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“Participative Management” as a Management Model for Japanese Firms in Management Globalization

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<Abstract>

Japanese firms today are faced with the serious concern of globalizing their style of management, which prioritizes human resources as the core part of management, involving all concerned members in decision-making processes. It is now high time that Japanese firms adopt “Participative Management” as a management model in visible and logical ways, reinforcing the advantages of traditional Japanese management styles. Taking the perspective of Japanese firms, I discuss and elaborate the imperatives, strengths, and examples of “Participative Management” as the core ideas in management globalization in comparison with “Authoritarian Management”.

<Keywords>

Participative management, bottom up decision-making, team management, Japanese management, management globalization