Connecting Each of the Employees to Society

We aim to cultivate a vibrant corporate culture through the sharing of our Group’s management philosophy with each of the employees and the establishment of a trust relationship between them and the management. To create a working environment where they can recognize the social contribution, we are promoting a change in the mindset.

Initiatives to Disseminate the Management Philosophy

The leading brand bringing colors & joy to everyday life through innovative coating solutions

Realization of the culture

Development of a situation based communication through dialogue / Sympathy with the management philosophy (management philosophy workshop)

Cultivation of the culture

Sharing of the historical background of the company (management philosophy pocket card, etc.)

Notification of the management philosophy

- Production and distribution of management philosophy tools
To notify employees of the new management philosophy, we have distributed posters and portable pocket cards, as well as a “management philosophy book,” which mentions the background of the re-establishment of the management philosophy and messages from the management, to all employees.
We have also produced a “management philosophy video” to deepen the understanding of the management philosophy. This video, which clarifies the objectives and the fundamentals of the management philosophy, has been taken over since the foundation of the company can be learned along with its history, is used in internal training programs and workshops. In fiscal 2019, we plan to produce additional videos, and introduce them to overseas sites.

- Management philosophy workshop
We organize a management philosophy workshop where participants recognize their connection with the management philosophy and talk about challenges for realizing it and the direction they should pursue. This workshop aims to deepen communication between employees through dialogue. Further, to improve their understanding of the management philosophy, and enhance their sympathy with it.

- Workshop for the top management
We organized a management philosophy workshop for the top management in August 2018. Executive Officers of Nippon Paint Holdings participated in the workshop to discuss the state the Group would like to be and share issues to be tackled by the top management. The workshop gave them an opportunity to reaffirm their determination to disseminate the management philosophy and reform the culture.

- Development of the workshop
Following the workshops for the top management, we organized a workshop for department heads in the Group in the eastern and western areas of Japan four times in total from December 2018 to January 2019. The department heads actively exchanged opinions about the actions they should take to realize the management philosophy from the middle management position. In fiscal 2019, we have been introducing the philosophy workshop into the workplaces as well as in sequence. We have also incorporated the workshop into the position-based group training programs including new employee training to enhance the understanding and sympathy of employees with the management philosophy through dialogue.

- Workshop for the department heads in the Group

Initiatives to cultivate a sense of unity among employees

Founding of a women’s table tennis club
We underwent a transition to a holding company structure in 2014 and reorganization of operating companies in 2015, as well as deepening of our cooperation with Wulhelm to consolidate most of the Nipseia businesses we develop in Asia. These actions significantly increased the size of our Group’s businesses and dramatically changed the organizational structure.
In an effort to find something that cultivates a sense of unity and provides a centripetal force for the Nippon Paint Holdings Group, in which more than 80% of the employees work outside Japan and people with various cultures gather, we interviewed companies that have their teams for sports that can be enjoyed by people irrespective of nationality, sex, or age around the world to pick out a sport based on a comprehensive evaluation. We then decided to set up a women’s table tennis club; as a symbol of unity because table tennis is hugely popular in Asia, especially China, which is the main region for our businesses, the league of corporate teams is open and easy to participate in, and it is not necessary to organize a team of many members or prepare large-scale facilities in comparison with baseball and other team sports.
While our initial target after the founding was to enter the second division of the Japan Table Tennis League, we set up the coincided with the launch of the T League, which has a higher competition level and a higher profile. By participating in the league, we aim to enable our team to cultivate a strong sense of unity in our Group.
In the meantime, we also promote initiatives to contribute to society and the local community through table tennis, such as the organization of table tennis classes for local residents.

Activities of the women’s table tennis club

- 2016.9 Creation of a table tennis club to create the association of facilities and recruitment activities.
- 2016.12 A board of directors of the table tennis club association approved the plan to establish a league.
- 2017.1 Mr. Takuro Shihata became the head coach and various activities to recruit team staff and players were started.
- 2017.6 Call Development Department formed.
- 2017.9 Table tennis leagues for men and women (T League) started.
- 2018.1 Division 1 (from Japan, Taiwan, Singapore, and Hong Kong).
- 2018.2 Announcement of the participation in T League.
- 2018.10 Nippon Paint Talents, women’s team.
- 2018.11 Nippon Paint Talents, women’s team.

Through the participation in the T League
Our employees who were watching the games and cheering our team expressed enthusiasm and a sense of unity that were rarely seen before. The cheering squad formed voluntarily by employees became a new community in which they participate regardless of site, department, age, or sex. Employees from different sites gathered in the game venues across Japan to create a new type of communication. Furthermore, the home games generated “One Team” activities, including the adventuring of newly-developed technologies by the R&D department in a joyful manner in a booth of the venue, as well as a halftime performance by baton twirlers who were formerly members of baton twirling clubs.
Through the participation in the community-based league, Nippon Paint Matters are creating a wider circle of new communities mainly based in Osaka, its home city. We will develop activities to ensure that the team connects with the local community and not only the team itself and our company but also all people can be proud of the team.

Participation in the T League (Nippon Paint Talents embarked in 2018)
Initiatives to Disseminate the Management Philosophy

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Image of the dissemination of the management philosophy

Realization of the philosophy

Cultivation of the culture

Sharing of the historical background of the company management philosophy

Sharing of the philosophy

Notification of the management philosophy

(Management philosophy book, pocket card, etc.)

Production and distribution of management philosophy tools

To notify employees of the new management philosophy, we have distributed posters and portable pocket cards, as well as a “management philosophy book,” which mentions the background of the re-establishment of the management philosophy and messages from the management, to all employees. We have also produced a “management philosophy video” to deepen the understanding of the management philosophy. The video, which created the values that form the basis of the management philosophy and have been taken over since the founding of the company can be learned along with its history, is used in internal training programs and workshops. In fiscal 2019, we plan to produce all the tools in other languages and introduce them to overseas sites.

Workshop for the top management

We organized a management philosophy workshop for the top management in August 2018. Executive officers of Nippon Paint Holdings participated in the workshop to discuss the state the Group would like to be and share issues to be tackled by the top management. The workshop gave them an opportunity to reaffirm their determination to disseminate the management philosophy and reform the culture.

Development of the workshop

Following the workshops for the top management, we organized a workshop for department heads in the Group in the eastern and western areas of Japan four times in total from December 2018 to January 2019. The department heads actively exchanged opinions about the actions they should take to realize the management philosophy from the middle management position. In fiscal 2019, we have been introducing the philosophy workshop into the workbooks as well. In sequence, we have also incorporated the workshop into the position-based group training programs including new employee training to enhance understanding and sympathy of employees with the management philosophy through dialogue.

Activities of the women’s table tennis club

Founding of a women’s table tennis club

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Table tennis class organized in cooperation with Nippon Paint Holdings

Through the participation in the T League

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The regular season for 2019-20 ended, improvement began immediately

2016.9

2016.12

2017.4

2017.6

2017.6

2018.1

2018.3

2018.9

2018.10

2018.11

2018.12

2019.2

2019.6

2019.9

2019.12

2020.3

2020.5

2020.8

2020.10