

Kaizen Strategies For Winning Through People How To Create A Human Resources Program For Competitiveness And Profitability

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There are two ways of creating innovation--through people or through structures. Kaizen emphasizes the reader's most valuable resource people. The link between a human resource strategy and a business strategy, coupled with continuous improvement, is imperative for successful innovation. This book shows you how it's done.

This guide shows the reader how to apply Kaizen to leadership, by developing skills such as active listening, delegation and employee motivation.

To underpin and support your people during the change process requires the creation and development of a team culture. This book closes the gap between concept and action, providing fast access to pragmatic information and proven experience. It details procedural steps, from initial team formation through the various evolutionary stages to self-managed or virtual teams. Packed with cutting-edge information, advice and case studies, this book not only presents you with the insights you need to get teams rapidly up to speed and working to their full potential, it also shows how you can keep them heading in the right direction. "Kaizen Strategies for Improving Team Performance" develops and extends the philosophy of Kaizen for use in the West. It: Provides the tools you need to improve your teams' performance Introduces concepts such as Challenge Mapping and HONEST (Honest, Open, and Trustworthy) management, to help you build openness, share responsibility, and foster creativity, entrepreneurship, and agility within your team. Shows how to harness the latest management thinking and IT tools to enhance performance, overcome problems, and accelerate team development. Be part of the change movement by planning and championing change for the future.

"Based on successful experiences, and packed with case examples and successful initiatives, this book will help you to use Kaizen to effectively deal with change in your organization."--BOOK JACKET.Title Summary field provided by Blackwell North America, Inc. All Rights Reserved

"At last a book to show you in very practical terms what real changes you have to make to become truly customer focused." ½ Cannon Ltd. A proven framework to implement a customer-focused strategy using the nine basic principles of Kaizen.

Discover the power of KAIZEN to make lasting and powerful change in your organization "Maurer uses his knowledge of the brain and human psychology to show what I have promoted for the past three decades—that continuous improvement is built on the foundation of people courageously using their creativity. Kaizen is much more than a world-class management practice; it is a technique to remove fear from our mind's mind, enabling us to take small steps to better things. The process of change starts with awareness and desire in our minds and then leads to action and change in the physical world. Readers of this book will surely find new ideas and encouragement to make improvements in personal health, performance at work, and their own well-being." —Masaaki Imai, Chariman, Kaizen Institute KAIZEN: The Small-Step Step Solution for You and Your Company Today's businesses love the idea of revolutionary, immediate change. But major "disruptive" efforts often fail because radical change sets off alarms in our brains and shuts down our power to think clearly and creatively. There is, however, a more effective path to change. Change that is lasting and powerful. Change that begins with one small step . . . It's The Spirit of Kaizen—a proven system for implementing small, incremental steps that can have a big impact in reaching your goals. This step-by-step guide from renowned psychologist and consultant Dr. Robert Maurer shows you how to: Lower costs—by offering little rewards Raise quality—by reducing mistakes Manage difficult people— one step at a time Boost morale and productivity— in five minutes a day Implement big ideas—through small but steady actions Sell more—in less time Filled with practical tips and ready-to-use tools for managers, innovators, and entrepreneurs, The Spirit of Kaizen is the essential handbook for a changing world. You'll learn how to think outside the suggestion box, remove mental blindfolds, manage stress with one-minute exercises, and handle rising health-care costs. You'll discover the "small step" secrets for dealing with all kinds of people, from tough bosses and listless workers to stubborn clients and fussy customers. These simple but powerful techniques can be applied to almost any workplace situation, especially when you're trying to navigate the stormy waters of radical change, high-pressure deadlines, and cutthroat competition. These are the same methods of small, continual improvement that have been tested by the largest companies, such as Boeing, Toyota, and the U.S. Navy—methods that will work for you, too. No matter how big the obstacle or how big the dream, The Spirit of Kaizen has a small-step solution to help you succeed.

There are many books on the market that discuss the Toyota Production System but few that insightfully analyze its marketing strategy. Authored by former Toyota marketing executives, this is the first book of its kind to detail how Toyota's thinking habits go beyond the shop floor and influence and guide Toyota's marketing function. Toyota has expanded from a venture enterprise to one of the biggest global enterprises because of its innovative mindset (Toyota thinking habits) using Breakthrough Thinking, which supports a new philosophical approach to problem solving, turning 180 degrees away from conventional thinking. Written by Toyota's former executive managing director and founder of Breakthrough Thinking, Toyota's Global Marketing Strategy: Innovation through Breakthrough Thinking and Kaizen: Explores Toyota's "Breakthrough Thinking" Examines how Toyota conducts information gathering. Illustrates how Toyota builds and maintains its unique business culture Shows how Toyota "goes to the customer" and comprehensively studies how customers use their products Reveals Toyota's cars have become some of the biggest selling models in the USA The authors of this book explore Toyota thinking habits as well as Toyota's global marketing strategy, which, since the 1980sa, has been expanding exponentially. The reader will understand the importance of thinking habits in the workplace and will know how to apply them using Toyota as the prime case study.

The period of economic decline during the 1990s produced a wave of studies focusing on the failure of Japanese management according to western criteria. Yet Japanese manufacturing firms have continued to hold competitive power in the world market. This book identifies the institutional specificity of Japanese Management and the reasons behind its continued competitiveness. Through an exploration of the strategy and structure of Japanese manufacturing corporations the authors discover the essential features and strength of Japanese

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management systems, their problems and new trends, and consider how management strategies have been developed for future success. This new, sophisticated analysis of Japanese manufacturing corporations, based on data from over two hundred corporations, will enable the reader to better understand Japanese management systems and their potential to lay a foundation for successful management systems throughout the world.

Teamwork is a complex but essential component of palliative care. The needs of people diagnosed with life threatening disease will vary greatly over time, and it is rarely possible for just one professional to be able to provide adequate care. In order to ensure an holistic approach, the whole multi-disciplinary team must be involved. Inevitable questions arise from such an approach, and this book seeks to address these. How does a team come into being? What different formats are there? How might the patient contribute to the effectiveness of their care and the way in which the team operates? What are the difficulties and frustrations encountered in developing and maintaining such teams? What models of working and styles of leadership have developed? How are power and authority handled within the team setting? The importance of team building, training, support, attention to group process, and stress management to protect the mental health of the team are explored. The ethical issues inherent in palliative care such as consent, autonomy, confidentiality, decision making within teams, and the legal implications of such are also discussed. The book concludes with one important question - do we know if teams are the most effective way of providing care? This book addresses key issues surrounding the role of the team in palliative care, and is an essential guide to reappraising the importance of collaborative teamwork, and enhancing understanding of existing teamstructures.

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