

Employees development

With a clear image of talent we need to achieve our vision, we offer learning and training opportunities to encourage employees to further develop skills and performance, and create a proper evaluation system and a workplace where employees can demonstrate their abilities to the full.

Human resource development

The Human Resources Division of Miraca Holdings has been implementing the Miraca Talent Review every year since fiscal 2015. This is an annual process to ensure the right people are in the right jobs, focusing on the aptitude of each employee in and outside Japan. By identifying and nurturing talent and reviewing our human resources situation, this helps with individual career planning for each employee, ability assessments, and individual development. The Miraca Management Development Program, training for managers, is held every year, giving a deep understanding of the Miraca Group's Value to foster our corporate culture. We are working to nurture personnel who support the Group's corporate value by reinforcing evaluator training and personnel management. We are also trying to raise shared awareness in the Group by implementing joint training at various levels, such as training for new managers and training for new recruits.

Each group company also carries out its own specialist training. SRL opened a Training Center in 2017 and has established a system to provide training efficiently and effectively. Fujirebio has identified training of Diagnostics Medical Representatives (DMRs) as an important management issue. DMRs need a high degree of expertise, a broad perspective, and a flexible approach. We have therefore created a system of training and practice tests to help employees pass the DMR qualification exam, as well as staged training to improve their capabilities. We have also set up a system that give the opportunities for young employees in the sales department to experience work in other departments, such as marketing, production and development, encouraging them to find out things that cannot be learnt through training.

Fostering a CSR Mindset

In July 2017, we appointed CSR managers in all 31 departments of Miraca Holdings, SRL and Fujirebio to lead CSR activities based on the work of each department. The CSR managers work with the CSR Promotion Department to facilitate CSR training and two-way communication, rolling out CSR activities in each department with "full participation" as a key word.

To enhance two-way communication, we issue a CSR Newsletter and run an awards scheme to support the CSR activities in each company. The CSR Newsletter contains information to deepen understanding of CSR and the company's actions. The awards scheme recognizes examples of good practice in each of the four areas of CSR activities.

The Miraca Library Café is held every second month to present the knowledge and experience of the Group's employees outside of their main work, providing an opportunity for other employees to hear about these.

Training name	Attendees	No. of attendees	Date	Main purpose
CSR kickoff session	All Division Heads of the main 3 companies	25	Jul.	Sharing the Miraca Group's new CSR model's structure
CSR manager session	All CSR Divisional Representatives	30	Jul.	Workshop to identify CSR work and potential activities
CSR employee briefing	All employees of the main 3 companies	801	Aug.-Sep.	Sharing information about CSR/ the Miraca Group's initiatives
GRI briefing	All CSR Divisional Representatives	27	Dec.	GRI Standards, ESG evaluation etc.

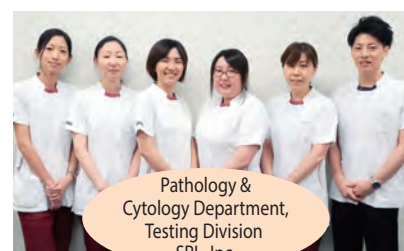


CSR employee briefing (August 2017, Hachioji Office)

Working as a team to gain difficult qualifications

The clinical pathologist (grade 2) and cytotechnologist qualifications are among the most difficult certifications to obtain, so we have created a follow-up system for the team as a whole. In particular, for the cytotechnologist certification, we have made a multi-year plan and assigned a coach to help employees prepare for the exams at each stage.

Going forward, we plan to create a training system tailored to each exam and a procedure that employees can follow towards gaining qualifications, leading to self-fulfillment.



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Comments