

# **Huawei's Organizational Performance Growth Method**

**Discovering and Distilling the  
Invincible Strategy Implementation  
Book Series Work Method of Huawei**

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**First Edition, 2026**

**Yin Haijiang**

# **Macao Scientific Publishers**

*Address: Block 11/F, Hengchang Building, Nanwan Avenue, Macao, 999078, China*

*Website: [www.mospbs.com](http://www.mospbs.com) | [moaj.mospbs.com](mailto:moaj.mospbs.com)*

*For more information, contact **book@mospbs.com***

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## **Huawei's Organizational Performance Growth Method : Discovering and Distilling the**

### **Invincible Strategy Implementation Book Series Work Method of Huawei**

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## CHAPTER - 1

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# Historical Evolution: The History of Huawei's Transformation Over Nearly Four Decades

## From Survival Instinct to Global Ecology: Six Self-Operations of an Organization

Over the past twelve years in private directorate work and more than ten years in private directorate mentorship programs, I have often pondered a question late at night: Why do the vast majority of Chinese enterprises suddenly stall or even fall apart when encountering scale bottlenecks (e.g., 100 million yuan, 1 billion yuan, 10 billion yuan)? Yet Huawei, over nearly four decades, has crossed countless “valleys of death,” starting with 21,000 yuan and achieving a revenue of hundreds of billions of yuan, and even when facing extreme pressure from the full national strength of the United States, still demonstrated remarkable resilience?

Many people attribute this to “Ren Zhengfei being a genius” or “catching the dividends of the times”. However, in the logic of my “Strategic Realization Studies (SRS)”, **such an interpretation is too simplistic and even an evasion of thinking.**

Through a pixel-level review of Huawei's historical materials, I have found that the essence of Huawei's success lies in: **at every critical historical juncture, it has ruthlessly performed “organizational evolution” surgery on itself.** Huawei's past forty years are essentially a history of six radical transformative transitions. In this chapter, I will take you into Huawei's nearly forty-year epic history to unearth those success codes of Huawei that have been overlooked by most people.

2019

## 历史机遇 · 打造交流合作基地

Historic Opportunity · Build Communication And Cooperation Bases

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解读2019年新发布《粤港澳大湾区发展规划纲要》

★★★★

### 大湾区规划 · Introduction

《粤港澳大湾区发展规划纲要》明确了澳门“一个中心、一个平台、一个基地”的三个定位，即：建设世界旅游休闲中心、中国与葡语国家商贸合作服务平台，**打造以中华文化为主流、多元文化共存的交流合作基地。**

It further clarified the three orientations of "one center, one platform and one base" of Macao, namely, to build a world tourism and leisure center, a business and trade cooperation service platform between China and Portuguese-speaking countries, and to build an exchange and cooperation base with Chinese culture as the mainstream and multicultural coexistence.

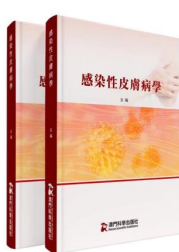


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- 內分泌系統疾病 Endocrine system disease



- 實用小兒內科學 Practical pediatric internal medicine
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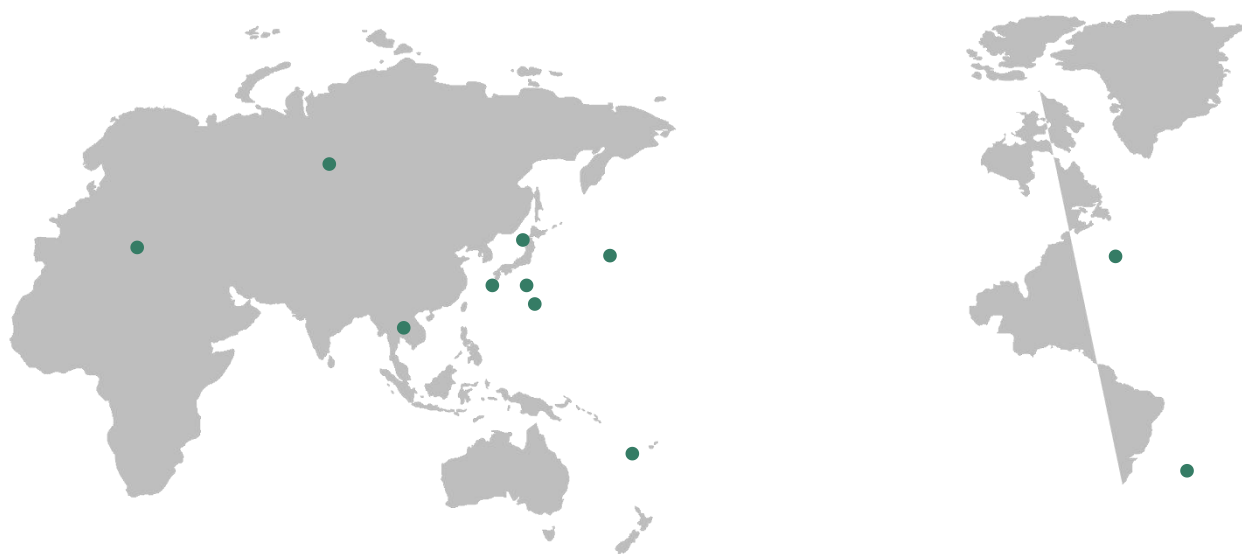
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电话：0853-62961666（澳门）

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