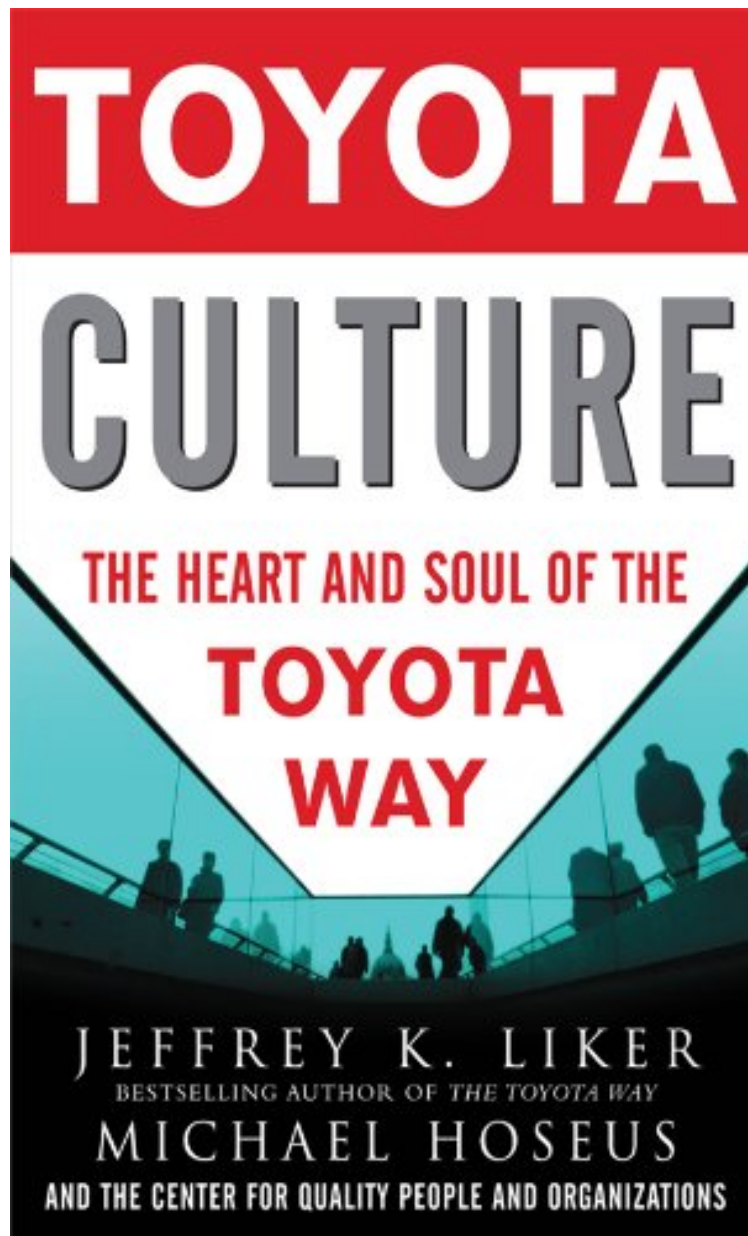


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Toyota Culture: The Heart and Soul of the Toyota Way (Business Books)

Jeffrey K. Liker, Michael Hoseus
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Jeffrey K. Liker, Michael Hoseus : Toyota Culture: The Heart and Soul of the Toyota Way (Business Books) before purchasing it in order to gage whether or not it would be worth my time, and all praised Toyota Culture: The Heart and Soul of the Toyota Way (Business Books):

0 of 0 people found the following review helpful. The greatest benefit of sharing knowledge and experiences By Rosendo Nicacio English Toyota's book culture is one of the standard readings in our teams around the world, this provides us a clear pattern of the points that we need to consolidate and improve to go to the next level as organization. The author shares many examples and anecdotes that reflect much of what we face every day in our work. Although plants have a different level of maturity, using a standard guide allows the knowledge and experiences can be shared with a true value. This has a good side effect: leaders from different plants meet frequently and share experiences and lessons learned when implementing changes. We recognized that beyond the tool(s) that can be used by our peers, we must verify that we are generating behaviors, making sure that these behaviors are alienated with our values and philosophies of work. Some results of this journey have been a greater commitment of our staff and greater collaboration among plants of the same country and region. Espanol El libro de Toyota culture es una de las lecturas estaacute;ndar en nuestros equipos alrededor del mundo, este nos establece un patroacute;n claro de los puntos que tenemos que consolidar y mejorar para ir al siguiente nivel. El autor comparte muchos ejemplos praacute;cticos y aneacute;cdotas que reflejan mucho de lo que enfrentamos cada diaacute;a en nuestros trabajos. Aun cuando las plantas tienen un diferente nivel de madurez, utilizar una guiaacute;a estaacute;ndar permite que el conocimiento y las experiencias puedan ser compartidas con un verdadero valor, esto ha dado pauta a reunirnos con frecuencia y compartir las experiencias y lecciones aprendidas al momento de implementar cambios, reconocemos que maacute;s allaacute; de la(s) herramienta(s) que se puedan estar utilizando por nuestros compantilde;eros, debemos verificar los comportamientos que estamos generando, cuidando que esteacute;n alienados con nuestros valores y filosofiacute;as de trabajo. Algunos resultados de esta jornada han sido, un mayor compromiso de nuestro personal y mayor colaboracioacute;n entre plantas del mismo paiaacute;s y regioacute;n.

0 of 0 people found the following review helpful. Guiding ideas for all managers By Harun Tuygan One of the best books I've read for deeper understanding of ideal manufacturing management that is build on teamwork, respect, thrust and continuous improvement. Many companies may declare to have similiar values in their mission or vision statements but in reality you see dominant characters, hero looking managers with high level political IQ and speech ability are quickly promoted to executive positions. What about their relations with their sub ordinates and peers? What about team work? Not that important? I believe Toyota is a company where principles (Dr. Covey tried to explain for many years) are lived and we should be learning from them. Thanks to Mr. Liker for all his "Toyota Way" books that are very valuable for manufacturing managers as myself.

2 of 2 people found the following review helpful. Practical Value By Matthew Horvat Mike Hoseus, author of Toyota Culture and the executive director for the Center for Quality People and Organizations just presented at [...]. The presentation is archived now at the website. I'm just finishing the book with 5 friends where we talk about the main ideas and how they are relevant and what we can do - we review one chapter per week. The author has a keen insight in viewing culture and breaks it down, at the lowest level to what we deeply believe in and act on. I characterize Toyota as designing their relationships with the detail that an engineer would bring. The way that Toyota aligns company goals with employee goals for long term mutual prosperity makes the horizontal nature of the organizational structure a reality. Coming from a career working at Toyota in Kentucky, the author presents the ideas from the boot laces. He claims it starts at values and with servant leadership, putting the president at the bottom of the pyramid and the suppliers - team members - customers at the top. If you and your team are already exposed to lean and have chosen this path, this is the book for you. It shows Toyota's detailed human value stream and demonstrates how to organize human resources to thrive. For more information, watch the session with Mike Hoseus at [...]

Winner of the Shingo Prize for Research and Professional Publication, 2009 The international bestseller The Toyota Way explained the company's success by introducing a revolutionary 4P model for organizational excellence-Philosophy, People, Process, and Problem Solving. Now, in Toyota Culture, preeminent Toyota authorities Jeffrey Liker and Michael Hoseus reveal how Toyota selects, develops, and motivates its people to become committed to building high-quality products-and how you can do the same for your company. Toyota Culture examines the "human systems" that Toyota has put in place to instill its founding principles of trust, mutual prosperity, and excellence in its plants, dealerships, and offices around the world. Beginning with a look at the evolution of the Toyota culture and why its people are the heart and soul of the Toyota Way, the authors explain the company's four-stage process for building and keeping quality people: Attract, Develop, Engage, and Inspire. Drawing upon numerous examples from Liker's decades of research as well as Hoseus' insider access as a Toyota manager, Toyota Culture gives you the tools you need to: Find competent, able, and willing employees Start training and socializing your people as you hire them Establish and communicate key business performance indicators at every level of your organization Train your people to solve problems and continuously improve processes in their daily work Develop leaders who live and teach your company's philosophy Reward top performance-and offer help to those who are struggling Fascinating vignettes of Toyota's innovative culture highlight the nuances of translating and recreating a people-centric culture in factories and offices across the globe. These exclusive, behind-the-scenes details are just

what your company needs to successfully learn from The Toyota Culture.