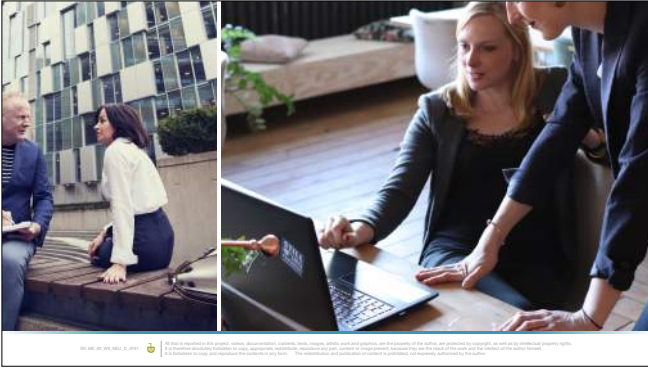




それは何ですか？

意思決定会議



あなたをサポートしてくれる直接の同僚の有無にかかわらず、責任ある役割を担ってください。



企業家経営とは、長期的なことを考えて人々の幸福を維持することにあります。

ROLE RESULTS

What his work produces

Who will use it

For what or with whom will he use it

彼らが何をするのか、どのように行うのかを知る...

What do my colleagues do?

ROLE RESULTS

TASKS TO BE DONE

DEPARTMENT ACTIVITIES

...そして彼らがどのように組織するか。

BEFORE	RESPONSIBILITY	AFTER
<div style="background-color: #f4a460; padding: 20px; border-radius: 10px; width: 150px; height: 100px; display: flex; align-items: center; justify-content: center;"> <p>SPECIFIC ROLE SKILLS</p> </div>	<div style="background-color: #2e8b57; color: white; padding: 20px; border-radius: 10px; width: 150px; height: 100px; display: flex; align-items: center; justify-content: center;"> <p>RESPONSIBILITY SKILLS</p> </div>	<div style="background-color: #f4a460; padding: 20px; border-radius: 10px; width: 150px; height: 30px; display: flex; align-items: center; justify-content: center;"> <p>SPECIFIC ROLE SKILLS</p> </div>

人々への「奉仕」と定義できる役割。

TASK TO DO

SKILLS
EXPERIENCE
CONSTRAINTS
TIME EXPIRY
CANDIDATE
WORKLOAD

COMPETENCE Y
COMPETENCE M
COMPETENCE B
COMPETENCE A

COMPETENCE H
COMPETENCE B
COMPETENCE A

COMPETENCE C
COMPETENCE A

タスクと委任者を割り当て、人々がその結果の主人公になることを奨励します。

LEAD ADEQUATE

彼が私たちが権威あるガイドにしてくれますように...

DEPARTMENTS	FINANCE	PRODUCTION	SALES	SUPPORT	...
CROSS TEAMS					
INNOVATION					
BPROCESS					
B CUSTOMERS					
...					

時間を経ても関係が維持される

How is it going?

a month two months three months four months

OBSERVATION COLLECTION OF SPECIFIC EVENTS SAMPLE ACTIVITY ANALYSIS

REPETITIVE SITUATION PERFORMANCE TIMES

SUPERIOR
ADEQUATE
INFERIOR

clear
shared
daily reference

測定、観察して人々に積極的にフィードバックする

High position
Macro vision
Orientation
Few details

Lowest position
Micro vision
Specific direction
More details

MARKET HORIZON

「私たちの」マネージャーの役割を補完します。



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and
intellectual
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