

# DX Training Services for Promoting Behavior Change and Practice

Support DX human resource development through hands-on & on-site training

Recent rapid development in digital technologies are urging all business players to develop digital transformation in human resources (DX HR). However, present DX training programs are often superficial, such as "literacy and knowledge training for building DX grand design" and "the key how-to for IoT and AI implementation and operation." The actual corporate needs are for development of HR who can promote DX, hence there exists a gap between the actual needs and the present programs.

ABeam Consulting provides hands-on and on-site DX HR Training Services backed by knowledge of digital technologies and extensive experience in corporate DX promotion. This training aims to enable participants to create DX grand design as well as to solve issues related to DX promotion in companies through continuous support for materialization of grand design and the launch of new businesses.

## How to Accelerate DX HR Development and the Value of ABeam Consulting

The latest digital technologies such as AI and blockchains are now being implemented in real businesses and under this trend, the presence or absence of DX HR who can grasp the digital trend and implement it in business makes a huge difference in corporate competitiveness. However, there are often cases where the young leaders who are expected to lead the next generation are not necessarily successful in achieving milestones for DX promotion due to various bottlenecks.

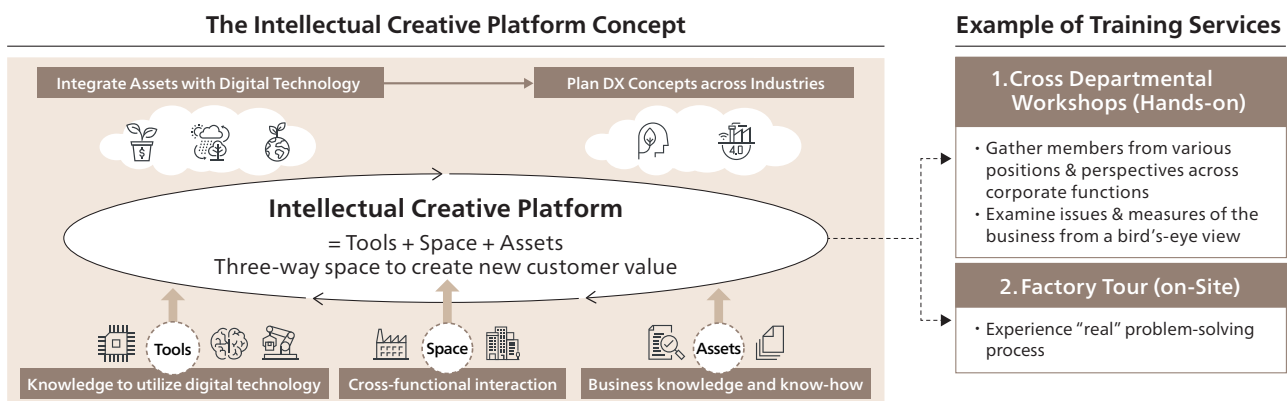
ABeam Consulting provides hands-on and on-site training for young leaders to experience the DX promotion process and develop essential skills in promoting DX, which include such capabilities as "Input Necessary Knowledges," "Discover Real Issues and Create Ideas," and "Take Initiative and Change Behavior." Through this training, we support the DX of companies and the formation of the "Intellectual Creative Platform" necessary for continuous DX promotion.

Milestone >>	Obtain Necessary Knowledge	Consider Policies & Measures	Put into Practice
<b>Bottlenecks for DX &gt;&gt;</b>	<ul style="list-style-type: none"> <li>Thinking inside the box</li> <li>- Considering only your own company / industry</li> <li>- no interactions outside the box to exchange new ideas and issues (e.g., other industries or start-ups)</li> </ul>	<ul style="list-style-type: none"> <li>Discussion is only within the DX Promotion Dept.</li> <li>- lack of understanding of on-site issues</li> <li>- lack of capability to examine effectiveness of measures without members from on-site</li> </ul>	<ul style="list-style-type: none"> <li>Unable to determine the concrete action plans to materialize measures</li> <li>Failure to establish a promotion system that considers each members' normal workload</li> </ul>
<b>ABeam's Value (Solution) &gt;&gt;</b>	<b>Input Necessary Knowledge</b> <ul style="list-style-type: none"> <li>Provide technology trends and case studies</li> <li>Suggest scenarios of change and issues to consider for each industry</li> <li>Consider measures to address complex social issues such as sustainability</li> </ul>	<b>Discover Real Issues &amp; Create Ideas</b> <ul style="list-style-type: none"> <li>Set up a forum to exchange ideas across corporate functions</li> <li>Provide opportunities to visit site and discover on-site issues</li> <li>Support idea creation by utilizing data</li> </ul>	<b>Take Initiatives &amp; Change Behavior</b> <ul style="list-style-type: none"> <li>Support employees to take the initiative in materializing ideas</li> <li>Propose measures to enhance motivation</li> </ul>

## Overview of DX Training Services and Intellectual Creative Platform required for DX realization

In order to incorporate DX from conception to concrete measures, it is necessary not only to provide superficial classroom DX training, but also to share "real" issues felt on-site across corporate functions and develop measures to handle them.

ABeam defines "Intellectual Creative Platform" as a state in which companies promoting DX can create new value with their **Tools, Space, and Assets**. We support the formation of such a tripartite space through hands-on and on-site training.



## Example of Menu 1: Cross-functional Workshops (Hands-on)

In this training program, the participants discuss a theme across corporate functions and give presentation to management. The goal is to develop participants into DX HR through successful training experiences.

	Preparation	Day1 (Input Industry & DX Trends)	Day2 (Discussion in Team)	Day3 (Create DX Strategies)
Workshop Concept				
Action Items For Your Company	<ul style="list-style-type: none"> <li>Share your current issues and interests</li> </ul>	<ul style="list-style-type: none"> <li>Understand the current status of DX</li> </ul>	<ul style="list-style-type: none"> <li>Discuss and create ideas for                             <ul style="list-style-type: none"> <li>utilization of digital technologies</li> <li>new business or improvement</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Document the discussion</li> <li>Present to management</li> </ul>
Action Item For ABeam	<ul style="list-style-type: none"> <li>Preparation for Day1 (Interviewing your company)</li> <li>Discuss workshop theme and structure</li> </ul>	<ul style="list-style-type: none"> <li>Input DX trends and case studies of other companies on each subtheme</li> </ul>	<ul style="list-style-type: none"> <li>Support discussion &amp; idea creation</li> </ul>	<ul style="list-style-type: none"> <li>Support                             <ul style="list-style-type: none"> <li>Documentation &amp; Presentation</li> <li>Next Actions</li> </ul> </li> </ul>
Example	<ul style="list-style-type: none"> <li>Set the theme of "smart city" from the interview</li> <li>Discuss who to involve &amp; what to aim for</li> <li>Design a training course on "smart city" business concepts.</li> </ul>	<ul style="list-style-type: none"> <li>Lecture on "smart city"                             <ul style="list-style-type: none"> <li>- DX Trends</li> <li>- The way DX should be</li> <li>- Case studies</li> </ul> </li> <li>Discuss the current status of the company in teams</li> </ul>	<ul style="list-style-type: none"> <li>Determine utilization policy for digital technologies based on discussion from Day 1</li> <li>Discuss business ideas from the policy</li> </ul>	<ul style="list-style-type: none"> <li>Present policy and ideas which the team discussed to the management</li> </ul>
ABeam's Role	Workshop Support	Promote <ul style="list-style-type: none"> <li>- Employee-led discussion &amp; idea creation</li> <li>- Exchange of opinions and perspectives across corporate functions</li> </ul>		Support presentations
Creating successful experiences for employees through series of new business studies				

## Example of Menu 2: Factory Tour (On-site)

In this training program, employees are to identify real issues and devise on-site manufacturing solutions.

Schedule	Preparation	Orientation	Explanation of the manufacturing site	Lecture and Q&A session	Break	"Factory Tour" Confirming on-site issues	Q&A session	Discussions to resolve the issues identified and Organize concrete measures	Wrap-up
	<input checked="" type="checkbox"/> Interview the sponsoring members in advance to confirm their requests, and establish Training Goals, Member Selection, Course Structure, etc. Create the optimum platform to achieve the goals.								
9	<input checked="" type="checkbox"/> Lecture on the key aspects of DX at manufacturing sites Provide the necessary <b>knowledge to identify issues during manufacturing site visits</b>								
10									
11	<input checked="" type="checkbox"/> Visit your factory to understand the equipment, control devices, network status, and data flow <input checked="" type="checkbox"/> <b>Confirm the on-site issues</b> in detail from a bird's-eye view								
12	<div style="display: flex; justify-content: space-between;"> <div style="width: 30%;"> <p><b>Raw Material Tank</b> Without a system to check in real time, the tank is manually monitored by a personnel.</p> </div> <div style="width: 30%;"> <p><b>Digitalization of Facilities</b> How can we install IoT devices for old facilities?</p> </div> <div style="width: 30%;"> <p><b>Production Line Management</b> How can we grasp and manage the facilities overall?</p> </div> </div>								
13	<div style="display: flex; justify-content: space-between;"> <div style="width: 30%;"> <p><b>Power Consumption of Facilities</b> Power consumption data are continually acquired, yet nobody ever utilizes them as there is no system for visualization or management.</p> </div> <div style="width: 30%;"> <p><b>Data Analysis of Production Lines</b> Why do defective product rates vary from line to line? How to unravel the causal relationships from data?</p> </div> <div style="width: 30%;"> <p><b>Data Linkage &amp; Integration</b> How can we link and output data from sensors, etc.? e.g., Linking data of material input amount and temperature in the tank</p> </div> </div>								
14	<input checked="" type="checkbox"/> Discuss issues identified during the factory tour <b>Devise effective measures &amp; next actions</b>								
15	<div style="display: flex; justify-content: space-between;"> <div style="width: 30%;"> <p><b>Digitalization of facilities</b> How can we install IoT for old facilities?</p> </div> <div style="width: 30%;"> </div> <div style="width: 30%;"> <p>Measures Tasks</p> </div> </div>								

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