

A year of change: what we saw on the ground

— "Enjoy the change." A year in the life of people who embody this —



FY25 was a year of many changes for JATCO.

First shipment of X-in-1 electrification components.

This marks the first public unveiling of a new business: a wheelchair with a transfer mechanism.

The efforts we've been working on are slowly beginning to take shape.

I feel that it was a year of "sprouting" and new beginnings.

On the other hand, with changes in organizations and work styles, many people on the front lines were probably experiencing busier days than ever before.

The way we do our work will change.

My area of responsibility will expand.

It was a year of facing work in a rapidly changing environment.

I heard many such comments during my interviews.

The manufacturing site takes on the challenge of X-in-1.

During FY25, My JATCO had the opportunity to cover a variety of sites.

Of all the things I've seen, what has left the biggest impression on me is the work

of everyone involved with the electrification component "X-in-1".

From the R&D department to the casting and forging sites, and even to the production sites in the Fuji Area 4.

Over a period of about six months, I interviewed many people.

Every department faced challenges related to new technologies and unfamiliar work. Nevertheless, it was clear that they had overcome each challenge one by one, relying on the wisdom and experience they had cultivated in manufacturing over the years, and through trial and error.

The more I interviewed them, the more I realized that JATCO's strength lies in this accumulation of experience on the ground.

When you try something new, not everything goes smoothly.

There will be times when things don't go as planned, and you might find yourself stopping on your tracks.

Nevertheless, there are people on the ground who refuse to give up, continue to think about "how can we make it happen," and take the next step forward.

Seeing that, I felt the true strength of JATCO's manufacturing capabilities.

Ishii-san of "Technical Assistant" is at the heart of the change.

Another thing that left a strong impression on me was seeing Ishii-san, who, as a Technical Assistant (TA), was supporting the president from a technical standpoint. Technical advisors (TAs) play a crucial role in supporting top management from a technical perspective, handling a wide range of tasks including creating internal and external communications and documents.

This is a unique role that is characteristic of the Nissan Motor Group.

Ishii-san has gained 20 years of experience in the cost planning department since joining the company, but this year she took on a new role as a Technical Advisor (TA).

I remember being struck by his words, as he laughed and said, "I'm working really hard" at this job, which is in a completely different field than anything he'd done before.

To be at the very heart of management, understand the CEO's vision, and express it in a way that resonates with many people.

He shared the difficulties of working while navigating diverse perspectives.

Nevertheless, from the nuances of his words, I could sense that he was positively enjoying the days as he faced his new role.

Now, he's completely settled into the role of "Ishii-san from Tech Assistant."

The term of office is one year.

Perhaps Ishii-san was the one who experienced the biggest change this past year.

"Enjoy the change." People who embody this

What I've noticed through these interviews is that the people who are during change seem to talk about their work with a certain enthusiasm.

Someone who is challenging themselves with new technologies.

Someone who is taking on an unprecedented initiative.

A person who is constantly striving to improve the workplace.

Change is never easy.

Sometimes it involves a great deal of burden and pressure.

Nevertheless, I felt that there are many people at JATCO who are positively embracing the challenges amidst these changes and trying to find new possibilities.

A phrase that describes JATCO's stance is,

"Enjoy the change." There is.

Through my interviews, I've come to realize once again that there are many people who truly embody these words.



We will continue to communicate about "change."

FY26 will surely be another year of continuous change.

My JATCO will continue to bring you stories of people taking on challenges amidst these changes, as well as new initiatives emerging on the ground.

If you have any information about initiatives or people you'd like to introduce, please let the editorial team know.

We hope you will continue to support My JATCO next year.

And going forward, I hope to continue sharing stories from the field as we enjoy the "changes" at JATCO together with all of you.

FY25, thank you so much for all your hard work.

May you welcome the new year with a refreshed spirit.



What lies beyond change is, ultimately, "people."