

31 May 2022

Chiyoda Awarded Silver Ring at the Psychological Safety AWARD 2022

Chiyoda Corporation (Chiyoda) is pleased to announce that it has been awarded a 'Silver Ring' at the Psychological Safety AWARD 2022, organized by ZEN Tech Co. Ltd to celebrate teams and organizations working on psychological safety.



'DIGGING LAB.' (DIGLAB), an internal employee community, was recognized for its endeavors to change the organizational culture by promoting psychological safety.

Please refer to the Psychological Safety AWARD 2022 website: <https://psychological-safety.jp/Awards2022>

Outline

Chiyoda's business environment is rapidly changing due to the global drive towards a sustainable, carbon neutral society, the impact of COVID 19 and the geopolitical crisis in Ukraine etc. DIGLAB was launched in 2020 to challenge organizational revitalization, led by employees aware of the issues involved. The program proposes solutions to management on themes such as 'New Business Development', 'Life-Work Balance', 'Human Resources and Organizational Development' and 'Project Management', through internal and external dialogue over approximately four months, from initial stages to implementation, and was upgraded to an official company activity in April 2022 under the newly established 'Value Innovation Promotion Department'.

Key Points

- (1) Fostering 'Psychological Safety for Leaders' through continuous dialogue with management and, by establishing a working environment where members can confidently speak up regardless of their generation or position, identifying 'Psychological Safety' as an important foundation for achieving business objectives. The early understanding and empathy of management is key to success, rather than submitting 'bottom-up', 'one-sided' proposals.
- (2) Building vertical, horizontal and diagonal networks that transcend generational and departmental boundaries is a business advantage.

(3) Open dialogue and proposals leading to important contributions that improve results.

Outcomes and Impacts (examples)

- Proposals regarding Life-Work Balance led to the creation of a Health Management & Diversity Promotion Office in April 2022.
- New business proposals have progressed into collaboration and alliances with external organizations.
- An IT tool was implemented on a large-scale project to stimulate communication across team boundaries.

Judges Evaluation Comments

- The program fosters psychological safety while valuing growth and stimulation.
- The emphasis on continuity and continuing to update activities while learning from the past is commendable.
- Focusing on the understanding and empathy of management and engaging leaders through dialogue also deserves recognition.

Our Comments

The Chiyoda Group will continue to promote a psychologically safe workplace by utilizing knowledge gained through these activities and we continuously strive for a corporate group management that earns the trust and empathy of all of our stakeholders, including shareholders, customers, business partners, employees and local communities.

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