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Toyota’s Team Culture

**Case Overview**

Value Statement:

“To ensure the success of our company, each team member has the responsibility to work together, and communicate honestly, share ideas, and ensure team member understanding.”

The ways that the culture reflects emphasis on teamwork:

* + No individualism
  + Test candidates to ensure not only competency and technical skills but also oriented toward teamwork
  + “All of us are smarter than any of us”
  + Not one single person is recognized

**Chapter 10:**

A group whose individual efforts result in performance that is greater than the sum of the individual inputs.

**Question 1**

Do you think Toyota has succeeded because of its team-oriented culture, or do you think it would have succeeded without it?

I think Toyota has succeeded because of its team-oriented culture because they not only use it in the production process but they apply it to every level and every function. So team-culture plays a big role in their success.

**Question 2**

Do you think you would be comfortable working in Toyota’s culture? Why or why not?

Yes. Because Toyota’s culture seems to be at its best because of team orienting. I have always been a team player and had no problem cooperating with others. So I feel that I would be satisfied with this work culture.

**Question 3**

In response to the recession and the firm’s first-ever quarterly loss, Toyota’s managers accepted a 10 percent pay cut in 2009 to avoid employee layoffs. Do you think such a response is a good means of promoting camaraderie? What are the risks in such a plan?

Yes because I believe it gave the employees a feeling of support, loyalty, and protection from managers. And it’s rare for the managers to do this.

I don’t think there are too many risks with this plan besides having too many employees as time progress and other employees expecting the same treatment causing conflict.