

## **HAKUUNSHA**

**July 2016**

Last week, I was able to have an interview directly with the president Mr. Manabe giving me a new perception of Hakuunsha logistics company. The company will soon have 60 years of history and has a strong mentality continually working towards new challenges and objectives such as their plan to expand in Southeast Asia within the next decade.

When asked about what Mr. Manabe looks for in employees, he said he looks for people with creative qualities as well as people who are willing to face new challenges and are not afraid to make a mistake. He does not want people who simply follow directions. Ideally, he wants his employees to be more independent and full of ideas. He believes that if everyone in the company is welcomed to input their ideas, the company will grow. I asked him what he did to encourage employees to do their best and I found his answer to be especially interesting. Mr. Manabe stated that it is difficult to encourage people but he makes sure that he does not discourage them. As the president of the company, Mr. Manabe likes to create an enjoyable and family like business environment. He enjoys company and talking to people and encourages this in Hakuunsha as well.

Hakuunsha continues to undergo a process of reconstruction, nonetheless, I am positive that it will succeed. After interviewing with the company CEO, it is evident Mr. Manabe has the ability, knowledge, and charismatic leadership skills to push the logistics company to go to next level. As a visitor in Japan, I am grateful for the incredible learning experience.

