



Article

**“The Harada Method.
Anyone can be successful”**



The Harada Method

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ABOUT HARADA AND HARADA METHOD

I would briefly like to mention the history of Harada and his day to day method which he has been developing and improving and updating on a regular basis.

Takashi Harada started out as a PE teacher in a poor neighborhood of Osaka (Japan). The school wasn't very sport orientated and even less so in athletics. These children had been born in an environment which lacked illusion or ambition. They were born into a culture accustomed to losing.

Harada did not only manage to turn this around and make the school the best school at sports in the whole of Japan and help many of them to go on to win gold medals but also managed to achieve something much more important, he changed their lives for good and made them realize that “anyone can be successful”. His biggest achievement was to make them believe in themselves. With his method he was able to change their destiny.

He didn't succeed by chance. Not long afterwards he did the same with another school of the same characteristics as the first and on realizing how effective he had been, he founded the Harada Institute and started to implement and improve it in different important Japanese companies such as UNIQLO, KIRIN, NOMURA, MITSUBISHI FINANCIAL Group and many more.

FROM JAPAN TO THE REST OF THE WORLD

Maybe you have heard of Norman Bodek, also known as “The Godfather of Lean”. During his lifetime he has had the great privilege of meeting the most important “gurus” of Japanese and American industry such as Ohno, Shingeo Shingo, Juran, Deming, Crosby, Ishikawa and lots more. He has published more than 100 books on Japanese ways of management and at 80 he is still teaching these subjects at Portland University.

Norman Bodek whilst studying with Mr Nakamura (professor at JMA, Japanese Management Association) the best management techniques implemented in the top Japanese companies came across by chance, something he had never heard of before, The Harada Method.

According to the JMA, the Harada Method was the best concept in the world on day to day management. The JMA also says that it is the best technique for managers and directors to train their workers and create a new culture within the company. Harada had found a new way which inspired people so that they themselves could reach their full potential.....

After this fortunate discovery, he personally got in touch with Harada in order to find out more information about it and they decided to write a book, The Harada Method – The Spirit of Self Reliance, and to try and promote the knowledge and use of The Harada Method in the Western World.



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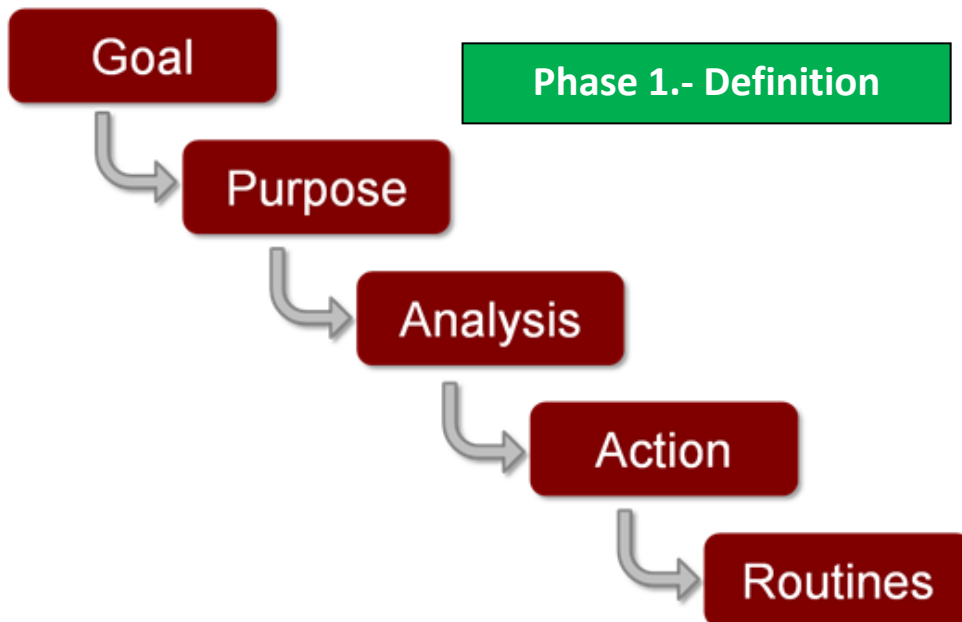
WHAT IS THE HARADA METHOD

Can you see any similarity between the children of Harada’s School and a lot (or some) of your company employees? Do we know what we are fighting for? Do we have a defined target and are we aiming for it?

The Harada Method is not quantum physics, nor is it particularly complex. But it does have, in my opinion, several keys that guarantee (almost) success when implemented:

1. Defined and Successfully Proved Method

Tested and perfected both in industry and in other areas.



2. Each person sets his own objectives.

- a. Not managers or directors

3. In order to set these objectives one has to have an in depth understanding of the **Purpose** which will lead us to achieve this objective.

- a. Objectives which are beneficial for ourselves and for the rest (society, family).

This way it ensures that each person “fights” for that in which he believes.

“When people choose strong objectives, purposes and values that serve not only themselves but also others, their character changes completely” Takashi Harada

4. Each person chooses his actions that he has to carry out in order to achieve that Objective, split into different groups (where family, health and other areas are defined obligatory)

- a. Each person also chooses the order in which he will perform the actions



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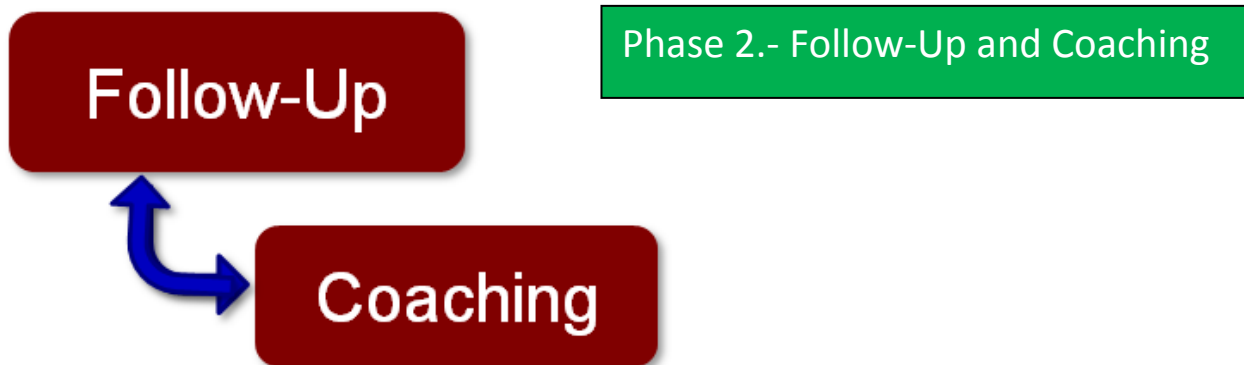


5. Within the process of change **DAILY and WEEKLY ROUTINES** are defined, and this will ensure that every day you ensure your objective.

This last point may seem silly, but it is one of the most important points in The Method.

What has washing up every day at home before having dinner to do with it? Think about it.....

After this first phase comes the second;



6. **Each person** carries out a daily seguimiento (Diary).
 - a. What have you done from what you initially proposed to do?.
 - b. What haven't you done and why not?
 - c. What new actions need to be included.
 - d. How is the original proposal going?

7. We need external help (Coach) who can help us achieve the objective.

Why can't we have a Coach? Do we think we are capable of reaching our objectives by ourselves?

Maybe we could, but we would arrive quicker with the help of a Trainer. If it serves as an example, 3 years ago I was incapable of running 10 kms non stop..... and only a few days ago I managed to finish, (and very well by the way), my first Iron man triathlon. For those who don't know, it consists of 3 trials in a row.

- Swimming: 1.900 metres
- Cycling: 90 km
- Running: Half Marathon (21,097 km)

Without my Trainer I would not have been able to have done this (or at least certainly not as well as I did!)

I hope I have been able to capture your attention regarding the Harada Method..... but I wouldn't like to close this article without stating that this is not for Directors (or only for them); this is a method which can and should be applied by everyone in the organization.....because everyone has to grow/develop/improve

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Certified Coach. Lean Consultant

Certified Partner in Harada Method