

#Team Takahashi

Committing to the leadership of Team Takahashi that has diverse talents fulfilling with their characters, Resonac is promoting reformation that aims maximizing corporate value.



Shigeru Fujita

Hiroshi Adachi

Takafumi Sakurada

Hirotsugu Fukuda

Makoto Takeda

Satoshi Hara

César Castiñeira

Naobumi Shimpo

Hideki Somemiya

Masato Fukushima

Tomomitsu Maoka

Yasushi Makabe

Hidehito Takahashi

Nami Matsuko

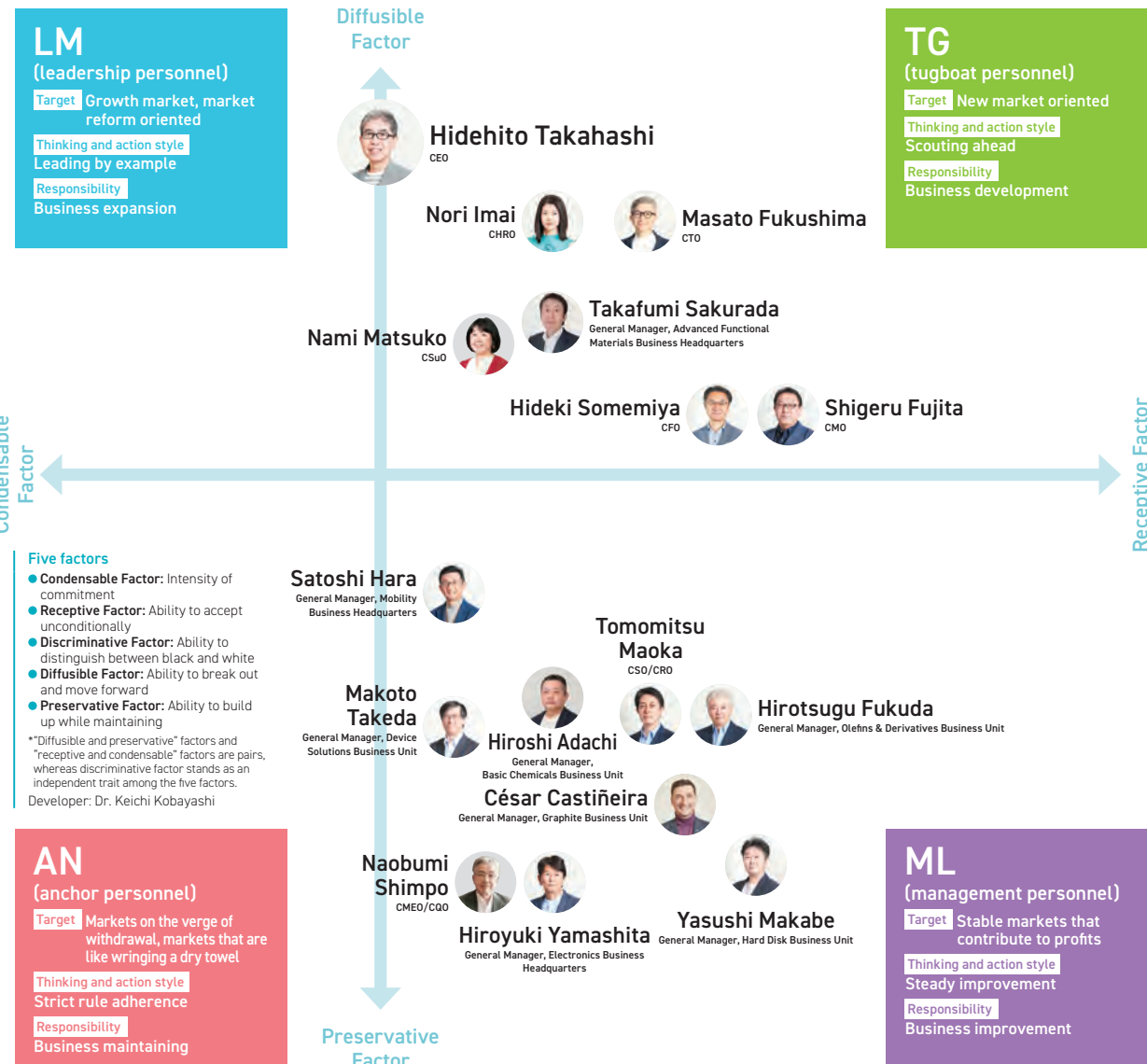
Nori Imai

Hiroyuki Yamashita

#Team Takahashi- Overhead View with FFS Theory

The Five Factors & Stress (FFS) theory was developed in the study of stress and personality. It quantifies human thought and behavioral characteristics in terms of five factors and stress values, and provides insight into whether an individual's latent strengths are being positively or negatively expressed.

Resonac uses FFS theory to deepen self-understanding and understanding of others, and promotes the creation of teams in which each individual is aware of their own role and are able to leverage their strengths while maintaining psychological safety. Resonac's management team, Team Takahashi, is structured in a manner truly suitable for a period of transformation. CEO Hidehito Takahashi leverages the characteristics of LM (leadership personnel) to lead everyone, while TG (tugboat personnel) is responsible for pioneering, and ML (management personnel) is in charge of improvements.



#Team Takahashi: "This is the kind of leader I want to be"

<p>LM</p> <p>Hidehito Takahashi Chief Executive Officer (CEO)</p> <p>I want to be a person who can ensure thorough psychological safety, and a presence that others want to support</p>	<p>TG</p> <p>Hideki Somemiya Chief Financial Officer (CFO)</p> <p>Passion-sharing type: I want to share a vision and enthusiasm, and ignite motivation.</p>	<p>ML</p> <p>Tomomitsu Maoka Chief Strategy Officer (CSO) Chief Risk Management Officer (CRO)</p> <p>Play both defense and offense at will, while keeping a broad perspective and looking at the whole picture.</p>	<p>TG</p> <p>Nori Imai Chief Human Resource Officer (CHRO)</p> <p>Symphonic type: I want to change society with a team of diverse members who are connected by the same aspirations.</p>
<p>TG</p> <p>Shigeru Fujita Chief Marketing Officer (CMO)</p> <p>Captain type: I want to encourage free and open action among team members, deciding the course through the exchange of ideas.</p>	<p>TG</p> <p>Nami Matsuko Chief Sustainability Officer (CSuO)</p> <p>Shepherd type: I want to just let team members roam free and be by their side, but will let them enjoy being lost</p>	<p>ML</p> <p>Naobumi Shimpō Chief Operations, Manufacturing and Engineering Officer (CMEO) Chief Quality Officer (CQO)</p> <p>"Frontline first": I want share concerns, stay close to the frontline, and always move forward.</p>	<p>TG</p> <p>Masato Fukushima Chief Technology Officer (CTO)</p> <p>Always listen to the concerns of team members, find solutions together, and ensure no one feels alone! (cheerful R&D environment where everyone is equal)</p>
<p>ML</p> <p>Hiroyuki Yamashita General Manager, Electronics Business Headquarters</p> <p>I aim to make quick decisions based on information sharing, with a constant awareness of balance.</p>	<p>ML</p> <p>Yasushi Makabe General Manager, Hard Disk Business Unit</p> <p>Not exactly the image of an ideal leader, but my motto is to cry together and laugh together.</p>	<p>ML</p> <p>Makoto Takeda General Manager, Device Solutions Business Unit</p> <p>American Football head coach type: I believe in a unified team spirit and the skill of my "players."</p>	<p>ML</p> <p>Satoshi Hara General Manager, Mobility Business Headquarters</p> <p>I want to be a leader who can speed up tasks to achieve our long-term vision.</p>
<p>TG</p> <p>Takafumi Sakurada General Manager, Advanced Functional Materials Business Headquarters</p> <p>I want to be a leader who improves rules and work environments that enable everyone perform to their full potential.</p>	<p>ML</p> <p>Hirotsugu Fukuda General Manager, Olefins & Derivatives Business Unit</p> <p>I leave things up to team members first, elicit their opinions, and then work together to find the best solutions and direction.</p>	<p>ML</p> <p>Hiroshi Adachi General Manager, Basic Chemicals Business Unit</p> <p>I want to be a leader who can maximize team strength while leveraging individuality.</p>	<p>ML</p> <p>César Castiñeira General Manager, Graphite Business Unit</p> <p>I aspire to lead, influence, and finally transform others through example, integrity, humility, vision, and hard work.</p>

Team building with FFS theory ~Case study of the CFO organization~

We have further expanded the area of utilization from management analysis and recommended active utilization at the organizational level since 2023. In the CFO organization, for example, workshops incorporating FFS theory were conducted during junior training to let participants personally experience differences in team discussion processes and outputs, and we received feedback such as "I understood the importance of diversity" and "It seems like our work environment will become more comfortable." There is a growing awareness that FFS is a more accessible and useful tool.

It is not about being good because one particular factor is high nor what type is superior, and we continue to promote the use of FFS theory to understand one's own and others' ways of thinking and actions and to build a strong team that can complement each other's personalities.



Workshop at the CFO organization

*As of July 1, 2024