



Toyota Talent: Developing Your People the Toyota Way

By Jeffrey K. Liker, David Meier

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Toyota Talent: Developing Your People the Toyota Way By Jeffrey K. Liker, David Meier

Toyota doesn't just produce cars; it produces talented people. In the international bestseller, *The Toyota Way*, Jeffrey Liker explained Toyota's remarkable success through a 4P model for excellence-Philosophy, People, Problem Solving, and Process. Liker, with coauthor David Meier, provided deeper insight into the practical application of the principles in *The Toyota Way Fieldbook*. Now, these authorities on Toyota reveal how you can develop talented people and achieve incredible results in your company.

Toyota Talent walks you through the rigorous methodology used by this global powerhouse to grow high-performing individuals from within. Beginning with a review of Toyota's landmark approach to developing people, the authors illustrate the critical importance of creating a learning and teaching culture in your organization. They provide specific examples necessary to train employees in all areas-from the shop floor to engineering to staff members in service organizations-and show you how to support and encourage every individual to reach his or her top potential.

Toyota Talent provides you with the inside knowledge you need to

- Identify your development needs and create a training plan
- Understand the various types of work and how to break complicated jobs into teachable skills
- Set behavioral expectations by properly preparing your workplace
- Recognize and develop potential trainers within your workforce
- Effectively educate nonmanufacturing employees and members of the staff
- Develop internal Lean Manufacturing experts

Guiding you with expert tips and training aids, as well as real-world examples drawn from the authors' two decades of research and field work, Liker and Meier show you how to get the most out of people who live and breathe your company's philosophy-and who work together toward a common goal.

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Editorial Review

From the Back Cover

Toyota's Secrets to Building an Exceptional Workforce

Leading Toyota authorities Jeffrey Liker and David Meier give you the keys to growing top performers from within through a detailed process of preparation, training, and follow-up. Drawing upon Liker's detailed study of Toyota's manufacturing, technical, and service organizations across the globe, and Meier's deep experience gained from working with some of Toyota's best sensei, the authors bring the company's proven practices to life through insight and exercises, enabling you to

- Define your organizational needs and objectives
- Create development plans for all employees
- Grow your top talent from within
- Analyze routine work and ancillary tasks
- Break down a job for effective training
- Break the cycle of poor training and results to create a cycle of continuous learning and improvement

About the Author

Jeffrey K. Liker, Ph.D., author of the bestselling *The Toyota Way*, is Professor of Industrial and Operations Engineering at the University of Michigan and coowner of lean consulting firm Optiprise, Inc. His Shingo-Prize winning work has appeared in *The Harvard Business Review*, *Sloan Management Review*, and other leading publications.

David P. Meier is coauthor (with Liker) of *The Toyota Way Fieldbook*, and is President of Lean Associates, Inc., a consulting company dedicated to supporting other organizations in their efforts to learn from the *Toyota Way*. David was a group leader for Toyota Motor Manufacturing for ten years.

Users Review

From reader reviews:

Jerold Richards:

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