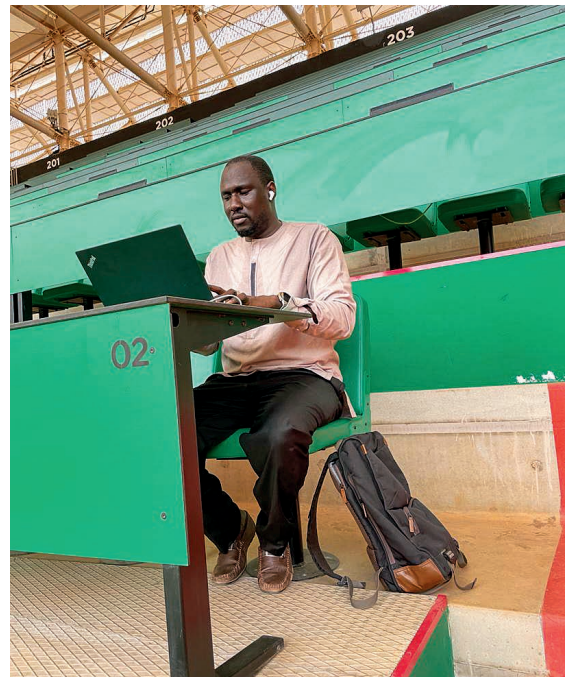
I then proceeded to prepare something like an installation training manual for the subcontractor's staff to have a good knowledge of the LampSite solution before the project kicked off.

14-Day Countdown: Urgent Notice

We were anticipating the customs clearance of materials to come through, with which we could start the project delivery, when we received an official notice from the customer, requiring us to finish this project within 18 days. The explanation was that they would have to launch the service before the slated big football match between Senegal and Algeria to be hosted at this very stadium on September 12, 2023.

We were caught off guard by this new development, which definitely presented a huge challenge. Later it turned out to be the beginning of a long period during which we found ourselves grappling with fixing the original plan in order to meet the new deadline set by the customer. Immediately we reviewed the available human resources of our subcontractor to ensure that we had enough experienced technicians. I set up a meeting with the radio frequency (RF) team, where we rigorously prepared the engineering parameters so that we could prepare the script in advance and send it to the Global Technical Assistance Center (GTAC) for their review.

While we continued to look into plans and ways to meet the customer's new timeline, we also received a letter from the stadium management informing us of their concern over how we would plan to deploy the LampSite in the stadium. They wanted us to present a delivery solution showing how the deployment work would be carried out without affecting or tempering



During the onsite survey

with the existing infrastructure of the stadium. Upon receiving this request, we immediately prepared a detailed delivery solution and plan which clearly outlined how the hardware installation and the laying of the cables were going to be done.

We also introduced the smart quality check (QC) technology, which was to be used to ensure and assure quality during hardware installations. The RF team also prepared a coverage plan showing which areas would be fully covered by the LampSite. This approach convinced both customer A and the stadium management. We later got a green light to start our work immediately.

10-Day Countdown: Hardware Installation and Laying of Network Cables

We began the onsite work on August 28, 2023, in anticipation of finishing the work on September 8, ahead of the big football match slated to happen on September 12, 2023.

On the early morning of August 28, I woke up as early as 5 a.m. I had to leave for the stadium early to

“ *Both our Project Manager (PM) and the customer’s representative breathed down my neck, always keeping an eye on the progress. This gave us no choice but to seize every minute and go all out to meet the target of the customer.* ”

avoid any traffic jam and my late arrival could affect our plan to start work by 8 a.m. Before the stadium management could give us access at 8 a.m., I had already prepared and arranged the teams into groups. There were four groups consisting of power, transmission, telecom and quality people, led by their respective supervisors. I prepared a work matrix to track what work would be done and at what time.

Both our Project Manager (PM) and the customer’s representative breathed down my neck, always keeping an eye on the progress. This gave us no choice but to seize every minute and go all out to meet the target of the customer.



Discussing with teammates before the start of work (author is second from right)

After one week of intense work, customer A’s Chief Technology Officer (CTO) and Huawei Delivery Vice President (VP) visited us onsite to assess the progress. They were greatly impressed with the progress made thus far and were optimistic that we would make it before the due date.

Four-Day Countdown: Power On and Interconnection Test

We had already finished the hardware installation in the designated spots, with all of the Base Transceiver Stations (BTSs) successfully deployed. Next, we stepped into the interconnection test phase.

On the evening of September 5, we conducted the technical test and site integration. Since the script had been prepared in advance, verified and approved by GTAC earlier, the LampSites were successfully integrated with the access and evaluation point. At this point all the configurations and alarms could be checked and commissioned remotely. The radio team went on to configure the neighboring RF parameters and to execute the improvement parameters to enhance the quality.

Two-Day Countdown: Parameter Adjustment and Quality of Service (QoS) Test

With just two days to go, we engaged the RF team for the Site Solution Verification (SSV) and Drive Test

(DT) of the stadium premises. With the verification and test, we were able to enhance the voice and data quality and to achieve the required throughput. In just one day before the deadline we had finished all the work and sent a report to the customer.

On September 8, the due date for us to complete the project, the customer's representative, the stadium management and Huawei's management were at the stadium to assess the quality of work that had already been done. Soon the stadium manager confirmed that most of the areas previously with network access or signal issues had now been fully covered by the network with good quality.

Now the focus shifted to the match day and how to ensure that there would be no surprises or problems during the football match. We assured the customer that we would have our engineers on duty (on-duty assurance) at the stadium round the clock on the match day.

Countdown to Zero Day: On-Duty Assurance on Match Day

On the night of September 11, we divided the assurance team into various groups. A vehicle was already arranged to pick us up as early as 5:00 a.m. The reason for the early departure was to avoid the traffic jam and get to the stadium on time. The purpose of the on-duty assurance was to avoid any unforeseen incident or interruption of services before, during and after the football match. Upon arriving at the stadium, we did all the pre-checks and confirmed the transmission stability by conducting ping tests to make sure that there were no drops in transmission. The assurance team, which consisted of power engineers, transmission engineers, wireless and RF engineers, had to do the routing checks to ensure that all the devices were functioning properly. During this period, we kept checking the relevant key performance indicators (KPI) and alarms.

On the match day, football fans showed up at the stadium and watched the football match; they were excited and satisfied because they had a wonderful experience this time around. Their experience was made all the better by being able to enjoy good-quality mobile services, especially the mobile data service. The customer management team was so impressed




On the early morning of the football match day

with this milestone that they thanked all the teams for their good work, professionalism and dedication. I was excited and proud that we were able to make this day a success. Our management team appreciated our efforts, saying that it was incredible that we were able to deliver the project to the customer's satisfaction in such a limited time frame.

We Are Proud of Huawei

The road to this success was rough and challenging. Within our team, we shared one common goal and let us be guided by our corporate values. By providing our customer with a top-quality solution, we helped them to improve their network so that they could better serve their subscribers; in turn, better service was geared to bring about customer satisfaction and therefore business growth.

For 18 days we had dedicated ourselves to this important task. We had stayed focused and committed to the task till we achieved our goal. In recalling those memorable days, I think of the statement "impossible is nothing" and believe that hard work and determination is the key to every success. 

Let Your Ambition Guide You to Success!

By Marcel Meyer / South Africa



It is hard to believe that nine years have gone by since my initial arrival at Huawei, during which time I had the opportunity to travel to fifteen different countries on multiple occasions. I have been working in multiple departments throughout my career with Huawei. As for my positions with the company over the past years, I have worked as a service delivery engineer and a senior manager of service



delivery and, in my involvements in projects and other assignments across Africa, experienced many difficult and trying moments that tested my skills and determination. There were times when I felt like I was treading on thin ice, especially in the face of obstacles that just seemed insurmountable. Despite those challenges and struggles, my teammates and I had moments of immense satisfaction when we helped customers solve their problems and achieve success together.

Thanks to the challenging environment over the last couple of years, I had the opportunity to step out of my comfort zone and explore multiple domains beyond my field of expertise. It was through the concerted efforts of my colleagues in the local offices that we were able to turn customer complaints into customer trust and expand our business portfolio. All this could not have been pulled off without the guidance and support from all our headquarters (HQ) resources and our immediate supervisors. Without this support channel, I would not have been able to broaden my skill set and make a meaningful impact on the company and on our customers.

A Journey Through the Cloud Management Platform (CMP) and Software Defined Network (SDN) Project

Success in the rapidly changing world of information technology and communications (ICT) is mostly driven by maintaining a focus on the needs

and requirements of customers, staying committed, and overcoming obstacles. These ideas are generally embodied in Huawei's projects, which include the CMP and SDN project for Business-to-Business (B2B) cloud scenarios. Huawei is a global leader in technology when it comes to the CMP and the SDN, which we at Huawei have been delivering successfully for some time now.

When thinking of such projects I often fondly remember customer X. They were at the time looking to build a multi-tenant software-defined data center network in country X and had special requirements. Their intention and requirements were what led to this project. In order to meet the needs of both internal and external tenants, this data center network to be built needed a solution that was at once flexible, scalable, and secure.

Huawei's customer-centric mindset was evident from the start of the project. We put in a lot of effort to develop a solution that would successfully meet the customer's needs because we were aware of the wide range of services they required and their strict timeline requirements.

First things first, we interviewed customer X extensively to get a thorough understanding of their expectations. We were thus able to develop a solution that not only met but also exceeded these expectations –

in line with Huawei's customer-focused approach.

As the project progressed, it became clear that commitment was a key factor in its success. As the project's technical director (TD) and team lead (TL), I knew that it was inevitable for a project like this to necessitate a lot of intense work. And it turned out that we would later provide longer than one year of continuous support!

Imagine projects where no room for error is allowed. The project of customer X happened to be one of such projects, as the hardware and software were methodically fitted and configured. In order to effortlessly integrate them into the multi-tenant data center that had recently been built, we installed a variety of software solutions, from Infrastructure as a Service (IaaS) to Security as a Service (SECaaS). This commitment to accuracy made sure that the infrastructure was dependable and that the total solution would be a success. Massive amounts of data had to be migrated from the legacy devices to this new data center.

A project of this size inevitably came with difficulties. Due to an unclear extent and scope of the integration, we ran into a payment issue with B2B renters. But rather than giving up in the face of difficulty, we saw it as a chance to persevere and prove ourselves.

We decided to soldier on. We set up multiple



Milestone celebration held with the Service Delivery team (author is second from left)

meetings with the customer’s financial team to address the billing concerns. In the end we effectively arrived at a mutually accepted solution for a previously omitted component of the project’s scope or deliverables.

Customer X was impressed that Huawei acknowledged the importance of this problem and remained dedicated to coming up with a solution in partnership with important stakeholders. They expressed their sincere appreciation for our persistent efforts, and their faith in us grew over the course of the project.

In retrospect, it was highly unlikely that this project would have progressed to the commercial phase without the considerable time and effort we invested in it. As a result, customer X came to truly appreciate Huawei’s exceptional dedication; seeing that we exceeded their original expectations of the project, they were more than delighted. Witnessing the customer’s enthusiastic response upon accepting our solution filled us with immense pride.

The project’s success was widely publicized. Delivery efficiency was most noticeably improved. The improvement, the way I see it, came from the company’s constant commitment to accountability and performance, as best exemplified by the use of cutting-edge solutions.

And, again, imagine the sense of accomplishment we felt when we learned that the project had won a Regional Delivery Award in recognition of the hard work and perseverance that went into its completion. Then, much to our pleasant surprise, we received the esteemed

President’s Commendation Award for our dedication to excellence.

Huawei’s Corporate Core Values Best Demonstrated During the Pandemic: a Major Upgrade Project

At a certain point during the COVID-19 pandemic, our team was undertaking a major upgrade project. That was the darkest hour of the pandemic when the world was grappling with uncertainties and disruptions. It was this project that best illustrated Huawei’s corporate core values – customer centricity, dedication and commitment, and perseverance against all odds, which were a light piercing the darkness. As the TD of the project, I was entrusted with the monumental task of smoothly transitioning the Huawei Cloud Stack from the current version to a higher version, which was an important and valuable part of my Huawei journey marked by challenges and triumphs.

When the pandemic hit, uncertainties hampered the project’s progress. Due to possible disruptions in the midst of the pandemic, customer X, owner of the project, thought about halting the upgrade. Huawei’s consistency, dedication, and customer centricity, however, touched them and made them change their mind.

To better understand their concerns, our team had extensive conversations with customer X and we listened



Huawei’s migration scenario training for service partners (author is presenting in the front)

“ *The success of the aforementioned project proved our team’s incredible dedication and resilience and demonstrated our ability to surpass expectations and overcome obstacles.* ”

to them attentively. Meanwhile, we outlined an in-depth examination of the service risks associated with the upgrade. We painstakingly created a Work Breakdown Structure (WBS) to highlight these risks. We went about our business with great teamwork, which was critical to ensure the progress of the project, quick responses to emergencies and accidents to minimize any delays to crucial services, and business continuity.

Perseverance: Overcoming Obstacles, Achieving Excellence

Looking back, I particularly remember those days when we struggled with operational and logistical challenges due to the pandemic and when long hours and relentless efforts were the norm. But we did not falter in our resolve, and we moved ahead without hesitation.

The efforts we put in to ensure the project’s success were some of the unforgettable scenes that characterized our journey. The stakes could not have been higher, and we were aware that each change represented a crucial turning point. We were constantly reminded of the difficulties and threats that might arise from service interruptions and that hung over us. But rather than seeing these difficulties as insurmountable obstacles, we took them as chances to demonstrate our courage in the face of adversity and our unwavering commitment to quality and excellence.

Our team took a systematic approach, carefully examining each stage of the upgrade. Driven by a shared commitment to achieving our goals, we worked tirelessly day after day. But as a cohesive team, we were there for one another, standing strong during this large upgrade.

Each change is often accompanied by a huge

amount of effort and a constant threat of service interruptions. In our upgrade project, a change served as a genuine test of our abilities and dedication. And yet, despite the overwhelming difficulties, we held on, fought hard, and succeeded. We exceeded the Key Performance Index (KPI) goals we had set for ourselves, in addition to finishing the project ahead of schedule. Our success was without doubt evidence of our unwavering passion and commitment.

When we presented the final results to customer X and our management team, it was a glorious moment for us. We were proud and elated to hear them expressing their appreciation for the commitment and tenacity that we had shown during the project’s rocky road. We felt accomplished seeing our constant and relentless efforts recognized in the end. It was more than a project success: It witnessed the triumph of perseverance and determination. It served as a timely reminder that a dedicated team could succeed even in the face of extreme difficulties. With unremitting efforts, our team exceeded the expectations of customer X and our management team. They made me, as the team leader, quite proud, to say the least.

Training Young Talents with Their Different Backgrounds in Mind to Achieve Future Project Success

The success of the aforementioned project proved our team’s incredible dedication and resilience and demonstrated our ability to surpass expectations and overcome obstacles. As we soon realized, it was important for us to pass these on to our new colleagues for our future success. Indeed, it was time that our experience and

takeaways from this project should be used to improve the training and development of our future talents.

A diverse group of new interns just started their Huawei journey from the Graduate Management Program, each coming from a different educational and professional background. As a facilitator, it was my job to make sure that they understood the fundamental ideas and could see the benefit in the specialized sector of Cloud Computing and Data Centers.

In this situation, we had to consider the particular requirements and difficulties that these interns brought with them. We understood that, because these interns were the future, it was crucial that they should continue to grow and develop. To accommodate these various backgrounds, the training curriculum was carefully created so as to guarantee that each intern could contribute significantly in his or her role if he or she joined the company at the end of the internship.

One day during a training session, an intern asked an important question: “How can we make this transition successfully?” Our conversations turned into a discussion for exploring ways of growth and self-discovery. The dedication to adapting and learning was an incredibly admirable trait, as we agreed. Later, with our specific guidance and his determination, this intern later turned his internship into a full-time opportunity. This case demonstrated to us all that curiosity, diligence, and unwavering belief in one’s own ability would pave the way for the transition from intern to employee. This intern served as a reminder and an example that willpower knows no limits.

Dedication to Motivation and Guidance: Providing Assistance Beyond Training

It became evident during the course of the training that commitment went beyond the classroom. After completing the program, the interns jumped into the workforce eager to learn and receive direction. This is where Huawei’s dedication to motivation really stood out.

I decided to volunteer as a mentor for the fresh new comers looking for advice after seeing the potential and perseverance of these young stars. In addition to the organized training, I helped them with day-to-day tasks

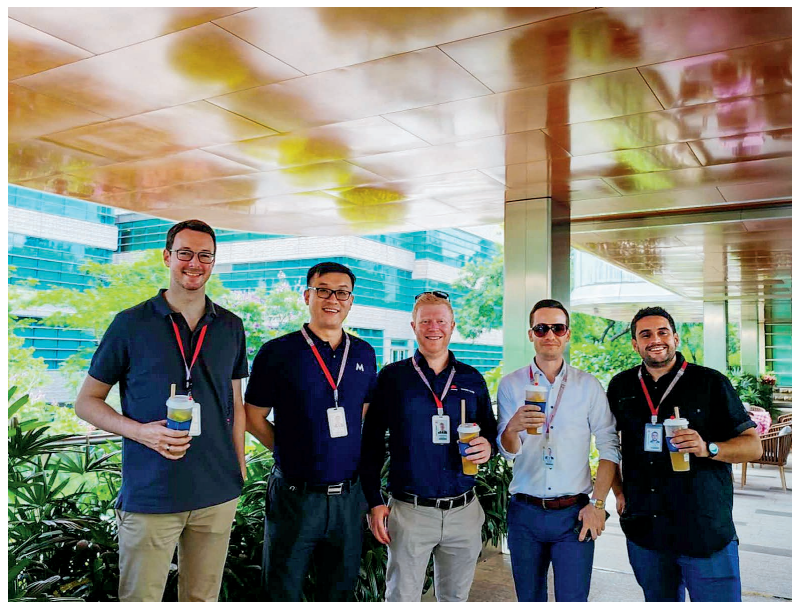
and guided them in their navigating the complexities of the real-world workplace. This mentoring program was evidence of Huawei’s focus on developing talent and encouraging commitment among its young staff members.

Performance: Exceeding Expectations and Fulfilling Responsibilities

The main goal of this training program was to make sure that the training had real value for the trainees in addition to providing them with education. The interns’ responses confirmed that this effort paid off. It was clear that the training program had a major influence because the satisfaction rate was a stunning 97%.

The interns were given every opportunity to acquire the information and skills necessary for them to succeed in their careers – such an opportunity being part of Huawei’s commitment to excellence in training.

Huawei’s dedication to training went beyond the Graduate Management Program; it involved its partners and customers. The company has gone above and beyond in recent years to prepare and assist them in dealing with the constantly changing world of ICT and data centers. Huawei’s commitment to remaining customer-centric is demonstrated by its focus on providing training on public and private cloud solutions and cloud migration scenarios.



Enjoying coffee time with my colleagues (author is third from left)

Huawei's Corporate Core Values Practiced – My Key Takeaway

I am sure that all of us at Huawei have been introduced to our corporate core values in our New Employee Orientation (NEO), which have been practiced in our dealing with diverse situations on a daily basis and thus internalized. Although they are equally important, there is one I would like to highlight, one that has been really close to my heart during my time with Huawei.

It was perseverance against all odds, in my own words. It means that we shall never give up on our goals, no matter how difficult or challenging the road to achieving them may be. We believe that perseverance is the key to success and excellence.


Perseverance is not just a word, but a mindset and a habit we cultivate and practice daily in all of our interactions and endeavors.

In the service delivery and customer support domains, I have followed the strategies inspired by Huawei's core values to achieve team and business goals. I have continuously improved my product and domain knowledge and shared such knowledge with the team and others via our internal platforms, and showed my commitment to my team and organization in order to

provide high-quality deliverables within the deadline.

Final Thoughts

My achievements at Huawei can be attributed to my dedication and diligent work in providing our customers with services of exceptional quality; they have also come from my proficiency in technical skills and adeptness in prioritizing tasks, which have helped me to consistently exceed expectations. I am very appreciative of the opportunity of working with such a large organization and interacting with a diverse group of individuals, and I even take this opportunity as a privilege. Moving forward, I am excited to pursue further growth and success while connecting with like-minded professionals and collaborating with them even further to push the boundaries.

As a mentor to several colleagues, I take pride in witnessing their professional growth and success. It brings me great joy to offer valid assistance and support to anyone in need. It is my sincere desire to share my achievements with others and help them replicate the same level of accomplishment for their own growth and prosperity. By leading through example, I strive to motivate and encourage others to persevere and strive for success. 



Receiving the 2022 H2 Southern Africa Region President Special Award (author is far right)

Empowering Success: Unwavering Commitment to Our Customers

By Farhan Saeed / Pakistan



What comes next is a story of our unwavering resolve and unshakable tenacity to uphold Huawei’s delivery standards in a project. Customer U had selected Huawei for the rollout of its 4G launch consisting of the radio access network (RAN), microwave and power in the J region of Pakistan. Located in one of the most beautiful but also the toughest regions due to its mountainous terrain, the project meant a series of great challenges lying ahead of us, a Huawei team responsible for the project’s delivery.

Seemingly Insurmountable Challenge Ahead and Our Fearless Determination to Overcome It

In 2021, customer U just won a 4G license to launch 4G services in the J region so that they could stay ahead of other peers to gain a competitive edge in the business.

As the fulfillment responsible (FR), I was there and then entrusted with the end-to-end responsibility for managing and overseeing all the subsequent tasks related to this urgent requirement – a responsibility I am still assuming today. Right after receiving the task, I summoned my team to discuss the matter and try to come up with a plan.

In those precious hours, I poured my heart and soul into crafting an all-encompassing project implementation plan. As I meticulously went through the details, one glaring challenge stood out. The region we were tasked to conquer featured no ordinary landscape. When we were nestled in the midst of mountains, as I was well aware, winter’s icy grip would soon befall us and snowfall by the end of December would halt all progress. It was a formidable obstacle, but we were determined to overcome it.

In the face of what appeared to be an insurmountable challenge, we found ourselves standing at the precipice of a daring endeavor: completing a project within a 21-day time frame that was extremely short given



Still smiling while having tea alone at home after finalizing the deployment plan



Field team busy at work, showing dedication while installing microwave dishes in extreme weather conditions

the circumstances. As the architect of the implementation plan, I gathered my team and finalized our strategy.

Soon after the plan was approved, we embarked on our challenging journey, fortified by the support and determination that would drive us to success.

Navigating Field Challenges: Scopes and Execution Hurdles

In the grand scheme of our ambitious project, 90+ sites were on the horizon for the rollout, a pivotal part of which included 50+ SingleRAN (SRAN) sites. With this complexity in mind, I had a kick-off meeting swiftly arranged. The targets were clearly communicated to our delivery team, whose collective resolve was undeniably strong. Spirits were high, and our eyes were firmly set on the targets ahead. We aimed to once again demonstrate Huawei's commitment to achieving customer satisfaction through timely delivery and what else it would take.

The initial plan was bold – to complete the installation and commissioning (I&C) and cutover of the sites in a single day. However, as we contemplated the rugged terrain of the J region, the need for a strategic shift became evident. Cutover was wisely rescheduled to the second day, allowing a generous two-day window for each site's completion. The strategy unfolded with thoughtful precision, starting from areas of relatively

accessible terrain. Gradually, the plan evolved in such a way as to allow us to navigate the more challenging and hilly regions.

To tackle the unique challenge of the microwave scope, expert teams were meticulously assembled. The deployment of the 1.8-meter microwave dishes demanded a level of precision and expertise that exceeded the average. To further amplify the complexity, these intricate links were destined for installation at remote off-road hilltop sites, far removed from the comforts of conventional settings. This venture required an extraordinary skill set and expertise, which proved to be the linchpin for the accomplishment of our mission.

In my role as the FR, my primary responsibility was to oversee the operations from the headquarters, intricately managing logistics and coordinating with procurement to secure resources from sub-contractors for field operations. Furthermore, it included engaging with supporting teams such as the Network Technical Department (NTD), Delivery Operation Center (DOC), Remote Service Center (RSC), and Field Service Center (FSC).

Facing such a challenging scenario, my days were marked by continuous coordination and negotiation with the customer's Vice President (VP) and Chief Technical Officer (CTO). This required a delicate balance of communication and negotiation skills to ensure alignment and satisfaction on both ends.

Recognizing the importance of the onsite teams' morale, I went a step further by inviting some managers to the frontline, standing shoulder to shoulder with the field teams to provide support and encouragement. In challenging times, such gestures are crucial to fostering a positive and motivated working environment. The orchestration of these efforts aimed not just at fulfilling the project requirements but also at ensuring the well-being and morale of every team member involved.

Test of Nerves – First Week of Deployment

It was December 12, 2021, and the winter season had enveloped everything in its icy grip. The first batch of equipment, set to depart the day before, had finally arrived after some delays due to the dense fog that shrouded the landscape. Undeterred, our teams took their positions, ready to tackle the challenges that lay ahead at their designated sites.

The first activity of the day kicked off as our wireless and microwave teams worked to complete the installations. Winter brought with it a unique set of challenges. Daylight hours were limited, and in the hilly

areas where we operated, daylight seemed to fade even earlier. The race against time was on, and every minute counted.

As we continued to roll out our project, each day brought new challenges. But it was precisely these challenges that strengthened our resolve and brought out the best in our teams.

Conquering Snowfall and Extreme Terrain: A New Challenge

Then, on the 15th of December, 2021, an unexpected twist of fate arrived in the form of heavy rains and snowfall. The weather had given us a surprise, with the first heavy snowfall of the year arriving 15 days earlier than usual. It marked the commencement of a true test of both nerves and physical endurance for our field teams.

The weather was relentless, with heavy snowfall blanketing the landscape. Accessing the sites became an arduous task for our field teams as only a limited number of four-wheel drive (4WD) vehicles were at their disposal. Most of the vehicles were two-wheel drive (2WD) and not easy to navigate the snow-piled roads. Recognizing



First heavy snowfall of the year on December 15, 2021, 15 days earlier than expected

“ *Meanwhile, in the quiet corridors of the back-office, a team responded dutifully and professionally.* ”



Delivery team, comprising Project Managers, Technical Leads (TLs), Representatives from Field Service Center (FSC) and Radio Frequency Optimization (RFO), coordinating late night with field teams (author is on far right)

the urgency of the situation, special vehicles and chain-sets were promptly arranged to ensure the safety of our field teams as they traversed the slippery snow-covered roads. With these measures in place, work resumed at the hilltop sites.

War Room Operations: 24/7 Support for Field Teams and Back-Office Management

There was a saying – actually a quote from Xun Zi, an ancient Chinese philosopher – that resonated with the spirit of our field teams at that time: “The true character of a pine or cypress is best illustrated in the frigid season of winter.” In the face of adversity, this saying became their guiding light.

In the face of such a formidable challenge, our teams encountered a complex situation. As the tempest swirled around them, our engineers embarked on a mission to support their field teams. They knew that the frontlines were where battles were fought and won, and morale needed a boost. And they would go to great lengths to uplift the spirits of their colleagues in the field.

Meanwhile, in the quiet corridors of the back-office,

a team responded dutifully and professionally. The back-office team members remained available, always ready to provide support that their colleagues in the field urgently needed.

But it did not end there. Even the top echelons of the management recognized how challenging this period was and they knew the importance and significance of support for our field teams. They stayed in the office until the last activity of the day was concluded.

Endurance in Deployment: Navigating the Final Week’s Challenges

As December 23, 2021 dawned, we found ourselves standing at the precipice of achievement. The year was drawing to a close, and our ambitious target loomed tantalizingly close. It was a day laden with possibilities, yet the journey ahead stretched far into the horizon. The reason for this was quite unexpected – heavy snowfall that had slowed down our expedited pace.

Nevertheless, reaching this point was no small feat. Our progress thus far had been nothing short of remarkable, and the prospect of crossing the finish line revitalized the entire team. It was a moment of collective

“ *It is a story that resonates with our love for Huawei, a love that drives us to ensure that the reputation of this great company remains untarnished.* ”



Celebrations after the successful launch of 4G in the J region (author is far left at front row)

pride and renewed determination.

As the calendar pages turned, December 31, 2021 arrived, marking the culmination of an eventful year. On this day, only a few sites remained, a mere dozen sites that stood between us and the realization of our audacious target – 90+ sites in total. The final cutover loomed, and with it, the ultimate test of our determination.

The journey had been long and challenging, but it was a testament to our teams’ resilience, dedication, and unyielding spirit. With every site that came online, we drew closer to our goal. The year was drawing to an end, but our journey was far from over. The final several sites awaited us, a formidable challenge that would test our mettle until the very last second of the year. With the clock ticking and the finish line within sight, we had finally completed the remaining tasks, and all sites were online.

Customer-Centric Approach: Cultivating Appreciation and Loyalty

This tale of triumph serves as a powerful testament to the values that define us – patience, dedication, unrelenting effort, a profound sense of ownership, and, in particular, customer centricity. It is a story that

resonates with our love for Huawei, a love that drives us to ensure that the reputation of this great company remains untarnished. Once again, as the challenges loomed large, we at Huawei did not falter; we rose to the occasion, demonstrating that we were resilient enough to weather any storm. This victory, like many others before it, says a lot about our unwavering spirit – not just of ourselves, but of our cherished customers as well.

In this tough situation mentioned above, we could have taken the easy way out by making a simple communication to our customer about the force majeure that had beset us. But we understood something that goes far beyond business transactions. We knew what it really meant for the customer to launch 4G in that region: It was of paramount importance to them as well as to the local community.

We at Huawei, as we would always do, went the extra mile – not because it was expected of us, but because we considered ourselves as a partner of the customer and should do whatever we could to help. Today, we still endeavor to be more than a mere vendor to the customer. And we aspire to be their strategic partner on their journey of growth, celebrating their successes and sharing the burden when they are in difficulty.



Traveling and Working for Huawei

By Aleksandr Dyo / Uzbekistan



I am an Advisory Network Design Manager at Huawei Uzbekistan's Marketing and Solution Sharing Center (MSSC). This MSSC is one of Huawei's global hubs providing support for marketing and sales projects and efforts of its representative offices around the world. Our office, located in Tashkent, Uzbekistan, consists of more than 80 employees and has been operating for more than 10 years. Specifically, our team is involved in work on projects from different countries and, as such, it is natural for us to take a lot of business trips.

And I myself have traveled extensively in my whole career. In my nine years working at Huawei, I have had the privilege of traveling to various countries for work. In total, I made 25 working trips to 10 different countries. Here I would like to share with you, dear reader, my experiences from the trips and the impressions I had of these places.

Among the places I visited, each had its own specialties and unique vibes. As the list of such places is too long, however, I am to highlight only the top three of them.



Huawei Uzbekistan MSSC Team (author is fifth from left in the back row)

Journey to Innovation: Bidding in the Heart of the Netherlands

My first trip was to the Netherlands in 2014 where I worked on a wireless network bidding project of customer K.

Upon arriving in Voorburg where Huawei's local office is located, I was immediately struck by the beauty of the town. The quaint streets lined with historic buildings and cobblestone sidewalks made me feel as if I had traveled back in time.

On the weekend I rented a bicycle and went on a scenic ride through the countryside, taking in the stunning views of the tulip fields and windmills.

As I said above, I was there in Voorburg to work on a wireless network bidding project. It was a tender that involved a relatively new product in the industry. The local Huawei office required special support in preparing technical documentation for the bidding project. And that is why I was invited to the Netherlands to provide them with support in the technical document preparation part.

At that time, as I recall, I was still a new kid on the block – a green horn who had joined the company not long ago. So, each new task could be a test for me, especially given that this was the first bidding project in which I had ever involved outside of the home office. But thanks to the professional team of the project, we successfully submitted the bid in time and advanced to the next round; we were then shortlisted by the customer – the tendering organization.

Before returning home, I went to Amsterdam, where the Huawei Netherlands Representative Office was located. Of course, I took the opportunity to tour the city. Walking around, I saw Amsterdam present views and sights of breathtaking beauty at every turn, notably its charming canals and elegant architecture. And I will always remember this city for the rest of my life.

Work and Wanderlust Intertwining: Hungary's Charms and Career Milestones

I visited Hungary for work for the first time in the



With my colleagues in Amsterdam (author is on the far right)

summer of 2019. In total, I made four trips to the country and actually lived there for half a year with short breaks in between.

My business trips were related to a large tender project on 4G and 5G wireless networks for customers from five countries. I participated in the end-to-end design of the solution and visited the customer's office several times to present the details of our proposal; it was an invaluable professional experience for me.

In my personal opinion, the final result of this project was not ideal for our company due to the outbreak of the pandemic. However, during the several rounds of biddings for this project, I grew into a real professional in the field of solution design and configuration and was ready and able to support such serious tasks as project management and product sales.

The Huawei office is located in the country's capital, Budapest. This city deserves a separate article, but even it is not enough to describe all its beauty and greatness.

Budapest is a legendary city that is so historically and culturally significant. Within a few months of being there, I was able to visit most of its attractions, such as the Buda Castle, which offers stunning views of the city, the Hungarian Parliament Building, which is an architectural marvel, and the famous bridges over the Danube River.

Every day of my stay there I would, whenever possible, walk to work along the river just to enjoy its

“ *However, during the several rounds of biddings for this project, I grew into a real professional in the field of solution design and configuration...* ”



Budapest on the Danube

beauty. And it would not be an exaggeration to say that I fell in love with Budapest and hope to return there again someday.

Mystery of Kazakhstan Unveiled: My Ongoing Odyssey of Inspiration

I was on my first trip to Almaty, the largest city of Kazakhstan back in 2016 and, since then, I have been back there more than ten times. Each time I visited, I was overwhelmed by the hospitality of the people and impressed by the vibrancy of the city. The people are kind and welcoming, and the culture is fascinating to me.

In terms of business, we already completed more than 20 projects together with the local team of Huawei in Kazakhstan and, in the process, established a trusting relationship. At the local representative office I worked on projects of varying complexity levels and in different domains – from wireless to information technology (IT). Ranging from small orders to network design for the entire country, those projects would often involve various tasks, such as preparing technical documentation for government agencies and communicating with the chief technology officers (CTOs) of our operator customers.

Of all the successful projects in which I have ever participated, there is one still vivid in my memory.

It was a project of a major telecom carrier called Z, for which I have been providing support from 2018 to this day. At first I was assigned such tasks as network insight and planning, business consulting, and return on investment (ROI) calculation, which was in the scope of the project; then I was given other high-level tasks.



Ice-skating in Almaty

At the moment, I am working closely with customer T, a major wireless mobile network operator in Kazakhstan. Thanks to my international experience, I have attained the level of a product manager and can fully take over all routine work, such as team management, negotiating with customers, generating contracts and conducting the full sales process. And I am going to keep growing and developing.

Our Kazakhstan Representative Office is located in Almaty. What I love about this place is that it is always moving forward. There is so much to see and do there. The architecture is simply breathtaking, with everything ranging from stunning historical buildings to modern skyscrapers.

One of my favorite things to do in Almaty is to explore the natural surroundings. The city is nestled at the foothills of the spectacular Tianshan Mountains, a range of mountains that presents some truly breathtaking scenery. Whether it is hiking, ice-skating, or simply taking a stroll through the parks, there is always something to see and do.

Overall, I feel incredibly fortunate to have had the opportunity to travel to Almaty for work. It is a city which left an indelible mark on me. I feel very comfortable there, and I am always happy to go back again.

Cultural Connection Through Huawei's Global Offices

In conclusion, my international travels have been some of the most enriching experiences of my life. I have learned so much from each trip, both professionally and personally. It has given me a unique perspective from which to view the world; it has broadened my horizons and made me appreciate cultural diversity.

The main thing I would like to note is that, in every Huawei office around the world, wherever it happened to be, I felt at home and felt like belonging there in Huawei. Local colleagues always accepted me as their family, helping me adapt and ensuring that I felt comfortable and welcome. I made friends with many of them and we still keep in touch.

One of the things I like best about our representative offices around the world is that each of them has a canteen for employees, which offers delicious cuisine.

From all these experiences of mine, it has been evident that Huawei as a business organization shows genuine care for us employees and has a corporate culture where we can thrive. And I count myself really fortunate to have had an opportunity to undergo such memorable experiences as a member of Huawei. 🕒

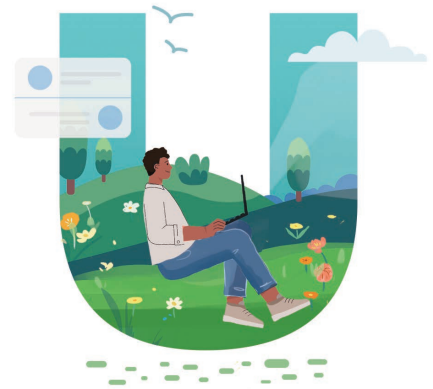


With colleagues from the Kazakhstan Representative Office (author is on the far right)



Unlocking Potential: My Huawei ICT Academy Adventure

By Alan Patrick Bournas / Madagascar



I freshly graduated with a degree in telecommunications engineering from the Ecole Supérieure Polytechnique d'Antananarivo (ESPA) University in Madagascar. This, plus my recent experience with the Huawei Information & Communications Technology (ICT) Academy, has led me to strongly believe in the power of education and learning, which helps to shape a better future for us individuals and the world; it has proven true for me and, perhaps, for all of us, that education and learning does unlock our potential so that we can live a fulfilled life.

My First Contact with Huawei ICT Academy

In my early days at the ESPA I had not known much about Huawei, which I thought was just a well-known mobile phone brand to me, until I later on learned that the company was actually a global leading vendor in the ICT industry. And in 2021, I discovered the Huawei ICT Academy at my university. Hearing that the academy was organizing a certification exam for all students, I decided, despite being in my third year at the university, to participate. However, I soon found the Huawei Certified

ICT Associate (HCIA) 5G course, conducted online over a week, to be a serious challenge to me.

At first, I felt overwhelmed and doubted my ability to understand 5G concepts. With the exam just two weeks away, panic set in. I questioned how I could grasp the knowledge of 5G technology without a solid foundation in 2G/3G/4G in the first place. Despite the temptation for me to abandon the program, my name was on the exam list. As the exam date was approaching, however, I decided not to take the exam, thus giving up further preparations for it.

But when I saw that some of my friends had taken the exam and passed it, I had a change of heart the night before my scheduled test. I could not help but feel the weight of missed opportunities, so I decided to cram as a desperate way of coping with the situation. I found books totaling 290 pages on the Global System for Mobile Communications (GSM) by the Global System for Mobile Communications Association; and I managed to read 120 pages of them overnight. Obviously I was making a last-minute effort for my exam.

The exam day came, and I sat the exam at 10 a.m. I was surprised at my ability to answer the questions. After 90 intense minutes, I submitted my exam paper; when the results were announced, to my disbelief I found that

I scored 576 points out of 1,000, which surpassed the passing threshold. At this, my feelings were mixed: pride and disbelief. This achievement became my inaugural success at the Huawei ICT Academy.

Now reflecting on this experience, I wonder how much more I could have achieved if I had spent one or two months studying for the exam in a dedicated and consistent manner. The experience has been serving as a reminder to me that persevering and overcoming obstacles and challenges in learning is part of growth, personal and professional. I am so thankful to myself for not giving up. And I have come to realize that, if I had abandoned that initial course, I would have lost the opportunity to make the subsequent achievements at the Huawei ICT Academy – a loss I would definitely have regretted for the rest of my life.

Studying at the Academy

In the education system of my country, Madagascar, the language for classroom teaching is primarily French, but at the Huawei ICT Academy, the medium of instruction is English. I have come to realize that learning

in English enables me to grasp concepts more quickly than in French, given my strong affinity for the English language.

The courses in the academy program are not only comprehensive but also well-structured. They facilitate learning from fundamental concepts to advanced topics. I see this program as a valuable supplement to the knowledge acquired through my school. This type of high-quality learning is particularly beneficial to my country, which I think needs further development, especially economic development.

During breaks at my university, I seized the opportunity to delve into the Huawei platform and absorb the contents of the various courses I was enrolled in. Such extra learning proved to be valuable, for it effectively helped to improve myself in the subjects involved.

My Growth Through Online Learning

Learning Huawei’s network products and solutions online ignited my passion for ICT fields. The courses call for dedication and perseverance, given their extensive contents that range from 700 to 900 pages with 48 hours’



During the Global Final in Shenzhen, Guangdong Province, China

worth of video. To tackle this, I meticulously managed my time, setting daily targets to make steady progress in learning through the material.

Supplementing my school's online courses, Huawei's training made it straightforward to understand Internet Protocol (IP) networks in a class. I made so much progress in the training that I signed up for the Huawei ICT Competition, which I thought would provide an opportunity for me to comprehensively understand the products and which would be crucial for me to master the knowledge and skills for my future role as a network engineer. The three levels of Huawei training, namely those for HCIA, Huawei Certified ICT Professional (HCIP), Huawei Certified ICT Expert (HCIE), covered all the necessary categories, preparing me thoroughly for the competition.

The competition was not just about individual learning; it brought me a valuable experience in teamwork. Collaborating with my teammates, I honed my ability to guide and motivate the team. Recognizing each team member's strengths enabled efficient task delegation, a crucial aspect of our effort to win in the ICT Competition. Our hard work and strong teamwork spirit paid off, leading us to the Global Final of the ICT Competition that was held in China.

Value Brought by the Huawei ICT Academy

Participating in the Huawei ICT Competition served as my introduction to the world of network engineering, ultimately guiding me into a professional role as an IP/datacom engineer at Huawei Madagascar. Early on, I acquired knowledge and honed my skills by immersing myself in simulations using network tools, effectively translating theoretical concepts into practical applications.

Now, my focus has shifted towards working with real, tangible networks, moving beyond the confines of simulated scenarios. The expertise gained through Huawei's ICT training has equipped me to seamlessly adapt to an environment where I am faced with daily challenges a network engineer. With a solid foundation in IP networks, I completed my first network operation during a project, which was a testament to the practical value of my learning journey.



At the awards ceremony, we won Second Place Prize (author is far left)



With my colleagues in the Madagascar office (author is first from left)

News & Events



Lu Yong (center), Huawei Senior Vice President and President of the European Region for Huawei, receives the GLOMO at MWC Barcelona 2024

Huawei and BJFF Win GSMA GLOMO Award for Norway Salmon Conservation Project

[Barcelona, Spain, March 8, 2024] Huawei and BJFF won a GSMA GLOMO award last week at MWC Barcelona 2024 for “Outstanding Mobile Contribution to the UN SDGs” with an AI-powered solution designed to prevent the extinction of Norway’s wild Atlantic salmon.

Lu Yong (center), Huawei Senior Vice President and President of the European Region for Huawei, receives the GLOMO at MWC Barcelona 2024

“We are very honored to accept the GSMA GLOMO for our TECH4ALL project, and special thanks to our partner BJFF for their commitment and support,” said Lu Yong, Huawei Senior Vice President and President of the European Region for Huawei. “The salmon project shows the great potential of technology to conserve nature while driving the sustainable development of local communities. Huawei will continue to use innovative technologies to build a greener world.”

Huawei Certified as a Top Employer in Europe for Fifth Consecutive Year

[Düsseldorf, Germany, March 14, 2024] Huawei was recognized as a “Top Employer” in Europe for 2024. This marks the fifth consecutive year the company has made the list compiled by Top Employers Institute, a leader in human resources management certifications.

In addition to being named a Top Employer in Europe, Huawei has also received individual recognition in 16 European countries: Austria, Belgium, France, Germany, Greece, Hungary, Italy, Ireland, the Netherlands, Portugal, Poland, Romania, Spain, Switzerland, Sweden, and the UK.

Top Employers Institute has certified more than 2,300 organizations in 121 countries/regions that taken together, employ over 12 million people worldwide.

Patrik Rendel, Regional Manager DACH & CEE, Top Employers Institute said: “Top Employers Institute recognizes Huawei Europe as an employer with fantastic career development opportunities on all levels. Huawei scores 15% above the total of all Top Employers benchmarks.”

High-Quality 5G Networks Bring the World Faster to the 5.5G Era

[Barcelona, Spain, March 6, 2024] At MWC Barcelona 2024, Huawei held the 5G Industry Evolution Summit themed “Building High-Quality 5G Networks for the 5.5G Era”, where leading operators, industry partners, and opinion leaders, gathered to discuss the future of the 5G industry.

Ritchie Peng, President of Huawei’s Wireless 5G<E TDD Product Line, spoke at the event, highlighting that “over the past five years, 5G has driven eight rapid changes in the industry, networks, and technologies. These changes are helping us accelerate ever faster towards 5.5G. Huawei will continue to pursue innovation on a wide array of areas, including ELAA, green solutions, and intelligent networks, to

help operators evolve towards multi-carrier 5.5G with premium experience.”

The eight changes have already made big waves in the industry:

1. 5G experience has well exceeded that of 4G. This can be seen in the enhanced video experience enabled by 5G’s ubiquitous Gbps capability. Currently, more than 60% of video content is produced at 720p or higher and 60 frames per second (FPS) — double what it was before. Improved wireless home broadband connectivity has led to a boom in immersive, higher-definition application, such as cloud gaming and multipoint videos.

2. 5G is driving new types of business growth. Operators around the world are rolling out increasingly diverse data plans that feature high-speed experience, promoting network monetization based on the business models that are less centered on data traffic and more focused on speed. Enhanced uplink performance and reduced latency are playing a key role in these new network monetization strategies.

3. 5G is driving growth in global connections. Thanks to upgrades in ultra-reliable low-latency communication (URLLC) technologies, 5G is increasingly cost-effective, enabling application in more core production processes. The reduced capability (RedCap) and Passive IoT ecosystem is maturing at an accelerating pace to expand connections to all scenarios.

4. Multi-carrier networks are becoming increasingly favored. 80% of 5G operators have turned to TDD large bandwidth to deliver Gbps, which has supported growth in the multi-band ecosystem. 35% of operators have TDD spectrum in more than two bands, while mainstream devices are almost all now multi-carrier capable.


5. millimeter wave (mmWave) has become essential to 5.5G. High-frequency AAUs (HAAUs) have improved the coverage and mobility of mmWave networks — a necessary step for 5.5G adoption. In China, these AAUs are already seeing commercial use, enabling commercial enhanced mobile broadband (eMBB) services that deliver peak speeds of 10 Gbps

and average speeds of 5 Gbps.

6. Extremely large antenna array (ELAA) has become the preferred choice on 5.5G. ELAA allows operators to upgrade sites to have more antenna elements and support more bands, which is a critical first step for 5.5G xGbps.

7. “0 Bit 0 Watt” is becoming a new benchmark for green networks. 5G has twice the peak-to-average traffic ratio of 4G, in both busy and idle hours. This has made energy saving an increasingly more urgent priority for operators. Huawei has released a full series of equipment to help operators achieve never-before-seen levels of energy saving at both the site and network levels.

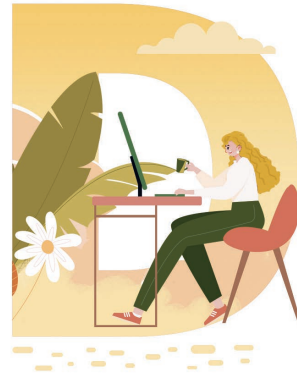
8. Telecom foundation models and digital twin systems are quickly bringing the industry ever closer to L4 network intelligence. Huawei IntelligentRAN supports L4 intent-driven network intelligence, enabling fault prevention and prediction, service intent sensing, and multi-objective decision-making in mobile networks.

These eight changes reflect how far the industry has been to delivering 5G and how close it is to delivering 5.5G. Peng closed out his speech by reaffirming Huawei’s commitment to work with operators and partners to foster a thriving industry ecosystem through relentless innovation to bring the world faster to a new era of commercial 5.5G. 



A Dream That We Dream Together

By Michalina Milczarczyk / Germany



Dear readers, thank you for your interest in this story. It is a story I have written as a tribute to all those remarkable people I have met on my journey here at Huawei. Some of you have probably had no chance to meet me yet, but in my eyes, you are the beating heart of this company – a company is only as good as its people.

My Life Before Joining Huawei

Currently, I am a Project Finance Controller (PFC) for a key account here at Huawei. Before joining

the company, I had worked in investment consulting, negotiations, data quality and digitalization; also, I had served as a volunteer for a handful of nonprofit initiatives. In college I focused on portfolio optimization, innovation and blockchain; I obtained a Master’s degree in Finance from Peking University in China, and a Bachelor’s degree in Finance and Accounting from Warsaw School of Economics in Poland. While at Peking University, I was serving as an elected President of the International Student Union, which was one of the reasons why I was later on awarded the highest individual award at my university – the Dean’s Award for Outstanding Contribution.

Why Huawei?

I am often asked why I decided to join Huawei in the first place. When I was a little girl I used to play in my grandfather’s little home laboratory, where he had a set of antennas and an amateur radio that allowed us to connect with other enthusiasts around the world, who were located sometimes in some of the most unthinkable places in my eyes. Even though I am now a financial professional, I still like the idea of helping to connect people and to deploy technology in order to make our lives more comfortable and convenient. By working at Huawei, regardless of the position, we are somehow contributing to this goal and I therefore think that what we are doing at the company is meaningful.



Learning about our engineers' work (author is far left)



With my PFC teammates (author is 3rd from right at 3rd row)

A Joyful Journey at Huawei

Soon after I joined the company, I found out that being a PFC was a job that was at once interesting and challenging. I would not say that it was like nothing I had ever done before, but a bit more like everything I had done to that point of my career in all different disciplines combined all at once. As I have now come to know that, to be a good PFC, one must not only have a good grasp of finance but also possess the ability to link it to the nature of the project's business and internal process.

To be an excellent PFC you have to understand the role of each project member and the contribution expected of him or her; and you have to support him or her in overcoming the day-to-day challenges. Quite often the position is like a bridge built to connect different departments and in my view, this is how we as PFCs add the most meaningful value.

The challenges often faced in such a role can be best demonstrated by a key account's wireless project, which is the most important project I have so far been involved in and which I am still helping to close. Closing such a complex, multiyear project not only needs us to understand the process, underlying business and operations but also requires that we should have the capability of fast identifying problems and learning about

all the issues that can arise over time and how to solve them and, ideally, how to prevent them from occurring again in the future. However, for me personally the most interesting part of the closure has been to identify all of the project decision makers and key contributors and learn all about their perspectives, scope of involvement and experience.

The closure of an extensive project like this consists of hundreds of small tasks to be carried out and myriad problems to be solved; more often than not, it requires years and years of experience as well as expertise built over a long time. On the bright side, it presents a remarkable opportunity to bring all those people together in one room and create a task-oriented team that shares the same goal. Of course I would lie if I said that it was all easy from the start. In fact, we faced a lot of internal and external challenges in the beginning and it has taken quite some time for us to get where we are today.

Now I feel blessed with what I have learned in the process: There is no problem that is impossible to solve as long as we keep united as a team working together towards its resolution. And I have come to understand that each person in the room represents a different angle from which to look at and approach a project and shares a unique set of skills and perspectives, which certainly helps with brainstorming and tapping into our creativity. The moment I joined in this project, I recall, we had over

hundreds of historical contracts to be solved. Over the last four months we have been able to cut the number to fewer than a dozen. In retrospect, I am amazed to see how much I have learned and grown in the process of being part of such a remarkable project team. And I am so glad that I have been able to contribute to its performance excellence and success.

What Makes a Team?

What I like the most about working at Huawei in general is its open matrix structure. Especially here at my key account team, I am literally seated in the same room with people from all different parts of the business process: project managers, engineers, sales people, supply chain colleagues, leaders, interns, etc. It is really inspiring to work with people so much more experienced than myself, some of whom have been with the company for more than a decade. With my team, I feel like I get to learn something new every day; and in my view, learning is how Huawei has been able to adapt so well to the changing environment and grown into the company it is today.

Indeed, a team is a gathering of individuals working very hard to make our common dream come true, not only because of personal ambitions but also, more importantly, because we feel as an integral part of it. Looking at the big picture, I really believe that there is no

much difference between contributions from individual team members, be they interns or senior executives, since we all make contributions to the company's success in our own way. Sometimes I wish that more and more people will understand this and be prouder of their own work. After all, a company is built and represented by the people working for it.

The Future Ahead

Undisputedly, we are living in one of the most dynamic and unpredictable periods of time and we all know that. As there will be many challenges ahead, this is the time when more than ever we need to focus on building trust not only externally but also internally. However, from all I have observed and from the people I have met so far, I cannot help but to ask a rhetorical question proudly: If we cannot face and overcome these challenges, then who can?

Last but not the least, I would like to say that I am grateful for all that I have learned from you, my teammates and my colleagues – and I will continue to do so in the future. It is an honor to be part of my team, where my teammates and I have worked together and learned from each other, and where we together have come through thick and thin, contributed to the success of the company, and made our dream come true.

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Hosting the European Annual Meeting (author is 9th from right at front row)

You Are a Writer at Heart!

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



We Want:

Work Stories of Individuals

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

world may feel quite connected.

Team/Project Stories

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

Life Stories of Individuals

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

company was built and still rest on today.

Opinions

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



solutions, and align with the core values of Huawei.

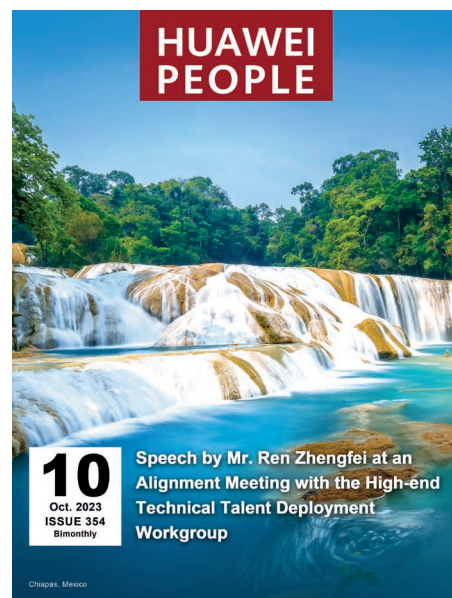
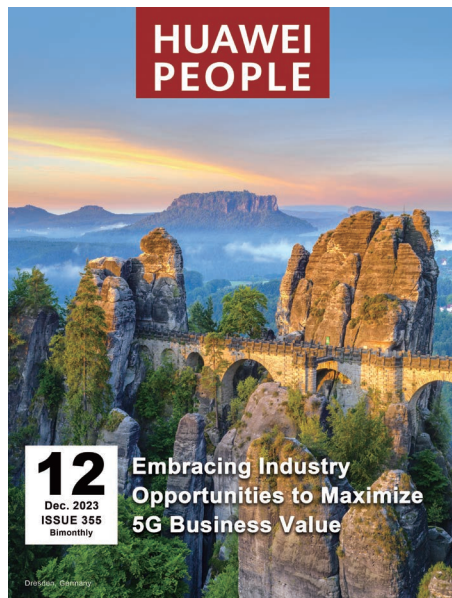
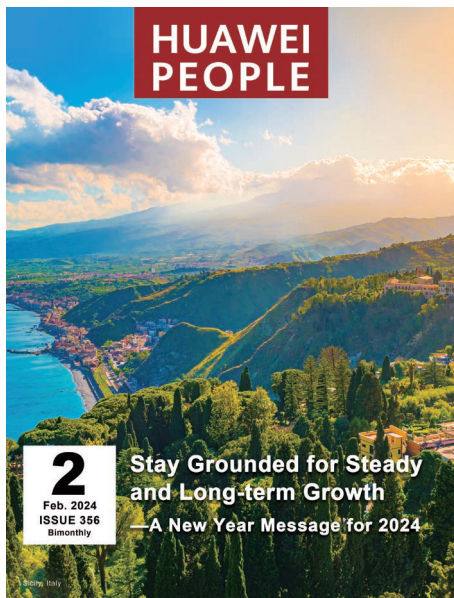
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We Want Your Amazing Photos!

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