

トヨタ自動車九州(株)

Toyota Motor Kyushu, Inc.

主査コメント

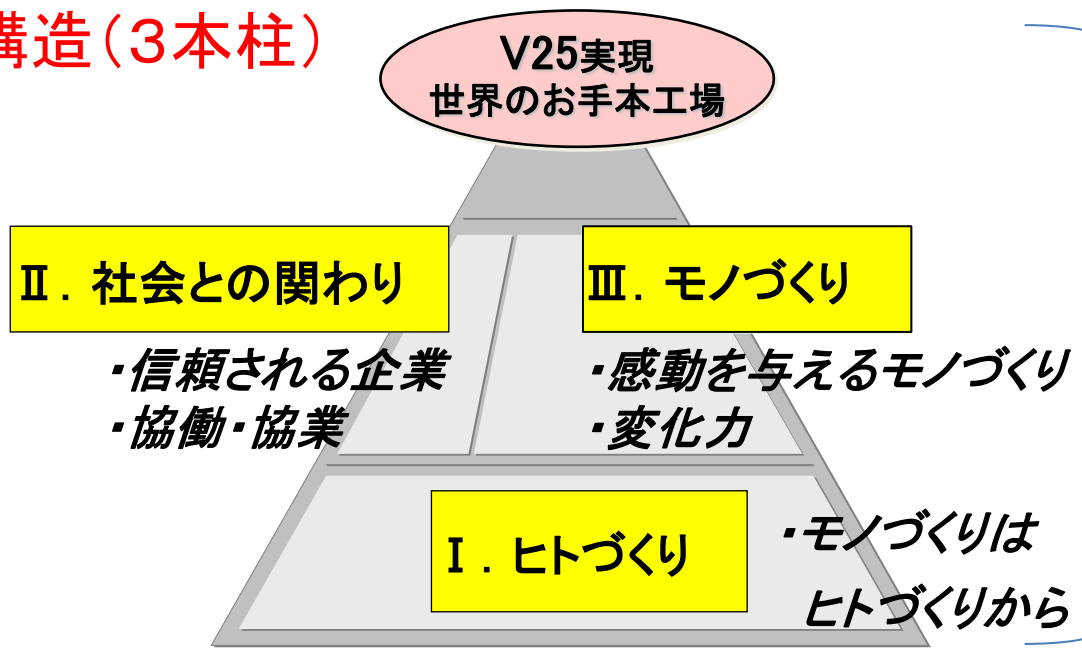
Lead Examiner's Comment

高橋 武則(目白大学)

Dr. Takenori Takahashi

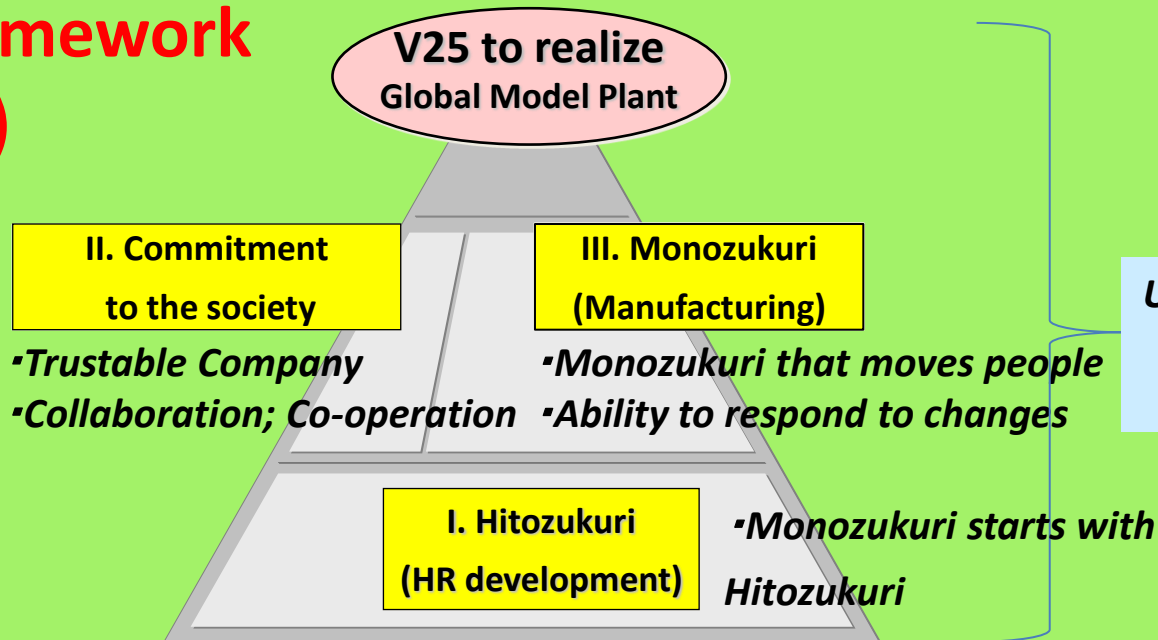
Professor, Mejiro University

ビジョン構造(3本柱)



九州の総合力
「TEAM KYUSHU」
が合い言葉

Vison framework (3 pillars)



United power of Kyushu:
"TEAM KYUSHU"
is the password

[人材 (Human Resources)] → [人財 (Valuable HR)]

- * 熱くチャレンジし続けるプロ人財育成**
- * チーム力を活かした強い職場づくり**
- * 達成感と自らの成長を感じられる制度づくり**

**I. Hitozukuri
(HR development)**

“Monozukuri starts with Hitozukuri”

[Human Resources] → [Valuable HR]

- * Develop professional & valuable human resources who keep challenging with passion**
- * Establish a strong workplace that maximize the ability of teams**
- * Establish a system that enables people to feel a sense of accomplishment and self-growth**

* 地域連携に向けて

「地域社会との連携の強化」: 専任部署の設置

* 自然との共生に向けて

「クリーン&グリーンの追求」: CO2低減の積極的取組

II. Commitment to the society

“Trustable company”

* Towards regional partnership

“To strengthen partnership with regional society”:

-Established a dedicated section

* Towards co-existence with nature

“To pursue clean & green”:

-Actively involved to reduce CO2 emission

*クルマづくりはチーム活動

・取引先, ・販売店, ・地域住民

・教育機関, ・自治体

を含めた地域全体
で取り組む協働・協業

* Car manufacturing is a team activity that encompasses:

#Client; #Dealer; #Local residents

#Educational institute; #municipal government

And requires collaboration and co-operation that involves
entire region

- * 商品力向上に向けて:「魅力ある商品の創出」
四位一体:設計・生技・製造・品質の各部門の同席設計
- * 品質向上に向けて:「TMKならではの高品質の実現」
レクサスに相応しい「ときめき」と「やすらぎ」品質の追求
- * 生技と製造との連携強化に向けて:「こだわりの造り込みの実践」
⇒ IQSナンバー1活動 ⇒【プラチナ賞】受賞

III. Monozukuri (Manufacturing)

“Car manufacturing that moves people”

- *Towards enhancement of product appeal: “Develop to create attractive products”
The Quaternity: design with people presented from
#R&D, #product engineering, #manufacturing and #quality
- *Towards quality improvement: “Realize high quality of TMK” Create
“Tokimeki (exciting)” and “Yasuragi (relaxing)” quality that suites Lexus brand
- *Towards strengthening alliance between product development and
manufacturing: “Implement persistence to manufacturing”
⇒IQS No.1 Activity⇒Awarded the “Platinum Plant Quality Award”(J.D. Power)

Ⅲ. モノづくり “変化力(変化に対する総合能力)”

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- * 「変化に気付く力」: 受信能力
やがて到来する変化をいち早く察知する.
- * 「変化に対応する力」: 対応能力
到来した変化を柔軟に処理する.
- * 「変化を作り出す力」: 発信能力
自らも有意義な変化を作り提案していく.

III. Monozukuri (Manufacturing)

“(Integrated) Ability to respond to changes”

- * “Ability to sense changes”: Receptive ability
#Sense a change instantaneously that will come before long
- * “Ability to respond to changes”: Responsive ability“
#Cope with a change flexibly
- * “Ability to create changes”: Transmission ability
#Create to propose a productive change

九州の総合力⇒“TEAM KYUSHU”が合い言葉 8/8

先導と協働が機能したことによる成果

* 先導: 先に立って導く, * 協働: 同じ目的のために協力して働く

世界のお手本工場: モノづくりはヒトづくりから

様々な活動による取り組みの結果,

* プロ人財・マルチ人財が育ち,

* 車両原価とCO₂が大幅に低減され,

米国IQS製造スコア第1位(プラチナ賞)を受賞

United power of Kyushu⇒“TEAM KYUSHU” is the password

Outcome of Leadership and Collaboration

*Leadership: to lead ahead of team

*Collaboration: to work together for the same purpose

Global model plant: Monozukuri starts with Hitozukuri

As a result of various activities;

*Professional & valuable HR were fostered,

*Manufacturing cost and CO₂ emission were significantly reduced.

★Ranked as No. 1 in IQS score and awarded the Platinum Plant Quality Award