

“A common thread in the successful people at Yaskawa is they are always ready to lean in. They take pleasure in helping others.”

- JOSH JULIUS
INDUSTRIAL CHANNEL MANAGER

COMMON THREADS

A common thread in the successful people at Yaskawa is they are always ready to lean in. Pick up something that’s not necessarily in their job title. Work with others to get something across the finish line. They take pleasure in helping others.

At least that’s how Josh Julius, industrial channel manager, sees it.

“The willingness to help and share ideas that come from years of experience. Wanting to help each other. These are some of the cornerstones that make us successful. That have helped me grow in the company. It’s a big part of what makes working at Yaskawa such a good experience.”

“We complement each other well. We collaborate very well and effectively. It’s a collective feeling here. When we all have that, new associates get it quickly. They become part of this larger thing. It is an idea that is very much celebrated and supported here.”

Josh started at Yaskawa in a 6-month co-op internship. He moved into a full-time tech support role for a year, then worked sales for 4 years and now serves the company as a channel manager.

He said he noticed that willingness to share from his initial onboarding at the company.

“I started in tech support when I first came on board. It really struck me how the company cared about getting me started the right way. The way I was trained. What you learn being on the phones. The opportunities to learn about products. The company was investing in me right away. It wasn’t left to figure it out on my own.”

Josh credits many people for this supportive culture – from leadership on through the rest of the people.

“What’s really cool is the guys that have been here for life, have so much wisdom to impress upon younger guys like me. Yaskawa really sets you up for success. You are with some of the best minds in the industry. We are thinking what we are going to be doing farther out. Always looking at how we can come at challenges from a different angle.”

“After about a year, our HR team suggested I apply for Georgia sales job. Yaskawa is big on promoting people internally. They reached out to me. I didn’t have to press. They were watching me grow. It seemed like things fell into place naturally. That always stuck with me.”

“They put a bet on me to be successful in Georgia in sales. They paid for my MBA. I always felt they are really impressing upon employees they want us for the long haul.”

Josh ultimately made his way to the industrial channel manager job.

“When I started this role, I wasn’t sure where to go with it but there’s been plenty of guidance. I’ve learned how to be a leader, communicator, and manager. They’ve include me in high level meetings and communications. It’s just continued as it always has. This unabashed support from everybody. They’re continuing the legacy. Its very apparent they invest in me.”

“I wouldn’t have had that development without these great minds and leaders pointing me in the right direction. I am very thankful for them. That personal approach to supporting others -- every company says this, but it’s always about the customer. Here it’s equally about each associate. It really is something ingrained in the culture. It’s intentional. It’s thoughtful. Everybody knows it is what we are about. And, everybody benefits from it.”

