

ICQCC 2011-Yokohama

1. I succeeded our circle by conveying my interpretation of Onkochishin.

- Someone who cannot take good care of things cannot care about others either. -

2. Choro Q's

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8. Abstract (approx. 400-500 words)

The circle to which I was assigned when I changed workplaces was polarized between young and veteran workers and lacked active involvement by the young workers. I was hesitant to accept a request from the sub-advisor to serve as circle leader due to my age of 51, but looking back on my own growth when more experienced colleagues provided strict yet kind guidance, I resolved that I was the only one who could communicate what I had learned from those colleagues to our young members. I believed that quality control activities provided the ideal opportunity to do so and accepted the challenge.

What I wished to communicate

If you can't treat things with respect, you won't be able to treat people with respect, either.

Why have young people changed? I wanted to communicate what was good about the past to young employees.

Year 1: Improving our ability to make improvements by treating things with respect

To inculcate a spirit of treating things with respect and avoiding waste in Sato-san (24 years old), I sought to pass on veteran workers' knowledge and skills. I was able to make a strong impression on him by having him experience the long-cherished joy of drawing on your own intelligence and to communicate my own philosophy of treating things with respect. The feeling that things should be treated with respect and waste avoided took root and came to be a major motivating force behind the activities of our circle.

Year 2: Building interpersonal relationships by valuing connections

To bring our circle together, I appointed Sato-san to serve as leader of the group of young workers. I communicated my philosophy of valuing connections, and the young workers who had exhibited an air of resignation and passivity began to change their perspective and embrace a variety of challenges. With Sato-san serving as leader, the young workers underwent a transformation in their awareness, and they were able to increase their insight and experience. A sense that not maintaining meaningful personal connections is itself wasteful took root among circle members, who grew significantly.

Year 3: Addressing difficult issues and working with related departments

All members experienced a sense of accomplishment through activities spanning multiple sections undertaken to urgently improve profits. A sense that it's also a waste to keep your insight and experience to yourself spread throughout the facility and led to significant results. Watching these young workers, I grew confident that in fact today is no different from the past.

Using my approach of learning from the past, I was able to communicate the idea that if you can't treat things with respect, you won't be able to treat people with respect, either. Over the course of three years, I transformed the circle and gained an understanding of the fact that you can facilitate the people's growth and development by taking a hands-on approach, watching and listening carefully, and establishing an emotional connection.

① 「温故知新」で培った育成の歩み

(物を大切に出来ねえ奴は人も大切にできねえ)

- ② チョロQズ
- ③ 土屋 清一 佐藤 隼冬 北川 大地
ツヤ セイイチ サウ ハト キカワリダイチ
- ④ 東富士研究所 第2パートレーン先行開発部 第3試験課
- ⑤ SX (シア エキパート)
- ⑥ トヨタ自動車株式会社
- ⑦ J a p a n (日本)

職場を異動し配属されたサークルは、若手とベテランの二極化サークル。このサークルは、若手の積極性が欠ける。サブアドバイザーからのサークルリーダー依頼を、51歳という年齢から渋っていたが、先輩から厳しくも優しい指導を受け自らが成長した事を思い出し、先輩から学んだ事を若手に伝えるのは俺しかいないと決意。QC活動こそが最適の場であると考え挑戦する事にした。

【伝えたい俺の想い】

物を大切にできねえ奴は人も大切にできねえ



なんで今の若い奴らは
変わっちゃったんだ
昔の良さを若手に伝えたい

一年目 “物を大切に”し改善能力向上

佐藤(24歳)に【物を大切にすもったいないの精神】を植え付ける為、ベテランの持つ知識と技能を伝承。昔ながらの『知恵を出す楽しさ』をして貰い「物を大切に」という俺の思いを伝え、佐藤の心に貯金をする事が出来た。「物を大切にしないのはもったいない」という心が芽生えサークルを動かす大きな力となった。

二年目 “繋がりを大切に”し人間関係構築

サークルを結束させる為、佐藤を若手の『核』に指名。「繋がりを大切に」という俺の思いを伝え、やる前から諦めていた若手が視点を変え色々な事にチャレンジ。佐藤をリーダーとし牽引し、若手の意識が変わり、メンバーと共に心の貯金を増やす事が出来た。【繋がりを持たないのはもったいないの精神】がサークルに浸透し大きく成長出来た。

三年目 “難題に挑戦”し関係部署連携

緊急収益改善に挑戦する為、課を越えた活動にてメンバー全員が達成感を実感。【自分達だけに留めておくのはもったいないの精神】が所内へ波及し大きな成果を達成。こんな若手の成長を見て「今も昔も何も変わらない」と確信した。



俺流の温故知新で、「物を大切にできねえ奴は人も大切に出来ねえ」を伝え3年間でサークルを変える事が出来た、『手をかけ、目をかけ、心を通わせれば人はちゃんと育つ』事を実感。