

Case Study.

Listed diversified industrial equipment manufacturing group.
Japan.
Manufacturing.

Sustainability training creates a shared vision across units

Challenge

This diversified group (Mobility, Mobile Devices, Home Appliances, Medical Technologies, Food and Consumer Goods, Cosmetics, Industrial Equipment products) has set ambitious sustainability goals and rigorous compliance mandates at the parent-company level, cascaded to the entire group. Therefore, the group has identified an opportunity to align teams and cultures across its three business segments and more than 50 operations in Japan and around the world.

The group sought sustainability and ESG training to align teams and cultures around a shared vision of sustainability and purpose. They recognised that a common understanding of sustainability matters would enhance the implementation of sustainability priorities and commitments by integrating them into the group's short-, medium- and long-term business strategy.

dss+ Approach

Leveraging our academic roots and long experience in ESG training and strategy, dss+ proposed a tailored program which included over 20 hours of live training to two distinct groups—all employees and senior leadership—as well as workshops for senior leadership groups in the US and Europe.

Four training modules were developed to cover key sustainability topics, supporting consensus and clarity around what sustainability means to the group:

- Introduction to sustainability and ESG themes
- The global ESG landscape and relevant sustainability frameworks and standards
- ESG and value creation
- Governance structure for sustainability, for senior leadership only



Assignment

Conduct focused sustainability training to promote awareness, clarity and shared vision.



Offering

Sustainability training, capability building.



Impact

400+ employees were trained in alignment with the group's sustainability ambitions and compliance requirements.

The group's mission, behavioural change, and cultural transformation have been conveyed throughout the training sessions, helping employees buy into key sustainability topics and challenges, to optimising value creation for employees and management.



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