



## Organizational transformation: Kyocera empowers its talent through **video games**

### Sector

IT services and consulting

### Program information

120 users

Kyocera Document Solutions Spain is a company of Kyocera Document Solutions Inc., a leading global document solutions provider headquartered in Osaka, Japan. Its portfolio includes office, commercial, and industrial printing solutions, as well as ICT solutions, ECM and consulting, and development services that help its customers optimize their infrastructure, workstations, and document workflow to reach new levels of efficiency.

This commitment to digitalization and innovation lies at the core of its corporate philosophy. It's reflected in its commitment to providing tech-based training models to strengthen and develop internal talent.



## Challenges

- ◆ Create a structured and coherent training plan that addresses individual and organizational needs.
- ◆ Adapt quickly to new technologies and digital processes.
- ◆ Strengthen the company culture, increase staff commitment, and create a continuous, collaborative learning environment.



## Solution

Through a strategic partnership with **Game Strategies**, Kyocera embarked on a journey of organizational transformation and tackled these challenges head-on.

- **Annual training plans:** working hand in hand with Game Strategies, Kyocera designed annual training plans that cover basic training needs and are tailored to meet strategic company objectives and individual employee needs.
- **Innovation and creativity in training:** Kyocera sets itself apart for its openness to new ideas and creative approaches to training. From implementing off-the-shelf training courses to creating its very own video games, Kyocera continually shows its unwavering commitment to innovation.
- **Targeting specific competencies:** recognizing the importance of developing specific skills and competencies, Kyocera started customized programs such as NEOProgram (induction training at Kyocera) and Inamori 2 (culture), tailored to meet individual and organizational needs.
- **Digitalization:** with the support of Game Strategies, Kyocera took a step forward in its digitalization process, leveraging platforms such as the Editor-Game Strategies' authoring tool-to provide its workforce with engaging, customized training.
- **A culture of collaboration and continuous improvement:** Kyocera created a company culture based on collaboration and continuous improvement, and involved all departments in the process of identifying specific training needs and formulating solutions.



## Results

Kyocera saw a significant increase in staff commitment and productivity, which was reflected in positive comments and a noticeable increase in interdepartmental collaboration. With a solid foundation of training and talent development to build on, Kyocera is poised to continue its local and international growth into the future and beyond.

- ◆ Applicability rating: **100%**
- ◆ Recommendation: **94,1%**
- ◆ Increased sales: **16,7%**
- ◆ Cost savings: **25%**
- ◆ Increased team motivation: **41,7%**
- ◆ Increased productivity: **25%**
- ◆ Optimization of systems and processes: **16,7%**