



Lean and Japanese

*For your Better understanding of LEAN
philosophy*

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Self Introduction

- 50 years old. 2 children(Half Hungarian) living in Budapest
- Born in Japan grew up in Ibaragi/Tokyo
- 2 years Manager, 2 years DMD in Japanese International Trading Company in Hungary ügyvezető ig. helyettes
- 9 years MD of Japanese Automotive components Tier-1supplier Sales organization. (Munich, Germany) első körös beszállító
- 3 years MD of Japanese Automotive components Tier-1 manufacturing company(Drivetrain, Powertrain components) in Hungary.

- Various hobbies/interests

Sports(Golf, Tennis, Sailing, Wind-surfing, Snowboarding etc)

Music(Classic, Jazz, Bossa nova, Pop, Electric,)

Cooking(Japanese and any kind of food)

Gastronomy & Wine, Reading(Any kind of book),

Watching movie, Driving, Motorcycling, bicycling



Japan, Japanese, Lean

Q1 : How many times is Japan`s land area larger than Hungary ?

A)Double, B)3 times, C)4 times,

Q2 : what % of Japan`s land area can people live in ?

A)30%, B)50%, C)70%

Q3 : What percentage of natural resources does Japan rely on imports?

A)30%, B)60%, C)90%

Q4 : Japan`s world Natural disaster ranking ?

A)Top10, B)Top30, C)Top50

Japan, Japanese, Lean

Q1 C: Approx. 4 times bigger

Country	Size	Population	City	Size	Population
Japan	377,975km ²	122million	Tokyo	622km ²	14million
Hungary	93,030km ²	9.7million	Budapest	525km ²	1.75million

Q2 A: The possible living area in Japan is 27% only.

This means similar size like Hungary but population of Japan is 10times bigger.

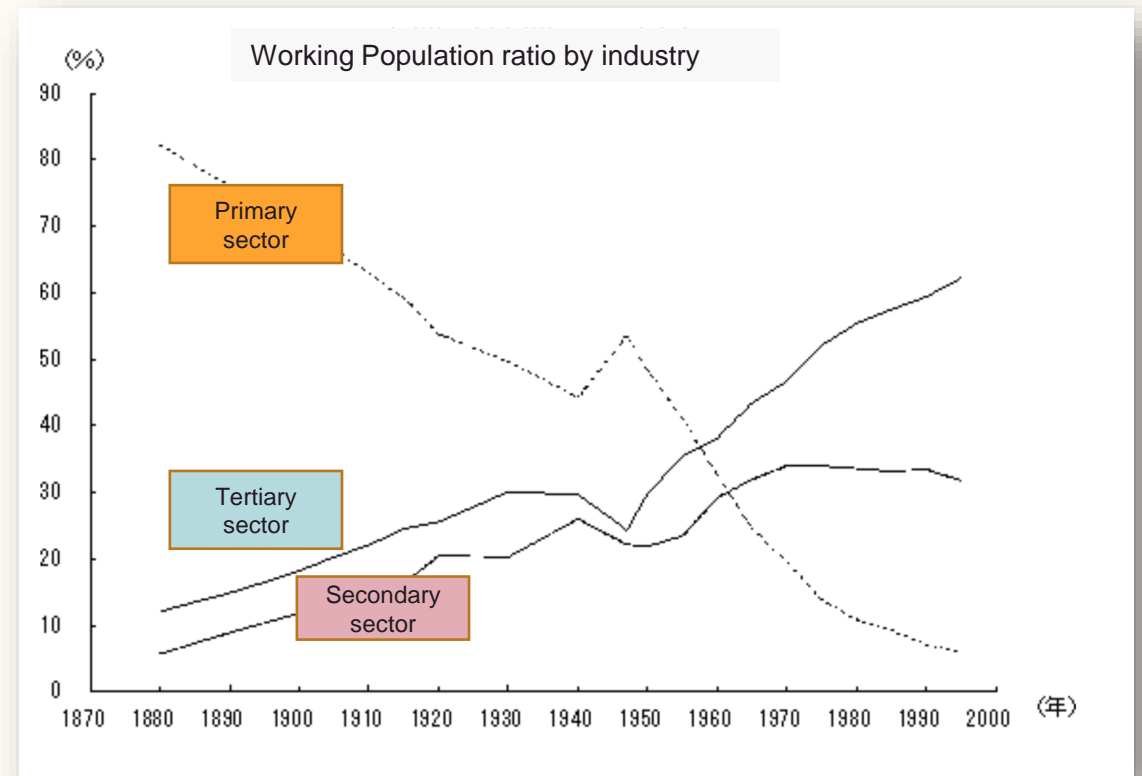
Q3 C: Japan imports almost all natural resources from outside of Japan.

(Oil 99.6%, Natural gas 96.9%, Coal 99%, Steel, Copper, zinc, nickel, molybdenum, platinum are more than 90%) Means, all related products like plastic, silicon are depending on .

Q4 A: Japan is in top 5, and No.1 per capita.

Japan, Japanese, Lean

- 1) Japanese are very good at collaborative work with other person/function from the ancient time (through co-work to farm rice for example)
- 2) Japan was also the country with primary sector more than 50% at 1950.



Summary of Japan/Japanese

- Japanese are **good at collaborative work**. These collaborative work created **respects to the people who produce products (monozukuri spirit)**.
- Japanese have to be **lean** and always think **kaizen** to achieve **high productivity/quality** as no natural resources available, and living area is very small.
- Japanese need to survive natural disasters as well.

<KEY WORD>

1. For the people **Collaborative work, Respect,**
2. For the product **High productivity, high quality/Lean**

Japanese need above to **survive !!**



Western vs Eastern

Western human relationship

Value for individual, try to show you better.
Important to know your personal needs.
Prefer equality and personal discretion,
Argument to achieve it.
Focus on appearance
Competition

Western perspective

Analytical view focusing on prominent object and its character.
Regard people and things as independent from the environment.

Eastern human relationship

Value for harmony, review it by yourself
Take care about other people, and their opinion.
Accept group management.
Prefer to avoid argument, debate.

Focus on inside
Cooperation

Eastern perspective

Comprehensive view focusing on the continuity of reality and the relationships in the environment.
Have the skill to observe the relationship between events.
The world circulates.

***Partially quoted from the book called The Geography of Thought: How East Asians and Westerners Think Differently... And Why (Author: Richard E. Nisbett)**

My personal experience which shows difference between Japanese and Hungarian

* **I like** family first culture, This is very important as work is just one part of life. Japanese sometimes put too much priority on the work. I learned work/life balance in Hungary. So here I am 😊

* **I do not understand** why operations/operators are regarded as lower level. As I mentioned before, we do not need INDIRECT or even MD if we have no operations. We need operations. Let`s consider how to respect operations ! 🤔

* **I was surprised** that kids at school in Europe did not clean the room/toilet by themselves. In Japan, we learned that we need to clean the stuff/place after we use it with gratitude. 😲

This Japanese habits are influenced by the martial arts and Buddhism.(both of them respect “clean place” as first priority)

So again, it is easy for Japanese to clean the machine after use, but it is difficult to do to the same in Europe.



The strength of work culture in Hungary

<Good at>

Professionalism

Professional in the area of responsibility.

Independence

Solve the issue by yourself without support around you.

Accountability

Accountable as per the job description.

<Even better if ..>

Team work

Not just see his/her success but team/company result.

Change Personal evaluation system

Respect

Can trust more operator`s possibility, motivation

Result comes from team work, even if one bit of work is missing, you can cannot your product.

Recognize: operations/manufacturing is very important.

Suggestions to grow Lean/Kaizen culture

- LEAN/KAIZEN education is indeed very important. However, as Hungarian/European culture is different from Japanese, we should create good systems to motivate people.
- My suggestions are [Personal evaluation] and [Reward].

Personal evaluation (official)

<For the operator> Integrate lean/Kaizen proposal (at least 3/half year) as one of their important task.

<For the leader> Integrate number of lean/kaizen proposal of his/her important team task
(if 5 operators, then 30 proposals/year)

Reward

<For the operator> Pay some money/reward for just submitting their idea (please define criteria). If such idea is realized/ implemented, the person who proposed it can get 5% of yearly effect.

<For the leader> Leader can also get 1-2% of yearly effect. (So that leader can cheer up operator)



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Thank you for your attention!!

Now Q &A !!