

USING THE HARADA METHOD TO DEVELOP PEOPLE

April 2, 2019

AHMED AVAIS

TriAgile 2019, Raleigh, NC



MAKE PEOPLE BEFORE MAKING PRODUCTS

MONOZUKURI THROUGH HITOZUKURI

Everyone has to be
an artisan

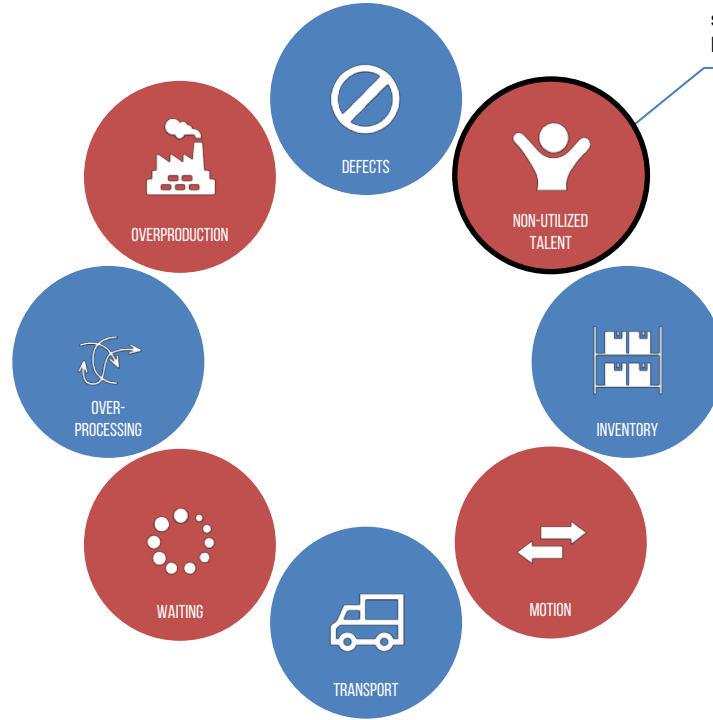
Competing with
inexpensive labor

Offer what inexpensive
labor can't offer

For a company to be the best, it's
people have to be the best



8 WASTES OF LEAN

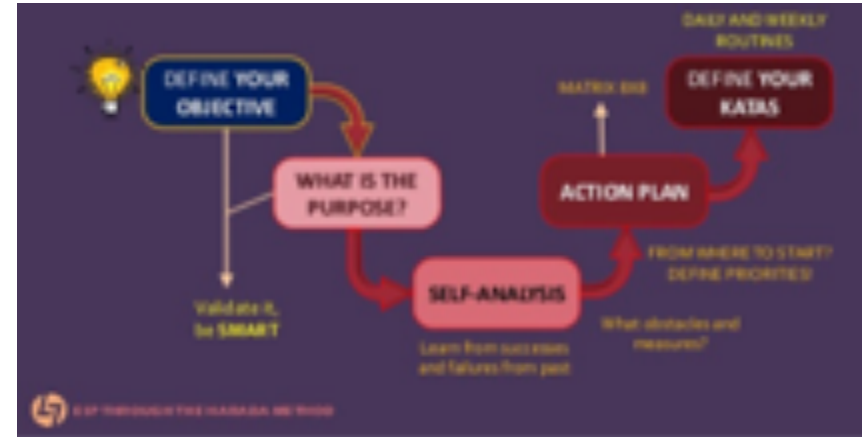


Underutilizing people's skills, talents, and knowledge.

THE HARADA METHOD IN A NUTSHELL

“The World’s Best Technique in Day to Day Management” – Japan Management Association

1. You list the purposes and values of the goal
2. You pick a Goal for mastery
3. You analyze your strengths and weaknesses
4. You determine 64 tasks to attain your goal
5. You set up new routines
6. You keep a daily diary to monitor your own performance
7. You learn how to work with a coach and to be a coach



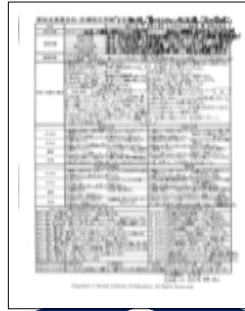
TOOLS AND TEMPLATES

SELF-RELIANCE



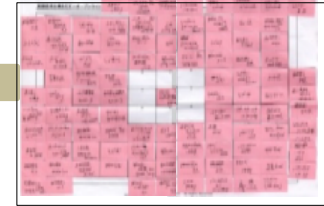
A checklist template with 26 numbered items. The items are: 1. Communication, 2. Leadership, 3. Team, 4. Planning, 5. Problem Solving, 6. Decision Making, 7. Self-Motivation, 8. Self-Confidence, 9. Self-Management, 10. Self-Direction, 11. Self-Reflection, 12. Self-Improvement, 13. Self-Regulation, 14. Self-Initiation, 15. Self-Organization, 16. Self-Initiative, 17. Self-Direction, 18. Self-Management, 19. Self-Direction, 20. Self-Management, 21. Self-Direction, 22. Self-Management, 23. Self-Direction, 24. Self-Management, 25. Self-Direction, 26. Self-Management.

GOAL SETTING




A goal setting template with a grid for tracking progress. The grid has columns for 'Goal', 'Start Date', 'End Date', 'Status', and 'Notes'. The 'Status' column contains various icons representing different stages of goal completion.

64-CHART



A 64-chart template, which is a 4x4 grid of smaller charts. Each small chart has a title and a grid for tracking progress. The charts are color-coded in shades of red and pink.



A routine check template with a grid for tracking progress. The grid has columns for 'Date', 'Time', 'Location', 'Status', and 'Notes'. The 'Status' column contains various icons representing different stages of routine completion.

ROUTINE CHECK



A daily diary template with a grid for tracking progress. The grid has columns for 'Date', 'Time', 'Location', 'Status', and 'Notes'. The 'Status' column contains various icons representing different stages of diary completion.

DAILY DIARY

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THE HARADA METHOD

THE HUMAN SIDE OF LEAN



Takashi Harada and Norman Bodek

OSAKA



SUCCESS THROUGH COACHING

“These coaches, like me, have to take the students from our area. We cannot pick just great athletes. A successful team comes, not having great students, but comes from having a great method and a coaching process that helps develop students into great athletes.”



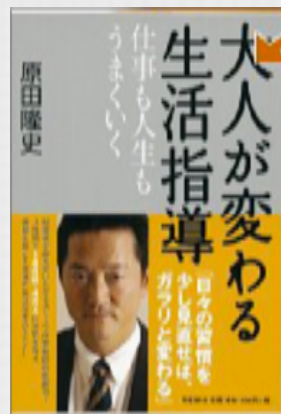
Back to Osaka

Thirteen students won gold medals.

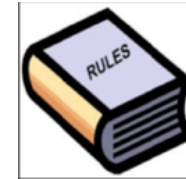
School went from worst to best out of 380 schools for next twelve years



After 20 years as a junior high school teacher, Mr. Harada left education and founded a consulting company to teach his method to industry



UNIQLO – WHAT SHOULD THE MANAGER DO?



TADASHI YANAI

- Richest man in Japan
- Yanai said, "I might look successful but I've made many mistakes. People take their failures too seriously. You have to be positive and believe you will find success next time."
- Manual still exists but ultimate judge is the individual





**MINDS ARE LIKE
PARACHUTES
THEY ONLY FUNCTION
WHEN THEY ARE **OPEN****

HOW DOES THE HARADA METHOD WORK?



Preparing the Mind for Self-Reliance

1. What does self-reliance mean to you?

SELF-RELIANCE

Self-Reliance Test		
Item	Score	Total
1. I am confident		
2. I am confident		
3. I am confident		
4. I am confident		
5. I am confident		
6. I am confident		
7. I am confident		
8. I am confident		
9. I am confident		
10. I am confident		
11. I am confident		
12. I am confident		
13. I am confident		
14. I am confident		
15. I am confident		
16. I am confident		
17. I am confident		
18. I am confident		
19. I am confident		
20. I am confident		
21. I am confident		
22. I am confident		
23. I am confident		
24. I am confident		
25. I am confident		
26. I am confident		
27. I am confident		
28. I am confident		
29. I am confident		
30. I am confident		
31. I am confident		
32. I am confident		
33. I am confident		
34. I am confident		
35. I am confident		
36. I am confident		
37. I am confident		
38. I am confident		
39. I am confident		
40. I am confident		
41. I am confident		
42. I am confident		
43. I am confident		
44. I am confident		
45. I am confident		
46. I am confident		
47. I am confident		
48. I am confident		
49. I am confident		
50. I am confident		
51. I am confident		
52. I am confident		
53. I am confident		
54. I am confident		
55. I am confident		
56. I am confident		
57. I am confident		
58. I am confident		
59. I am confident		
60. I am confident		
61. I am confident		
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63. I am confident		
64. I am confident		
65. I am confident		
66. I am confident		
67. I am confident		
68. I am confident		
69. I am confident		
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71. I am confident		
72. I am confident		
73. I am confident		
74. I am confident		
75. I am confident		
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78. I am confident		
79. I am confident		
80. I am confident		
81. I am confident		
82. I am confident		
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88. I am confident		
89. I am confident		
90. I am confident		
91. I am confident		
92. I am confident		
93. I am confident		
94. I am confident		
95. I am confident		
96. I am confident		
97. I am confident		
98. I am confident		
99. I am confident		
100. I am confident		



LONG-TERM GOAL FORM

The form is divided into three main sections, each highlighted with a blue box:

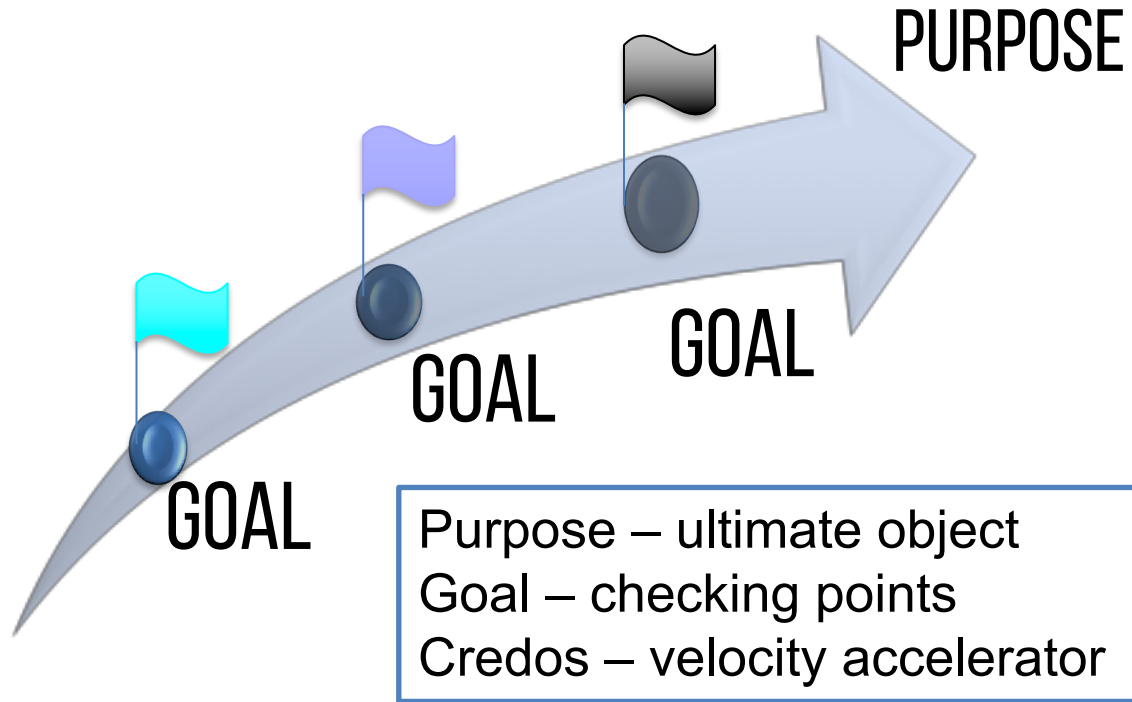
- Setting purposes and Goal:** This section includes a header with 'Your name', 'Your title', and 'Your organization'. Below this, there are fields for 'Purpose or vision (short & long-term)', 'Your role and job title', 'Things I hope to achieve by the end of the year', and 'Goals that you are not sure of yet'. There are also columns for 'Short-term' and 'Long-term' goals.
- Self-Analysis:** This section contains a 'Strengths and Weaknesses' table with columns for 'Strengths' and 'Weaknesses'. Below this is a 'Self-Reflection' section with a 'Reflection' column and a 'Notes' column.
- Action Plans:** This section is a large table with multiple rows and columns for detailing specific action plans. At the bottom, there is a section for 'Supporters for achieving goals' and 'Help needed'.

Setting purposes and Goal

Self-Analysis

Action Plans

THE DEFINITIONS OF PURPOSE AND GOAL



Name _____

“Got-A-Minute”...?

I gain a sense of purpose at work when I use:

My **G**ifts _____

To serve my **P**assion _____

In a culture that **V**alues _____

What gets me up in the morning: _____

(My Purpose in 140 characters or less)

richardleider.com

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<https://www.danpink.com/pinkcast/pinkcast-1-20-discover-your-purpose-in-one-minute-with-the-napkin-test/>

@AHMEDAVAS

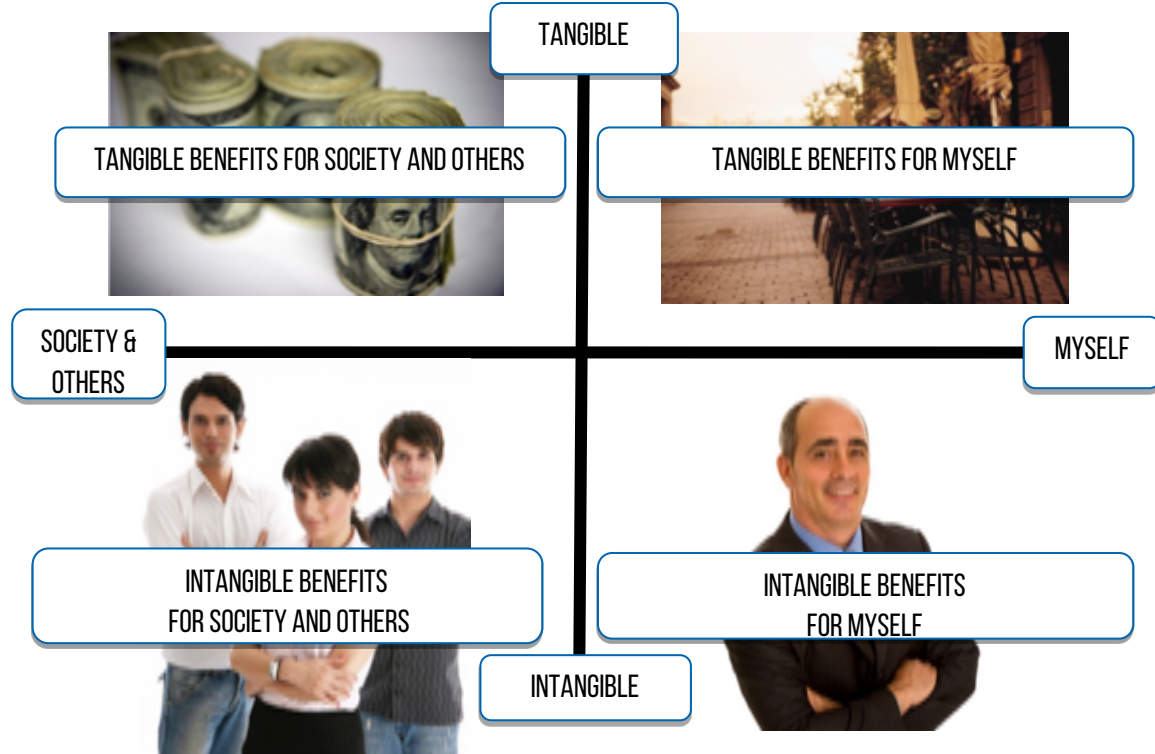


Long Term Goal Setting Form

Name		Today's date		Goal date	
Service to others		At home:		At work:	
V a l u e s	Tangible				
	1			1	
	2			2	
	3			3	
	4			4	
	5			5	
	6			6	
	7			7	
	8			8	
	9			9	
10			10		
P u r p o s e s	Society & others			Me	
	1			1	
	2			2	
	3			3	
	4			4	
	5			5	
	6			6	
	7			7	
	8			8	
	9			9	
10			10		
			Intangible		
G o a l					



THE RIGHT PURPOSE BENEFITS MANY



PURPOSE - EXAMPLE

- Tangible – Others:
 - My company sales increased
 - My customers get better service
 - My employees get a bonus
- Tangible – Yourself:
 - My salary was raised
 - I developed my skills
 - I will be able to go to Europe on vacation
- Intangible – Others
 - My family is happier
 - My employees are more motivated
 - The world knows more about our company
- Intangible – Yourself
 - I am more confident
 - I am more motivated
 - I am much happier



V a l u e s & P u r p o s e	1 To help daughter in getting good grades and become a self reliant person	1 To coach atleast a 1000 people in Harada method in next five years
	2 To help my wife to grow her craft business	2 To be admired as and operational excellence coach
	3 To provide a nice and spacious home for my family which caters to all there needs	3 operational excellence consultant worked with more than 200 companies
	4 To voluntarily teach organization like De-Asra about entrepreneurship/personal excellence	4 To have a net worth of Rupees 50 Crores for freedom of time /money and financial abundance
	5 To create awareness on personal finance and entrepreneurship and how to start working on it at early age	5 To improve my skill in personal finance and improve
	6 Help achieve my company to exit all the Lean deployment phases by 2021	6 A renowned speaker in personal excellence
	7 To help my wife be a very recognized individual in the field of craft	7 To go on a relaxation vacation for a week ones in a year to bond with my family
	8 To identify the most lovable hobby/skill my daughter enjoys and encourage her to pursue it	8 To have a healthy life
	9 To share my pursuit of excellence to inspire them to take action towards there goals	9 To enhance my skill in marketing
	10 I want my wife and my kid to have my support and all the fulfillment and happiness in life	10 To atleast self publish 10 books on personal excellence
Society & others		Me
1 To help coach others in realizing there goals	To self discover myself in this journey called life	
2 To make my family members feel proud about my achievements	2 I want freedom and fulfillment	
3 To help my colleagues in all the possible way to achieve their goals as well	3 I want to be known as prolific writer in the field of personal excellence by changing people lives through lean principles	
4 Our company would be one of the best and world class manufacturing company	4 I want to be a generous human being who takes pride in solving other people's problems and creating value to them so that they can lead a happier life they deserve	
5 Respect for others and family	5 I want to become better at managing my financial resource and achieve financial abundance	
6 To be a friend who is always there to help when in need	6 To be called as the expert in the operational excellence domain	
7 Better quality of life for my family	7 To be better one step than yesterday	
8 To serve my community and dependable help when needed	8 Experiential Learner and action taker	
9 Education for deserving children who cannot afford	9 To be a prolific writer	
10 Be able to provide the highest quality service through my endeavors	10 To be a part of a great mastermind group and share and learn from each other	
	Intangible	



LONDON 2017 – 100 METER DASH



https://www.youtube.com/watch?v=E8bL4vA_56E



THE FOUR ASPECTS

- Mental – the mind – inspiration
- Skill – technique – style
- Health – body – physical condition
- Living – the total you, inside and outside of work.

It takes balance of all aspects to build your total character



ANALYZING THE PAST AND FUTURE

	Past Successes	Past Failures
Mental		
Skills		
Health		
Living		
	Anticipated problems to overcome	Solutions
Mental		
Skills		
Health		
Living		



	Analysis of success	Analysis of failures
Mental	I was relaxed at work, Calm without worrying, Enjoyed what I do at work	Irritated easily, Worried about my work, Forced to work on some leftover work
Skills	Created a to-do-list, Reported, communicated and got advice, Planned short-term and long-term goals	Did not plan for the day, Reported only after incidents occurred, Worked promptly without vision
Health	I ate well three times a day, I slept at 2 am and woke up at 5 am, I run three times a week for 1.5 miles	I ate out too many times and greasy food, I was lazy and sleepless, Watching TV too much without exercising
Living	Organized my room, Had a quality conversation with my family. Washed the bento box by myself	I did not clean my room. I did not think about having time with my family, I used my wife for little things.
	Underlying problems	Solutions
Mental	Negative thinking and speech, Could not organize my work and worried, Stressed and irritated	I put my credo in my notebook and read it everyday. Write out and organize clearly what needs to be done, Utilizing relaxation through breath
Skills	I make careless mistakes I take too much time to deal with Emails I worked without to-do lists	Organized my room, Had a quality conversation with my family, Washed the bento box by myself
Health	I gained weight for eating out too much, Did not spend time wisely at home, Backache and shoulder ache due to lack of exercise	Do double checks, Email one hour each from 10AM and 3PM, Manage my to-do list in my checklist
Living	I do not clean my room, I spent different time frame than my family, I put off certification studies	I clean myself once a week, Use time wisely during my commute (one hour total), I exchange journal with my child



MAKE ACTION PLANS

Plan a series of concrete actions, tasks, that lead to success in the shortest time.

TWO TYPES OF ACTION PLANS REQUIRED TO ACHIEVE YOUR ULTIMATE GOAL

An action plan that you execute every day

“Daily routines (goals)”

An action plan that you execute by a
desired completion date

“Time-framed goals”





Babe Ruth, left, pitching in 1916 for the Boston Red Sox. Japan's baseball phenom Shohei Ohtani, who is often compared to Ruth, just signed with the Los Angeles

64 CHART

1	2	3	9	10	11	17	18	19
8	1	4	16	2	12	24	3	20
7	6	5	15	4	13	23	22	21
57	58	59	Goal Start with your goal			25	26	27
64	8	60				32	4	28
63	62	61				31	30	29
49	50	51				41	42	43
56	7	52	48	6	44	40	5	36
55	54	53	47	46	45	39	38	37



Shobei Otani, 12/6/2010 - Sophomore in High School

Care the body	Take supplements	FSQ 90kg	Improve in-step	Strengthen the body core	Stabilize the pivot	Create an angle	Hit the ball from above	Strengthen the wrist
Flexibility	Physical	RSQ 130kg	Stabilize the release point	Control	Get rid of uneasy feelings	Do not tense up	Precision	The lower body leads
Stamina	Range of motion	Meals Dinner: 7 Breakfast: 3	Strengthen the lower extremities	Don't open the body	Control mental	Release the ball in the front	Increase the number of rotations	Range of motion
Have clear goals and purposes	Do not swing joy and sorrow	Cool head and hot passion	Physical	Control	Precision	Turn at the pivot	Strengthen the lower extremities	Gain weight
Be strong at pinches	Mental	Don't sway by atmosphere	Mental	Draft #! 8 teams	Speed 160km/hr 99 mph	Strengthen the body core	Speed 160km/hr 99 mph	Strengthen around the shoulders
Don't create ups and downs	Tenacity for victory	The heart to care team mates	Personality	Luck	Curve balls	Range of motion	Catch liner balls	Increase pitching
Sensitivity	Worthy to be loved	Plan ahead	Greetings	Picking trashes	Clean the room	Increase count balls	Perfect fork balls	Precision of sliders
Caring	Personality	Gratitude	Use the tools with care	Luck	Attitude for judges	Curve balls with speed and drop	Curve balls	Decisive balls for left batter
Well-mannered	Worthy to be trusted	Sustained efforts	Positive thinking	Worthy to be supported	Read books	Pitch with the same as straight	Control from strike into ball	Imagine the depth

Born: July 5, 1994, Joined the Hokkaido Nippon-Ham Fighters March 29, 2013, First pick in the major league draft, pitcher. Batting average = .257, home runs = 13, win-loss = 14-4, earned run = 2.61, strikeouts 225 - Speed of pitch = 99 mph, 160kph, (11-16-14)



EXAMPLE FROM A 64 CHART: BRINGING HARADA METHOD TO U.S.

Perfect the keynote address	The Harada five day certification course Finish by 10-1	The three day course Finish by 10-1
Q & E certification	Develop courses	Produce Webinar
Senior management presentation 9-27	Respect for People	The two day course

1. The first step is to list eight areas that you can think of that you need to know about or improve in to achieve the goal. These categories are fairly broad (e.g., Health/Family). Specifics come in the next step. Do this in five minutes or less, to force yourself to think quickly.



1.	2.	3.
8.	Goal:	4.
7.	6.	5.



Before serving, make sure that every item is together on the dish	When dishing up, make sure the temperature is right by getting the back of the hand closer to the dish	While dishing up, check to make sure food is not burnt.	Greet by bowing to a 90 degree angle	Give out wet hand towels no matter how many customers come to the table	Be thoroughly hospitable - humble attitude in customer service	Check the bathroom once per hour	Before opening the store, check all the light bulbs above each table	Make sure that the light is up for the entrance, door and the window display.
Have the kitchen and drink staff memorize all the instructions	Q=Memorize	Do not let any kitchen and drink staff diverge from the kitchen instruction	Double check the order when taking it from customers	R=Smile	Check the menu and understand the availability of products	In cleaning and resetting the table after the customers leave check the top and under the table	C=Clean	In closing, clean up inside the fridge everyday
Provide the first drink within 2 minutes after customer orders, the second drink within 3 minutes	Strictly keep the ratio 3:7 between beer foam and liquid.	Create a catering time table for party guests	Be ready to serve more drinks if any glass is emptied to an inch of liquid	#REF!	Read the customers' mind	Be meticulous about separating cutting boards for different purposes	Be meticulous about sanitizing the everything in the kitchen	Leaders make sure that their workplace is kept clean
Put out advertisements in free papers	Distribute service coupons in the local area	Do some company visits	Sell \$250,000 of products in April			Servers should always recommend appetizers and side menus when taking drink orders	Recommend the party room if the group consists of more than 4 people	Recommend the party room for the group consists of more than 6 people
Send direct mail to customers who gave the name and contact addresses	Reduce the number of customers	Before customers leave, the cashier gives out menu and drink coupons				Be meticulous in talking about the seasonal specials	Increase spending per customer	Offer another drink, if declined, serve water or tea
Call those who reserved the room and came to eat, and thank the customer	When part-timers have a party, let them come to the store	Greet with one word, be meticulous in educating FR members				Retrieve the finished dishes and create the atmosphere that customers may want to order more	FR members should report the variances in customer spending everyday	Clean the menu book on the table
Check the attire of employees	The manager speaks according to the educational philosophy	Be meticulous in reporting to the manager everything customers say	Estimate the sale for the next day	Estimate the number of orders and customers and the number of party guests and orders	Stop ordering mistakes by estimating the sales for the day after tomorrow correctly	Predict monthly/weekly sales	Create a high quality work schedule	Schedule employee absences and fill in the scheduling gaps in advance, using staff from the sister stores
Part-timer workers need to write what they noticed in the journal before they go home	Employee training	Keep the locker room clean	Educate the person ordering, reduce any excess	Kitchen Hygiene	In the party instructions, write the hours of service and serve the food within 75 minutes	Position yourself well by checking the work schedule for tomorrow	Management by the store manager	Check the reservation and time table, create the sales strategy
Once a month, hold a store meeting and share the educational philosophy and sales, and discuss future improvements.	Create a trainer and trainee culture. Let both report to the manager everyday	Develop education plan based on four education philosophy	Make the hall and kitchen leaders communicate through intercom	Every Sunday analyze the number of goods sold	Make sure crews stand by at 4:30pm, 8:30pm, 10:30pm	Control P/L everyday and sell the most by placing many people on the most profitable day	Give instructions after getting feedback from the kitchen and hall leader	Walk through the store to find the root problems and fix them to make the workflow smooth



DECIDE START AND END DATES

- Importance of setting exact dates to attain your goals.



OPPORTUNITIES FOR IMPROVEMENT

- Take 10 tasks from the 64 chart in the order of occurrence
“I will mail out 3000 direct mail pieces”
- By when
“On November 1”



TASKS FROM 64 CHART IN ORDER OF OCCURRENCE

Tasks from the 64 chart	By When
My goal is communicated to my family	11/12
I announce my goal at the department meeting	11/17
Analyze my strength and weaknesses	11/25
Prepare presentation material for company A	12/10
Practice presentation four to five times	12/15
Clear milestone goal # 1	12/25
Finish five books on skill up	1/5
Contact more then five people I met at industry meeting	1/20
Achieve goal #2	1/31
Finish goal and action plan for the next term	2/28



YOUR TURN

Tasks from your 64 chart in order of occurrence	By When
1	
2	
3	
4	
5	
6	
7	
8	
9	
10	



WHAT ARE THE “DAILY ROUTINES” AND WHAT ARE THEY FOR?

- A series of actions that you do on a daily or weekly basis repeatedly
- This lays the foundations for making good habits and therefore achieving your ultimate goals.

Routine actions in the order of importance

1

2

3

4

5

6

7

8

9

10



ROUTINES

- You build your skills and capabilities one step at a time. The magic to success is perseverance; always moving forward towards your goals and never giving up.
- Realize most people are stuck with habits: smoking, drinking; patterns will repeat





ROUTINE CHECK SHEET

Routine Check Sheet		Employee:	Date: Cooperation				Name:	Coach: Type				Routine Accomplishment Percentage				Date			
												Total		Result					
												%		%					
Service Ability	1																		
		1	1	1	1	0	1	1	1	0	1	1	1	1	0	0	1	1	99
Routines	2																		
		1	0	0	1	0	0	1	0	0	1	0	0	0	1	0	0	1	0
	3																		
		1	1	1	1	0	1	1	1	1	0	1	1	1	1	1	1	1	0
	4																		
		1	1	1	1	0	1	1	1	1	0	1	1	1	1	1	1	1	0
	5																		
		1	1	1	1	0	1	1	1	1	0	1	1	1	1	1	1	1	0
	6																		
		1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1
7																			
	1	1	1	1	0	1	1	1	1	1	1	1	1	1	1	1	1	1	
8																			
	1	0	0	1	0	0	1	0	0	1	0	0	1	0	0	1	0	1	
9																			
	1	1	1	1	0	1	1	1	1	1	1	1	1	1	1	1	1	1	
10																			
	1	1	1	1	0	1	1	1	1	1	1	1	1	1	1	1	1	1	
Did not perform routine that day: Exceeded routine		10	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	



HARADA METHOD DAILY DIARY

Date	Today's Phrase		
Time	Plan	Reflections	Top 5 Tasks for Today
6:00			1.
			2.
7:00			3.
			4.
8:00			5.
Area	Description	Score	Comments
9:00	Overall	General impression of today	
10:00	Mental	Enthusiasm, spirit and focus	
	Body	Energy, health, exercise, diet	
11:00	Work	Know-how improvements	
12:00	Relations	Did you work well with others?	
1:00	Life	Family relations and private life	
	Learning	Self-study and development	
2:00	Routines	How well you did them	
3:00	TOTAL		
	Give each item a score of 1-5. Maximum of 40		
4:00	Good things noticed today		
5:00			
6:00	What would you do differently?		
7:00			
8:00			
	Notes, questions, inspiring words, events		
9:00			
10:00			
11:00			
12:00			

Sustaining your efforts through the power of writing, writing, writing



DIARY EXAMPLE

Date		Today's Phrase		
9/4/2011		Better and better every day.		
Time	Plan	Reflections	Top 5 Tasks for Today	
6:00			1. Have lunch with other coworkers	
7:00	Wake up	6:30 woke up	2. Learn quickly how to deal with a problem	
8:00			3. Caution with mistakes in writing	
	8:30-clean	Washed and cleaned	4. Remember to sanitize my hands	
9:00		Went to bank	5. Answer loudly	
			Area	Description
			Overall	General impression of today
				Score
				Comments
10:00	Go shopping		Mental	Enthusiasm, spirit and focus
				3
				Good in morning, faltered at work in afternoon
11:00	Leave for work		Body	Energy, health, exercise, diet
				2
				Tired-need to go to bed earlier
12:00			Work	Know-how improvements
				3
			Relations	Did you work well with others?
				3
1:00	Start work 12:30	Started on time	Life	Family relations and private life
		Ran 1st Machine		4
				Had dinner alone with husband
2:00			Learning	Self-study and development
				3
3:00	Break		Routines	How well you did them
				2
			TOTAL 24	
			Give each item a score of 1-5. Maximum of 40	
4:00		3:30 break	Good things noticed today	
			I'm getting used to typing labels	
5:00				
6:00			What would you do differently?	
7:00			I did not check the container display. I only checked the container number but did not look carefully at pallet number.	
8:00				
9:00	Go home 9:15		Notes, questions, inspiring words, events	
		Wrote in journal	1. Do you get the same number if the number in lot is same with PR and BS?	
10:00	Go to bed 10pm		2. I enjoyed working in teams today. I was able to work more quickly.	
11:00		Went to bed 11pm		
12:00				



EXAMPLES

How to stay motivated and stay sane

Handwritten notes on the syllabus include:

- ① 2024.09.23
- ② 2024.09.24
- ③ 2024.09.25
- ④ 2024.09.26
- ⑤ 2024.09.27
- ⑥ 2024.09.28
- ⑦ 2024.09.29
- ⑧ 2024.09.30
- ⑨ 2024.10.01
- ⑩ 2024.10.02
- ⑪ 2024.10.03
- ⑫ 2024.10.04
- ⑬ 2024.10.05
- ⑭ 2024.10.06
- ⑮ 2024.10.07
- ⑯ 2024.10.08
- ⑰ 2024.10.09
- ⑱ 2024.10.10
- ⑲ 2024.10.11
- ⑳ 2024.10.12
- ㉑ 2024.10.13
- ㉒ 2024.10.14
- ㉓ 2024.10.15
- ㉔ 2024.10.16
- ㉕ 2024.10.17
- ㉖ 2024.10.18
- ㉗ 2024.10.19
- ㉘ 2024.10.20
- ㉙ 2024.10.21
- ㉚ 2024.10.22
- ㉛ 2024.10.23
- ㉜ 2024.10.24
- ㉝ 2024.10.25
- ㉞ 2024.10.26
- ㉟ 2024.10.27
- ㊱ 2024.10.28
- ㊲ 2024.10.29
- ㊳ 2024.10.30
- ㊴ 2024.10.31

LIVE 大綱摘要

Handwritten notes in Chinese:

- ① 2024.09.23
- ② 2024.09.24
- ③ 2024.09.25
- ④ 2024.09.26
- ⑤ 2024.09.27
- ⑥ 2024.09.28
- ⑦ 2024.09.29
- ⑧ 2024.09.30
- ⑨ 2024.10.01
- ⑩ 2024.10.02
- ⑪ 2024.10.03
- ⑫ 2024.10.04
- ⑬ 2024.10.05
- ⑭ 2024.10.06
- ⑮ 2024.10.07
- ⑯ 2024.10.08
- ⑰ 2024.10.09
- ⑱ 2024.10.10
- ⑲ 2024.10.11
- ⑳ 2024.10.12
- ㉑ 2024.10.13
- ㉒ 2024.10.14
- ㉓ 2024.10.15
- ㉔ 2024.10.16
- ㉕ 2024.10.17
- ㉖ 2024.10.18
- ㉗ 2024.10.19
- ㉘ 2024.10.20
- ㉙ 2024.10.21
- ㉚ 2024.10.22
- ㉛ 2024.10.23
- ㉜ 2024.10.24
- ㉝ 2024.10.25
- ㉞ 2024.10.26
- ㉟ 2024.10.27
- ㊱ 2024.10.28
- ㊲ 2024.10.29
- ㊳ 2024.10.30
- ㊴ 2024.10.31

Handwritten notes in Chinese:

- ① 2024.09.23
- ② 2024.09.24
- ③ 2024.09.25
- ④ 2024.09.26
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- ㉓ 2024.10.15
- ㉔ 2024.10.16
- ㉕ 2024.10.17
- ㉖ 2024.10.18
- ㉗ 2024.10.19
- ㉘ 2024.10.20
- ㉙ 2024.10.21
- ㉚ 2024.10.22
- ㉛ 2024.10.23
- ㉜ 2024.10.24
- ㉝ 2024.10.25
- ㉞ 2024.10.26
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- ㊲ 2024.10.29
- ㊳ 2024.10.30
- ㊴ 2024.10.31

COACHING

@AHMEDAVAS



HOW FASCINATING!



<https://youtu.be/Jw8BsmveZoo?t=25>



<https://youtu.be/F4rs1HYZGI8>

WHAT IS THE DIFFERENCE BETWEEN COACHING AND TEACHING?

- Coaching is helping to find and draw the answers from within oneself by asking effective questions.
- Teaching is getting knowledge to provide solutions and answers to issues.

A self-directed person coaches herself through reflection by writing a diary.

“WHAT MAKES A GOOD COACH? COMPLETE DEDICATION.” - GEORGE HALAS

- No one can achieve everything they want to by themselves.
- Kinds of Support:
 - Emotional Support- this could mean sharing in your success, or picking you up when you are felling down. You might need a shoulder to cry on, or just a pat on the back.
 - Practical Support- many goals require time, energy, and physical resources.



WHAT A COACH DOES:

- A coach is a mentor who supports, inspires, guides, leads, encourages, and brings out the best from his or her client.
- A coach meets with the client daily – in order to review if a person is staying on target to reach his/her goals
- Coaches asks questions – help clients to overcome obstacles and resistance to change.
- Coaches create awareness – by observing clients habits, routines, and improvement efforts.
- Coach leads their clients towards their goal.
- Coach listens



SUMMARY

The Harada self-directing method aims to grow:

- a person who is based on the firm foundation of her good character; particularly making it a practice to serve others and benefit others.
- a person who is also highly productive professionally.

A successful self-directing person is created by using:

- Harada's long-term goal setting sheet to learn and set goals in both personal and professional fields.
- Harada's routine check sheet to check actions and behaviors routinely to acquire good habits to succeed.
- Harada's diary practice to self-coach individuals daily, to improve overall abilities, and to be successful in life.



GO FORTH AND BE SELF-RELIANT!



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<https://www.linkedin.com/in/normanbodek/>

[The Harada Method the Spirit of Self-Reliance](#)

[Harada Method – PDF Templates](#)

[The Wall Street Journal - How Shohei Ohtani Visualized His Baseball Success](#)

[Harada Method: What Shohei Ohtani Can Teach CEOs About Building Champions](#)

