

# Komatsu

## Crafting Komatsu as a Positive Company



+ Well-Being



+ Cooperation



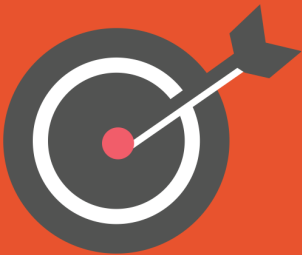
+ Positive Vision



+ Productivity



### PERFORMANCE



RE-SHAPING individuals and teams mindset and behaviors towards positivity, cooperation and well-being

CONSOLIDATION and BROADCASTING of new practices to make happiness a habit, embedded in organizational routines and processes.

## TIME LINE

FEB 2015 - NOV 2016

POSITIVE TRAINING experiential workshop and training tools delivered to second line managers

13 DEC 2016

International REWARD Participation at the OSI Geneva conference to share innovation activities for positive change in the workplace.

2017

Strengthening On the job positive training and reinforcement of happiness broadcasting activities

NOV 2015 - JUL 2016

POSITIVE TRAINING experiential workshop and training tools delivered to first line managers

3 NOV 2016

Positive INFLUENCE Ecipar Project. The positive school meet the positive company for shaping a better future for teens.

CHRISTMAS 2016

Sharing SUCCESS: internal and institutional communication activities to share and spread the UN results.



## WE WORK WITH - BUSINESS

I'm a manager, a Company, a Consultancy...I'd like to introduce Positive Organization's policies in my field.  
What can I do?  
What can we do together?



"Considering people first, caring for their wellbeing, providing them with the information and tools to develop a positive emotional and mental attitude, favoring their cooperation are the elements of a long but possible step-by step road - a crafting job - that is allowing us to build people resilience and organizational ability to successfully adapt and face the challenges of change and complexity of our time."

Francesco Blasi  
HR Manager Komatsu  
Manufacturing Italy

## IMPACT MAP



**POSITIVE TRAINING** for first and second line managers in order to develop and share the new information, tools and common vision.

Internal and external **COMMUNICATION** activities, to reinforce and spread the cultural change towards all the organization and the community.

**400 WORKERS**  
**16 h - DIRECT TRAINING**  
**40 h - DISTANCE TRAINING**  
**20 h - OTHER ACTIVITIES**

## Crafting a Positive Organization

Science has shown that a positive organizational culture not only helps to achieve outstanding business results, but it also can unlock people energies and potential, making the happiness of employees a compelling proposition for smarter working practices. The applications in the managerial field have shown that the most powerful drivers of performance lie in the mental attitude with which people view the world and in the ability to recognize and consciously utilize the energy of emotions, so to make effective choices. Researches and studies have shown that training programs that work on these aspects have a significant impacts on:

+ 300% Innovation (HBR) + 44% Retention (Gallup) + 37% Sales (Shawn Achor) + 21% Productivity (Shawn Achor)