

Here Is the First Step toward the Development of Personnel Who Will Lead the Next Generation!

The history of the Suminoe Textile Group has always been woven by "human resources" with enthusiastic aspirations to contribute to the betterment of society and people's lives. What processes should we follow to realize such aspirations? Each Group company holds training programs for newly hired employees. The second future story focuses on the new employee training program conducted by Suminoe Textile Co., Ltd., and introduces what new recruits learn in the training so as to take the first step to working as full-fledged members of society and as members of the Company.

Approach to Human Resource Development

Throughout its history, the Suminoe Textile Group has continually taken on new challenges with a can-do spirit, which will remain unchanged in the future. The Group therefore expects its employees not to just do their assigned jobs passably, but to persistently tackle challenges; employees should eagerly seek out new fields and to resolve their questions, without being constrained by stereotypical ideas. If we do not try for fear of failure, we cannot grow any more. We believe that even if we fail, the experience of failure will pave the way for new success. It is heartening to see young employees take on challenges in their work for global business expansion and the development of one-of-a-kind products, broadening the spectrum of their activities. We expect that they can improve themselves while resolving their challenges one after another. The Suminoe Textile Group will continue to create an environment in which employees can achieve their growth through work.

Objectives of the Training for New Employees

- To let new employees know about the business operations conducted by the entire Suminoe Textile Group
- To equip new employees with the basic etiquette and attitude required to work as a full-fledged member of society
- To let new employees learn about how to proceed with group work, and acquire basic presentation skills

To the question "What is your image of Suminoe Textile?" new employees who joined the Company in FY2018 answered as follows:

- While respecting its tradition, Suminoe Textile is also active in adopting something new.
- The Company is always taking on new challenges to develop products that meet the needs of the times.
- The Company is committed to manufacturing products familiar to our everyday living and manufacturing environmentally friendly products.
- Suminoe Textile combines both a long tradition and an innovative spirit to continue to tackle anything new.
- The Company is venturing into other fields by taking advantage of its existing technologies.

[Understanding the Company through learning about its business activities]

The training program is designed to enable new recruits to learn about the Company's business activities that cover diverse areas. Employees from each department serve as lecturers, who explain about the content of their work, the current situations in the industry, the products they handle, and future prospects. These new employees can also learn about work in a wide variety of fields, ranging from administrative affairs, to development, sales and design.



[Developing global human resources]

The Suminoe Textile Group has overseas establishments in six countries around the world. To develop personnel who can play active roles not only in Japan but also in the global arena in the future, the Group has introduced English language education as part of its training program for new employees. New employees receive English conversation training from native speakers, who give lessons with a particular emphasis on improving trainees' output skills.



[Learning about the origin of a manufacturer (factory tour)]

New employees also visit the Company's production sites, which present the origin of the Suminoe Textile Group as a manufacturer. In FY2018, they visited a total of six sites—the Nara Factory and the Shiga Factory of Suminoe Techno Co., Ltd., the Ishikawa Factory of Owari Seisen Co., Ltd., and other partner factories, to observe the production processes. The factory tour is intended to let trainees learn about what manufacturing processes our products undergo before being delivered to customers.



[Preparation for group study presentations]

On the final day of the collective training every year, new employees make their presentations on the theme "Proposal for a New Business." Based on what they have learned through the training program about the Company's technologies and other strong points, each group of trainees organizes an idea for new products. They then present the idea to senior employees and executive officers. New employees have one month to prepare for their presentations, while receiving lectures and visiting factories.

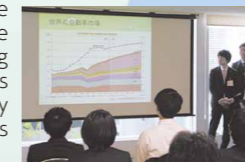
<Comments made by new employees during the preparation>

- While studying together, we have strengthened the teamwork of our group.
- In formulating our proposal, I have found difficulty striking a balance between devising a dream-inspiring element and ensuring feasibility within several years.

Final day of the collective training program!

[Group study presentation]

On the day of the presentation, more than 50 executives and employees assemble together to listen to new employees. Individual groups make their presentations, proposing their ideas for products with great functionality that can be realized through the application of our existing technologies. The fresh ideas and originality that uniquely derived from new employees are well received.



Objectives of group study

1. To consider what is required plus something extra

Still having only limited knowledge of the Company, new employees are required to address a difficult task: to consider the Company one step ahead, under the theme "Proposal for a New Business." This assignment is given to remind them of what manufacturing is, the activity that constituted the basis of the Company's founding. Thus far, we have identified social demands and produced products in response to such demands. Likewise, we should continue to consider what we need to address and achieve to contribute to society and our customers. For this reason, from an early stage we provide employees with training designed to make them think and create by themselves, aiming to cultivate their abilities to produce what is required plus something extra, while always looking one step ahead into the future.

2. To overcome a challenge through teamwork

No matter what kind of work may be assigned, employees should accomplish it in cooperation with the people around them. Moreover, in the present time as working environments are becoming diversified, it is essential to proceed with the work while paying respect to each other's individuality and sense of value. One of the objectives of the new employee training program is to impart the importance of making efforts as a team to achieve its goal, while adapting to various environments and conditions.

On-the-job training
Assignment

Challenges for new employees start here

It is an important mission for a company to develop human resources who contribute to society and to the company by doing work. To ensure that employees can more easily exercise their abilities and individualities and work in a lively manner, we strive to offer a mechanism and an environment that allow them to accumulate experiences and improve their knowledge. We hope that each individual new employee will make effective use of what they have learned through collective training, and will also display their abilities, while seeking for what they can do to contribute to the Company based on their own strength.

Study presentation

VOICE!

<Impression of the training for new employees>

During the new employee training program, our senior employees working in various departments gave us explanations about the Company's products and the duties performed by their departments. I feel that the one-month training was truly valuable. Through the group study, I realized that we should consider not only the functions and features of a new product we want to propose, but also its sales channel and costs from diverse perspectives. I also realized the difficulty of finding a mutually agreeable solution through discussion with other members of my group. I learned the importance of taking a multifaceted approach and thinking about how other people in a different position would see things. Keeping this in mind, I will make effective use of what I have learned in the training for my future work.

Minoru Usui,
Information Management Department



<Comment from the person in charge of the training>

The training program for new employees aims to enable them to acquire the attitude and the way of thinking to be adopted as full-fledged members of society, thereby helping them to make a smooth start to their work. The collective training of about one month is intended to lay a solid foundation for working before new employees are assigned to each department, by deepening their understanding of the Company and learning its etiquette. Through the group study, we expect that they will not only learn about how to proceed with work as a group, but also strengthen their mutual bonds with their peers, so that even after the training, they will keep good company and continue to improve themselves through friendly rivalry.

After being assigned to their respective departments, the new employees will undergo a five-month on-the-job training. I hope that they will learn to positively think and act by themselves in their departments, and continue to embrace many challenges without fear of failure, in order to achieve their own growth.



GOAL!