

Highlight
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Innovation for Decent Work

Related SDGs



Background of Lion Initiatives:

The LIVE Plan (4) Create Dynamism to Foster Innovative Change

Growth in Human Resources is Growth of the Corporation

● Basic Approach

In order to grow sustainability and to foster the corporate strength for surviving global competition, it will be essential for the Lion Group to create dynamism of human resources, organization, and culture. Lion is working on “Create dynamism to foster innovative change,” of the “LIVE Plan”, Medium-term Management Plan, as the theme of our measures to strengthen the foundation of our human resources development.

A company consists of the sum of its individual employees. Therefore, if the individual employees act vigorously of their own will, stimulate each other, and engender waves of positive innovation (we call this “dynamism”) in their departments and in the company as a whole, then they will contribute to the dynamism of the organization. Our company is based upon this idea.

● Enhancing Programs that lead to Decent Work

Decent work for employees is that they can have an opportunities to grow. As we see it, this means that decent work contributes to the creation of new value for the organization, as well. We are engaged in improving the systems and environment of the company, and developing programs by which every individual employee can gain higher motivation, enjoys work and feels satisfaction in their work. We are pursuing wide-ranging measures, in particular, related to (1) Developing Human Resources, (2) Promoting Diversity, (3) Improving the various kinds of institution and working environment, and (4) Making Healthy Behavior Habituals. In this way, we are aiming to build up diverse and open human resources, organizations, and corporate culture.

	Item	Distinctive Initiatives
	① Developing Human Resources	<ul style="list-style-type: none"> Establish the Lion Career Village Foster next-generation management Hold ReDesign FORUM
	② Promoting Diversity	<ul style="list-style-type: none"> Promotion of Women's Participation Expanding work opportunities for people with disabilities
	③ Promoting a Work-Life Balance	<ul style="list-style-type: none"> Support measures for balancing work and nursing care Support measures for balancing work and child-care Adopt a work-at-home system
	④ Making Healthy Behavior Habituals	<ul style="list-style-type: none"> Implement “GENKI” actions Mental health measures

Initiatives for Creating Dynamism



pp. 43-47 of the Sustainability Report for more information

Holding the ReDesign FORUM

We are pursuing our “ReDesign Activities” as a company-wide initiative because we think it is necessary to engage in activities that create dynamism for personnel, organizations, and management by means of earnest discussion between younger employees and management about essential issues that could alter Lion’s corporate behavior. In 2018, we launched a workshop called the “ReDesign FORUM” as a part of the “ReDesign Activities.” Its purpose is to convey directly to management the passionate desire of employees, particularly from younger employees, to bring change to the company and to rapidly implement their proposals.



ReDesign Forum

Description

The fiscal year 2018 ReDesign FORUM was made up of three sessions in total. The participants, 99 in total, were younger employees from a variety of divisions and members of management. At the first session, in July, three themes were selected to contribute to the reforms of Lion for the purpose of creating new value. For each theme, issues were identified and selected.

Themes

1. Work style reforms for maximizing new value creation
2. Operational reforms for maximizing the speed of business
3. Maximizing the use of human resources



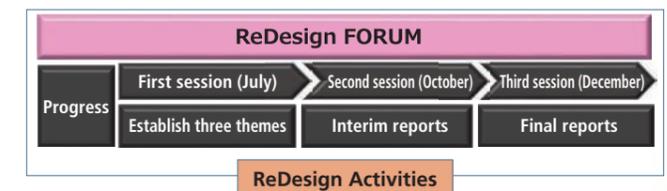
A scene of the FORUM with Chairman Hama in attendance

Overall View of the ReDesign Activities

Practicing the Purpose

Creating Dynamism in Personnel, Organizations, and Management

Incorporating the ReDesign Activities



That was followed by a study to resolve the issues by through activities such as trial implementation of measures and interviews with the relevant divisions, outside experts, and other corporations. At the second session, in October, interim reports on these efforts were presented. At the third session, in December, final reports were presented and the management members considered the feasibility of the measures proposed by each team.

Results

In response to the three sessions of the ReDesign FORUM, measures proposed by the employees began moving towards full-fledged implementation in 2019. Going forward, we will further develop these initiatives.

To Further “Create Dynamism to foster Innovative Change”

Lion intends to continue placing importance on the decent work of company employees. Through this, we will generate dynamism in our personnel that we will channel to the development of corporate strength in order to survive global competition as an organization as well as to the sustainable growth of our company.