

RETHINK

KONICA MINOLTA'S DIGITAL TRANSFORMATION



“LEADERS ACROSS THE ORGANIZATION SHARE THEIR STORIES....”

DX In Action Leader Stories

Sample Interview Questions

Goals

Employees will be inspired by these stories

Employees will learn applications for DX execution and implementation

Employees will learn application of DX to daily work and future goals

Employees will be able to tell a story (big or small) that describes an individual DX journey

Questions

1. Please tell us a little about yourself
 - a. Your role/title
 - b. How long have you been at Konica Minolta?
2. We'd like to get a sense of how you define Digital Transformation so consider this scenario...Suppose you were asked to represent Konica Minolta in a panel interview. You're in good company because you are sitting with some highly recognized industry experts. The MC asks you to define Digital Transformation to the audience. You have seconds to gather your thoughts. How do you respond?
 - a. What does Digital Transformation mean to Konica Minolta?
3. Have you engaged in any projects/sales opportunities that demonstrated a contribution to Konica Minolta's DX journey?
 - a. Please describe
4. If applicable, how have you helped your customers overcome the challenges they faced as they navigated their own DX journey?
5. As Konica Minolta progresses through its own Digital Transformation, what is your role?
6. Throughout Konica Minolta's DX journey how have you also transformed as a professional?
 - a. What are you doing differently in order to be successful in your work? What about your team - how is your team doing its work differently?
 - b. What type of mindset/behaviors have you embraced in order to be successful?

7. Please provide a practical example of how employees (regardless of title) can make a contribution to Konica Minolta's Digital Transformation?
 - a. Where should they begin?
 - b. What qualities are important to cultivate as a DX Leader?
8. Considering the changes you have experienced in your work, are there any lessons you have learned that you would like to share with other employees that would inspire them to transform their work?

Core Competencies and Leadership Drivers Questions for Champions

Konica Minolta launched 8 Core Competencies and 11 Leadership Drivers at the beginning of the fiscal year as part of the new Global Talent Management Framework.

1. Why do you think these competencies and leadership drivers are important to developing people at Konica Minolta?
2. Is there a Competency or Leadership driver that resonates with you? Why?
3. Is there a Competency/Leadership Driver that resonates as being important to developing your team?
4. How do you define _____ (CC or LD)?
5. _____ is defined as _____. How does that apply to your daily work?
6. Have you noticed a change in your/your team's approach to work as a result of any of these competencies/leadership drivers? Which one(s)?
7. Which competencies/leadership drivers do you think are especially important to you/your team if you/they are to contribute to KM's DX? Why?
8. Can you give an example of how you have incorporated a specific competency or leadership in your daily work?
 - a. What was the business impact?
 - b. What was the cultural impact? i.e. how did it affect your team?

