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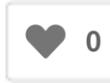
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Vol. 18 / 2022.6 June issue

Special feature

NEW



ENGLISH



## Tell me, Mr. Sato! A new employee asks the president 12 things ver.1

### Mr. Sato seriously answered the straightforward question of the new employee!

On May 17, four representatives of new employees talked with Mr. Sato. New employees

"When did you become aware of the president?" "What are the things that change and the things that do not change with electrification?"

He asked a question that could be called a fastball, such as "?" Mr. Sato makes it true I took it from the front and answered politely based on my own experience. sum

I will tell you the question and answer that was really done three times even in a quiet atmosphere. degree

What kind of question and what kind of answer did you come up with?



New employee who challenged Mr. Sato

It is these four people who challenged this time.

## RANKING



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INFORMATION INFORMATION

# Jatco

**Jatco**  
The mission is passion.

\* Personal profile is "New employee article"[new Enteremployee SelfIntroduction corner](#) Confirm from please give me.



志村 健太



杉本 公美



佐野 覚斗



高田 美夕

## Q1: When did Mr. Sato start to be aware of the "President's seat"?



Kenta Shimura

**Answer: Maybe I was aware that I would be the president in the first or second year of joining the company.**

I never thought about becoming president until I joined the company. Get out of Kyushu I didn't mean to. I wonder if I should take over the small woodworking that my parents used to do I was thinking about it. When I was in college, I was introduced to various things by a professor and went out to Kanto. It will be, but the senior who was in the forging of the Fuji 2 district to which I was first assigned said, "I There was a senior who said, "I will become the president in the future." I was on good terms, so that My senior said, "If you have to do this to become president, you have to be able to do this." I was often told the story. I didn't mean to be aware of it at that time, but now I think For example, I may have been aware of the president in the first or second year of joining the company. People dream In order to make this happen, both the president and the doctor must say, "I want to be like this."

I think it is important to have a physical image. Even when putting golf  
The ball will never enter unless you hit it so that it pops out to the other side of the ball.  
In order to make your dreams come true, you have to try to reach the goal "beyond". is  
So, please do your best with the awareness that you will become the president in the future (laughs).

Mr. Shimura: If you listen to what you are talking about and do your best, I may be able to become president.

I thought it wasn't. I want to be aware of it!

**Q2: I haven't experienced a big setback in my 18 years of life. Do you have any experience of great setbacks among Mr. Sato?**



Kakuto Sano

**Answer: There are many setbacks (laughs). Don't be afraid of failure or setback, I want you to challenge more and more**

I have a lot of frustrated experiences (laughs). Repeated success and frustration  
It was. When I was about 23 or 4 years old, "I know how to operate the equipment in Japan.  
I was able to operate a difficult forging facility that is said to be "one or two people", so the forging industry  
Then I became a celebrity. And at my suggestion, a new facility that applies that facility  
I introduced it to Fuji, but eventually I couldn't move it and decided to crush it. Big  
It was a frustration. In addition, we plan to build a forging factory in the Kyushu factory, and will pay 20 billion yen.  
The proposal to invest will pass. However, the plan was canceled due to the bursting of the bubble economy.  
I was there. At the Kyushu factory, there are still some areas that have been leveled and filled.  
vinegar. When I go there, I still think, "I should have built a factory here."  
But I wasn't forced to leave the company because of these failures, and I was in my current position.  
There are. So don't be afraid to fail and be frustrated.

I want you to challenge more and more without fear. There will always be people who will support me,  
It doesn't ruin your life. Toughness while young  
I think it's okay to fail. I am making good use of that experience. Thanks for the money  
It's pretty noisy (laughs).

**Mr. Sano:** Thank you. I experienced a setback as big as Mr. Sato's story.  
I have never been, but I am not afraid of failure and will try various things.  
I got it.

**Q3:** I was strongly impressed by the word "challenge" in the message of the entrance ceremony. Please tell us about Mr. Sato's "episode where the challenge led to success".

---



Miyu Takada's fastball question. Mr. Sato thinking about the answer

**Answer: Build up the ability to think about the other person's heart and explain it well, and the ability to pull around**

---

Let me tell you a story that is connected to the story of the frustration I mentioned earlier. Immediately after joining the company, how many generations of seniors

I was entrusted with a difficult forging facility called cross roll that could not be launched over the years.

I did. I thought, "Can I do what my seniors couldn't do?"

"If this job goes well, my future is bright. It's an opportunity!"

I switched to my feelings and faced my work. This is the first challenge. And the book

It worked really well. I don't know at the beginning, so I'll be in front of the equipment for three days and three nights.

I was watching the parts made cleanly. When you get sleepy, sit in a chair around you

I was sleeping. The chief of the site said, "Why are you still there?"

I did (laughs). And it was the morning of the third day that I somehow understood, and then that

I have come to discuss how to use the equipment of Yokohama University with a professor at Yokohama University.

rice field.

Another story of success is the Kyushu factory's "That" which was canceled at a cost of 20 billion yen. After that. It is regrettable that 20 billion yen will be thrown away. 16 billion yen of that was a facility, but I thought I would use this facility someday, so it was called overseas packaging. I packed it so that it wouldn't rust even if I took it overseas and laid it on the edge of the Yokohama factory. vinegar. And I was transferred to the department that plans the future strategy of the unit such as the engine. I thought this was an opportunity. Actually, I tried to introduce it in Kyushu. It was the equipment of the V6 engine. At that time, the mainstream of Nissan cars was a direct 6 engine. However, if the V6 engine is adopted, the sleeping equipment will be restored! That's why I was enthusiastic and appealed the wonderfulness of the V6 engine in various places. Mochiro. Not only my strength, but also the support of the people around me will gradually increase. All the engines were switched to V6 engines, and the equipment that had been laid down in Yokohama was revived. I was able to make it. I was able to return 16 billion yen. This is also an epi that the challenge was successful. It's a sword.

The explanation to people and the power to pull around are gradually learned from such a place. It may have followed. Look at the other person and feel what you think. Then, please persuade the people around you to move and lead the challenge to success.

**Mr. Takada:** I consult with my boss and create an environment where I can grow steadily. I want to make it with my own power. This is my challenge.

**Q4:** Please tell us about the appeal of JATCO that Mr. Sato thinks. Also, please tell us what you want to protect and change with JATCO in the future.

---



Kimi Sugimoto

**Answer: While maintaining a serious and sincere personality, we will change technology, products handled, and human skills.**

---

It's a difficult but interesting question. I came to Jatco in 2003, so  
It's been 20 years. The company was able to get the CVT business on track  
In that sense, the CVT business went well at the company. But the CVT is a thing  
It was very difficult to do. That's because the CVT is a very delicate piece of technology.  
It was like working with glass work. Raw the glass work as an industrial product  
To give birth, we have created very strict rules. But Jatco's company  
The members follow the strict rules properly. Serious, sincere, and decided  
Protect what was done. I love that personality. This personality is the foundation of the company  
I think that it must be absolutely protected.

On the other hand, things that change. The automobile industry is currently undergoing a once-in-a-century transformation. To electrification  
The shift is without waiting. The serious personality of this company that has created CVT has changed  
Instead, we need to change the technology, the products we handle, and the skills of people. For Jatco  
Besides, gears, gears, assembly technology, the ability to pursue the driving of customers for cars, etc.  
There are various strengths such as throat, so make full use of these and do electrification  
To go.

Another thing I want to change is DX. About 4 years ago, I saw a person who was bright in digital in the company  
We gathered together to form a digital innovation team (currently AD0). Good at this  
How do you use it to enter the world of Metaverse? This will never be done  
Must not be.

**Mr. Sugimoto:** I myself can be absorbed in one thing, and if I do it without giving up  
I think it's a good place. On the other hand, you can't see the surroundings  
There is.

**Mr. Sato:** That's the same as Jatco. CVT life that is difficult to concentrate on one thing  
We have achieved production, but now we have to deal with electrification. Around  
It is important to see. Please look around and change yourself, too.

stomach.

How was the sharp question of the new employees? A serious look at Mr. Sato's answer  
It was very impressive to hear at. What kind of exchange will be held next time  
Shall we?

Please look forward to the second time.

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**Even electrification will contribute to quality!**

**Ito DGM Quality Meet of Psychology major until graduate school**

**Sage**

2022.06.16

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