

Column

Next-Generation Core Members Look ahead to the Future

At the next-generation core members meetings, participants from different Group companies and divisions seriously discussed the future of the Nihon Chouzai Group twice a month. Here, four of the core members talk about the changes they experienced and insights they gained as a result of taking part in the meetings. They also share their thoughts on achieving the vision and their enthusiasm for disseminating and putting the vision into action across the Group.



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In trying to settle upon “the kind of Group we want to become,” it was clear that there were various ways of approaching the question depending on the position of the various business units or the individual person. The process of delving into this abstract question also involved philosophical elements, and I found it very challenging.

The core members, brought together across the various dividing lines of the Group, all came with their own thoughts and ideas, so we took time to talk over issues from a variety of angles. This process enabled me to feel a mounting sense of excitement over the thought that the Group was going to improve even more going forward.

In the future, I'd like to bring the experience I gained in these meetings back to the Pharmaceutical Manufacturing and Sales Business, drawing on this experience as I work together with my colleagues to make the long-term vision a reality.

If you asked me whether I've had opportunities to give a lot of thought to the Group's philosophy or other Group companies on a day-to-day basis, to be honest, I haven't had many at all. While taking part in the next-generation core members meetings and interacting with people from different Group companies, I was once again struck with the fact that, although we belong to the same Group, I didn't know much about the other companies.

Naturally, each company has its own corporate culture and its employees have their own way of thinking, and these are all different and unique. But precisely because we are all different, we need some kind of guideline to help us move forward in the same direction. I believe that's what the new long-term vision is. But simply having a vision is meaningless unless everyone reflects on the vision and acts to bring it about. Going forward, rather than expecting “someone else” to take action, I'd like each of us to think about the vision and act as an evangelist for it.



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Hiroaki Ichikawa
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As a next-generation core member, I took part in discussions about formulating the long-term vision over a seven-month period from September 2023, and then served as a secretariat and member for the six months from April 2024.

When I first started attending the meetings, I was head of the Pharmacy Department at Yokohama Second Branch. So, I was primarily coming from the perspective of the dispensing business. But, after talking with people from other departments and Group companies, I found out about the breadth of the Nihon Chouzai Group's businesses, and got a sense of the further potential of the Group. My hope for the new vision is that the three pillars we deliberated on so many occasions will firmly take root in the Group. I look forward to generating synergies and creating innovation by setting aside more opportunities to talk about the future of the Nihon Chouzai Group across the dividing lines of departments and Group companies.



Hiroko Inoue
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Participating in the next-generation core members meetings and being involved in formulating the vision for the Group gave me a strong sense of both responsibility and fulfillment in being able to help shape the Group's future. Members with different job positions and perspectives were able to exchange opinions, working to arrive at a single vision and clarify common goals, which for me was a great opportunity for personal growth. In the next phase, it will be critical to gain the buy-in of all employees for the vision and foster an environment in which each employee can take initiative and act. I value the ability to align goals and share a common view with all of my colleagues, and am determined to fully embrace the challenge of making the new long-term vision a reality, laying the groundwork for the future of the Group.