

Company Enterprise Resource Planning Case Study

Directed Action, Inc. architects “One Toyota” initiative to bring all corporate functions of Toyota North America to one location

The Challenge

In 2014, Toyota North America launched a strategic objective, "One Toyota" to create more unified operations in North America, in part, by bringing together its quality engineering, sales, marketing, financial services, and corporate functions into one single new headquarters location in Plano, TX. As part of the "One Toyota" initiative, TEMA merged with Toyota Motor Sales, USA (TMS), and Toyota Motor North America, Inc. (TMA), which controlled Toyota's corporate functions, to form Toyota Motor North America. While the three companies continue to exist in legal name, they operate as one company, at the new campus in Plano, Texas. This transformation integrated and connected regional and corporate-wide employees and provided the same benefits, processes and policies ensuring that all TMNA employees would have the same employee experience. Our plan created a fair hiring and promotion process, validated pay equity and revisited and improved employee benefits.

Contact Us

CALIFORNIA
222 W 6th Street
Suite 400
San Pedro, CA 90731
(310) 707-2504

TEXAS
5851 Legacy Circle,
6th Floor
Plano, TX 75024
(310) 707-2504

The Solution

- Acceleration of strategic and operational decision making.
- Align organization towards strategic changes in automobile industry.
- Relocate to a favorable business environment and robust work force.

Enabled Capabilities

- Workforce Management & Optimization
- Integration and Program Management
- Organizational Change Management
- Human Capital Management
- Diversity, Equity and Inclusion
- Supplier Diversity

Certifications

NAISC CODES
541600 Management Consulting
541200 Accounting Services
541612 HR Consulting
541618 Other Consulting
561400 Support Services

CLASSIFICATIONS
TI 20-2699019
DUNS # 061137820
CAGE 8LNY1



The Results

- Restructuring of Toyota's Senior Executive Leadership and Operations.
- Cultural realignment towards a single, regional framework.
- Divisional reorganizations supporting labor cost savings and corporate realignment
- Consolidation of subsidiary administrative functions.
- Implementation of common standards for job levels, work rules, payroll rules, and benefits
- Implementation of regional procurement solution to address dissimilar authorization policies, spend categories, vendor management policies and tools, and purchasing tools
- Deployment of common IT standards for identify management, technical support, and other areas.
- Adoption of accounting, budgeting, and analytic solutions to support executive decision making
- Launch of regional ERP platform.

Partners

