

Supporting a technology based enterprise "Manufacturing" and "Human resource development"

TOYODA GOSEI REPORT 2009

Special

Feature

The fundamental principle of our technology based company is the development of technology that will be used by the next generation from a broad range of perspectives and new concepts. Simultaneously, the development of human resources who can create that technology and widely apply it will be essential.

"People make creations, and creations make people grow."

Manufacturing and human resource development are directly connected with our company's future, and their further strengthening is crucial. We are actively planning the establishment of both superior product development and human resource development that will lead the next generation through newly created facilities such as the "Miwa Technical Center" established in April of 2009, equipment, and an original training curriculum.

Especially during the present recession we must return to our origins as a manufacturer and entrust our future to these two elements.

Sites that improve development and manufacturing technology and pursue highly safe technology

There are two objectives for the establishment of the "Miwa Technical Center" that will serve as the second site in domestic for manufacturing development.

One is to focus on the next generation and plan the enrichment of progressive development and research with a standardized system that can handle everything from the planning to the development of materials, products, and production technology. This has the important goal of total optimization and improvement of factors such as quality, production systems, and costs by conducting manufacturing development in the most ideal environment. Also, this will promote the self-reliance of facilities that

are the core of our company to reaffirm the notion that our point of origin lies in manufacturing as well as serve a significant role as the site of manufacturing technology education.

The other is further pursuit of automobile safety. We are planning the enrichment and strengthening of research development and evaluation systems to improve the safety of our products from the perspective of protecting both passengers and pedestrians. Within the center we will enhance the latest evaluation equipment such as state of the art airbag collision simulation testing machine and staff will conduct development and research toward the provision of a higher level of safety.



The newly completed Miwa Technical Center

Message from Executive

By flattening from planning through production technology each process that had been previously divided between each division we can plan innovative development and research, and our ability to concentrate on manufacturing that leads to greater quality and satisfaction is increasing. Because of this, the staff in charge is required to have high level development ability that takes into consideration all production processes. At the same time, we feel that because communication between staff, broad perspectives, and flexible conceptual power is essential, the cultivation of the abilities of technical development staff is crucial.



Executive Vice President
Muneo Furutani



Diverse educational training suited for every division and level, from the knowledge education to self-education

In our company's human resource development we are improving the abilities of individual employees with training and seminar suited for each division and rank. For the training and seminar we have prepared diverse curriculum concerning not only everyday work but also compliance, corporate ethics, and the environment as part of a plan to thoroughly implement these things in our knowledge and actions as corporate citizens. There is much variety in the content of the training, ranging from the acquisition of basic knowledge to self-education and skill improvement, and our training facilities are equipped with both big size hall for large scale lecture and training, as well as conference and counseling rooms for small-group needs. Also, as a global corporation, it is necessary to provide

language training for employees to be transferred overseas as well as education for foreign trainees. We have established a global training room, where education can be conducted using simultaneous interpretation as well as lodging facilities.

This human resource development is not just to promote manufacturing but to cause an awareness of the potential abilities of people have such as broad perspectives and rich concepts, making it a place where people who can develop themselves are cultivated.

For the sake of regional and international society, we develop superior human resources and strive to turn out creative "bearing the future".



Communication Training



Overseas trainer training

Message from Executive

On the job training was originally the core of developing human resource in manufacturing, but at our company a wide range of knowledge and skills that cannot be acquired onsite are learned through training and courses. In the modern era there are instances in which valuing experience alone is not sufficient preparation, and it will be necessary to make advancements in not only the human resource developing but also people in general. In this modern era of rapid change it is important to "think and learning independently", and we feel that the arrangement of a system and environment that are responsive to the individual initiative of employees is one point of future human resources development.



Executive Vice President
Tsuneji Obara