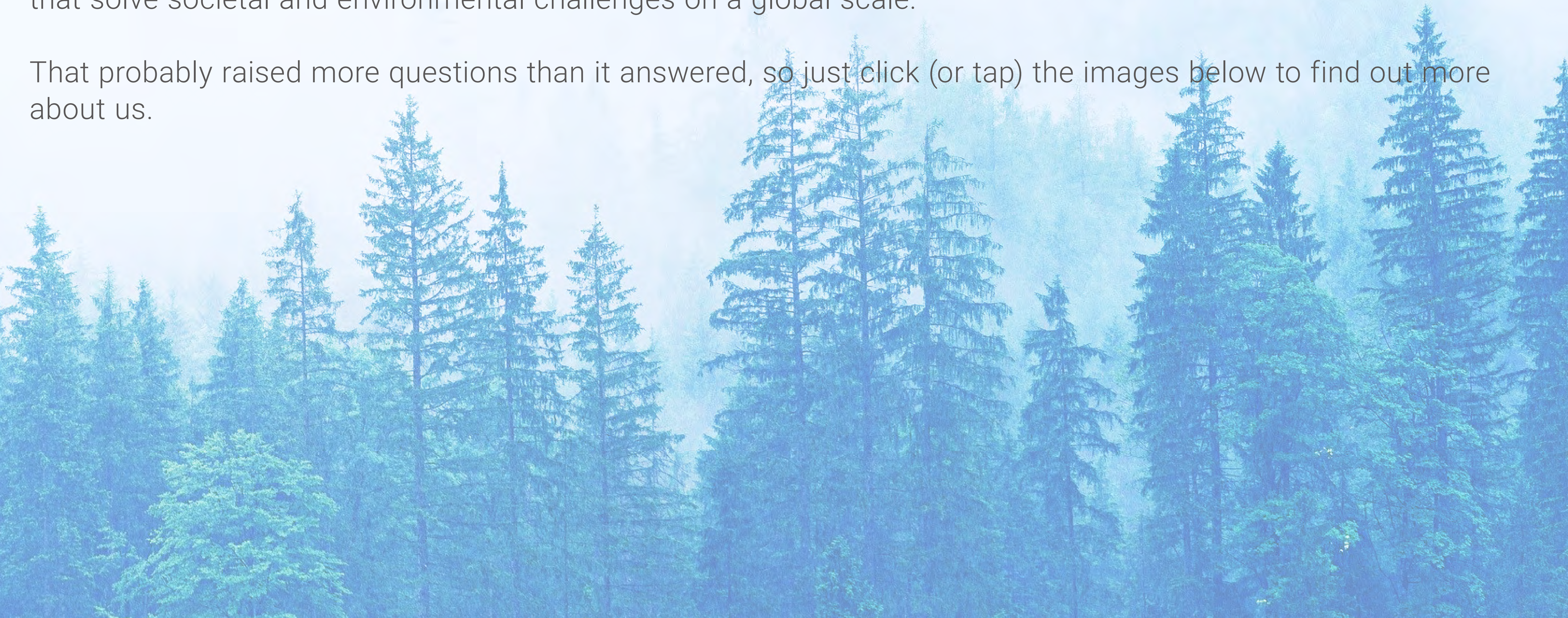


# WHO ARE WE?

Hello! Welcome to DG TAKANO. *DG* stands for *Designers' Guild*. Most of us aren't designers, but we all employ [design thinking](#), together with both traditional and cutting-edge Japanese technologies, to create unique products that solve societal and environmental challenges on a global scale.

That probably raised more questions than it answered, so just click (or tap) the images below to find out more about us.





# COMPANY CULTURE

## DESIGN THINKING

Design thinking is an iterative problem-solving approach, based on sympathy towards the end user and utilisation of creativity.

We use this key mental tool to level with our clients and [redefine existing problems](#) in order to come up with out-of-the-box solutions. Don't worry, we'll tell you all about it after you join.

## DREAMS = GOALS

At DG TAKANO, we make the dreams of our members into our company goals and projects, and we actively work to make those visions a reality. Read more on our [incentive page](#).

## MINDSET > SKILLSET

Don't get this the wrong way, your skills are important. But we place even higher value on your ability to face and proactively seek new challenges, to work mindfully with very limited supervision, to [come up with ideas and think creatively](#). If you are motivated to create something new and unique, we'd be happy to do it together.

This mentality has made DG TAKANO the [most desirable Japanese startup to work for](#) and one of the fastest-growing ones, and it has enabled us to win multiple business and product awards, such as [Product of The Year](#) and Japan Venture Awards.



# OUR CURRENT PROJECTS

## PUBLIC HEALTH

### THE BREAKTHROUGH

We've successfully created and tested a green oxidation technology which attaches to a tap and destroys viral pathogens and bacteria within 5 seconds of handwashing.

### THE SOCIAL BENEFIT

Our technology is a virtually endless source of disinfectant, activated by just turning on the tap. In pandemics, such as the COVID one, it can prevent infections on a massive scale.

### THE CHALLENGE

Maintaining the consistency and efficiency of the oxidant, without increasing the size of the product.

## WATER SCARCITY

### THE BREAKTHROUGH

Our patented pulsation flow technology saves up to 95% water, raises the cleaning efficiency of the water stream, and for the first time in the world, does this without electricity.

### THE SOCIAL BENEFIT

Water scarcity is a rising issue across the world... Our tech makes it profitable for business to drastically reduce their water footprint and thus save local water resources.

### THE CHALLENGE

Thanks to its high accuracy, EcoBrass is the primary material for achieving our *pulsation flow* technology. Obtaining the same results and efficiency with plastic is our main challenge.

## IT & HR SYSTEMS

### THE BREAKTHROUGH

Our CEO has developed a methodology for leveraging your environment and "tricking" your brain to mindfully pursue your goals. We are transforming its teaching and application from an executive-level seminar into a general-use software.

### THE SOCIAL BENEFIT

Working with mindfulness will result in more workplace satisfaction and greatly reduce management costs and resources.

### THE CHALLENGE

Transitioning a methodology only taught in small groups at close-knit seminars into algorithms and UX that can be utilised and understood by a broader audience.



# OUR TECHNOLOGY



DG TAKANO Production Plant in Osaka Prefecture, Japan

## LATEST CNC METAL-CUTTING TECHNOLOGY

To bring our projects from the idea board to reality, we need the highest accuracy possible, so our production plant is equipped with [the latest in CNC milling and turning technology, accurate to the micron](#). Actually, Takano Micron Works was the former name of our company.

In order to have creativity without it resulting in delays, we use a rapid prototypic method, where new versions of the product go from the design software to the CNC machine or 3D printer to the testing facility in rapid succession, until the best solution is found.

## LEADER AMONG THE JAPANESE SME COMMUNITY

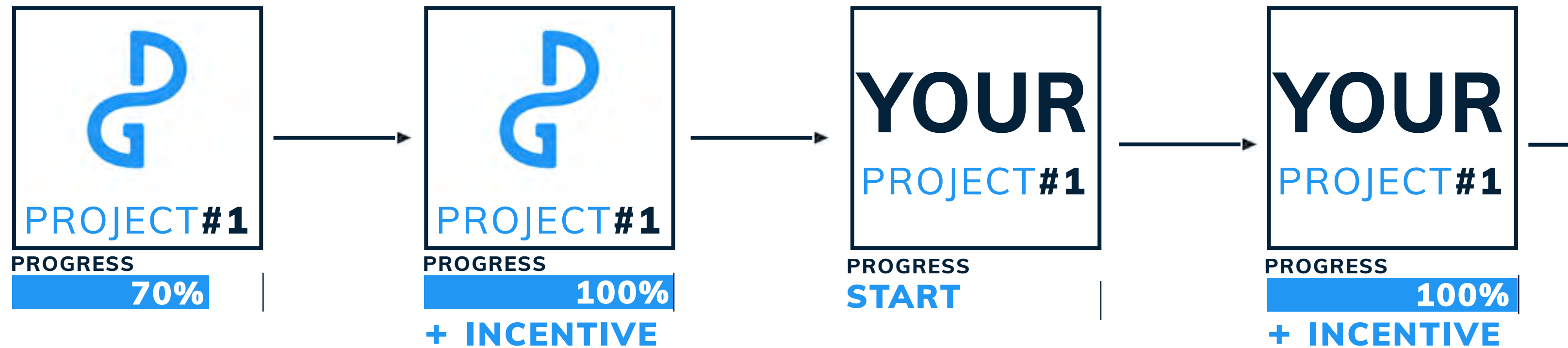
DG TAKANO is the most successful hardware startup in Japan, and one of the very few to successfully bring sustainable solutions to market. DG TAKANO has appeared on most Japanese TV channels, and our CEO, Mr. Masaaki Takano, was rated among the [50 Most Influential Japanese People](#) by Japan's largest business publication, Nikkei Business.

As a result, we are able to work with a wide range of Japanese SMEs in order [to make any product vision a reality](#), regardless of the type of technology required.



# OUR INCENTIVE SYSTEM

Great company culture and exciting projects are all nice, but in the end of the day one has to pay the bills. Like everything else, we do salaries and promotions a bit differently at DG. In this page we'll tell you all about it.



## WHAT IS THE INCENTIVE SYSTEM?

Normally (at least in Japan), companies will gradually increase your salary over time, resulting in an upward curve. Our system is based on performance: There's no biyearly raise, but you receive **incentive—a percentage of the profit from every product or service you worked on**. That percentage increases with your performance and involvement and is added to your basic salary, so how quickly your pay will increase is only up to you.

## AVOID THE “DEATH VALLEY”

It's no secret that most startups fail. In Japan, 40% do so within their first year, and another **95% fail** within the next ten. Our system allows for entrepreneurship without risking the startup “Death Valley”.

## WHY USE INCENTIVE?

We are looking for people with **entrepreneurial mindsets**, with dreams that they want to realise or visions they want to create. We want people who are eager to succeed now, and are not content to wait on a long and steady career. We've found that the incentive system rewards and fosters such mentality and boosts both workspeed and productivity.

## REALISE YOUR VISION

If you have a vision you want to create, then DG TAKANO is the place for you! After you have participated in 1 or more successful company projects, you can start one of your own. Pitch your idea directly to the CEO and let's realise your vision together.



## THE WAY FORWARD

Okay, so you've just successfully completed your own project, now what? Well, that's basically up to you.

You can take the product or service you created and start your own company, either as DG TAKANO's subsidiary or a completely independent company.

You can also choose to receive the incentive from your successful project and proceed to start another one or to join an existing DG TAKANO project.