



(Right) GM of Anchor Fasteners Hector Chu

The Only Fastener Company Awarded in 2022

Anchor Fasteners Receives National Talent Development Award

The 2022 National Talent Development Awards (NTDA) were presented to 15 outstanding companies at a ceremony held recently. Anchor Fasteners Industrial Co., Ltd., a leading Taiwanese manufacturer of anchors, rivet nuts and auto parts, was among the honorees of the NTDA (Outstanding Case Category). General Manager Hector Chu on behalf of the company received the award and the company is also the only fastener company in Taiwan receiving the award this year. NTDA established in 2015 is for highlighting the importance of talent development and training quality through the selection of top-performing organizations, and emphasizes the link between the performance of talent development, in anticipation of setting a benchmark and encouraging others to follow suit.

Valuing Talent Training and Successfully Gaining National-level Recognition

Unlike other fastener counterparts, Anchor Fasteners has been actively investing in talent development and training programs since 2008, and after years of implementation, it has gradually shown remarkable results, thus enabling it to stand out from 126 competitors this year.

"Anchor Fasteners keeps the management spirit of the TTQS Bronze Medal (a Talent Development Quality Management System) and applies it to internal education & training, with a special emphasis on the selection and retention of talents. We also make good use of the resources of the HR Development Center of the Workforce Development Agency

of Ministry of Labor (Kaohsiung-Pingtung-Penghu-Taitung Regional Branch) (e.g., in-plant counseling, function enhancement courses for management personnel, HR training courses, career counseling & development, function maps and workflow improvement courses) to enhance talent training. Unlike other big companies, we do not have sufficient capital, resources, and equipment, but we are able to find more external resources for talent development through these means. Anchor Fasteners also reduces costs by applying for subsidies such as the Youth Employment Flagship Program, Employment Incentive Grants, Secure Hiring Program, Workplace Learning and Re-Adaptation Program, and the Redesign and Recharging of Middle and Senior Positions Program, and creates unlimited possibilities for innovation and change through the transfer of experience. Anchor Fasteners' transformation and development experience has even been selected into a junior high school textbook of social science, making it become a successful example of HR development to influence the development of upstream and downstream industry," said Ms. Serlin Chen, Anchor Fasteners Personnel Section Chief.

"Receiving this award, which is the highest honor for HR development in Taiwan, is a recognition of Anchor Fasteners' long-standing commitment to talent development, and it also promotes a sense of honor and centripetal force among the company's staff, which will also help to expand business and enhance service value in the future. We will also continue to think about how to break through innovation to improve personnel training, as through education and training, not only can the professional skills and management capabilities of our personnel be improved, but also help employees gain a sense of achievement and self-realization, and the company's efficiency and profitability can also be improved," said Hector Chu, General Manager of Anchor Fasteners.

Inheritance of Knowhow Shapes the Corporate Culture and Realizes the Spirit of "Turning the Impossible into Possible"

Most of Anchor Fasteners' middle and senior executives have 5-6 years of TPM training. By passing on the concept of knowhow and establishing benchmark books or SOPs through the mentorship system, they can avoid the problem of inappropriate transfer of experience and technology from senior technicians. On the other hand, they also plan customized courses for different departments' functional attributes and operational needs.

"Talent training can also shape the corporate culture. By working on small details, employees themselves are the problem finders and solvers," Chu added.

In order to attract and retain more talents, Anchor Fasteners will also focus on the integration of talents and systems, especially in ISO 45001 occupational safety and health education and carbon emissions, to create a work environment and a sustainable business future that emphasizes environmental and labor safety and health. On the other hand, it will continue to strengthen professional training, upgrade machinery and equipment, and digital transformation in order to cultivate employees' motivation and professional skills, so that they can see the future and are willing to work together with the company. Chu emphasized, "Education and training are the core elements of a company's competitiveness, and the resources provided by the government are an excellent way for companies to make good use to achieve this goal." ■



by Gang Hao Chang, Vice Editor-in-Chief of Fastener World

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