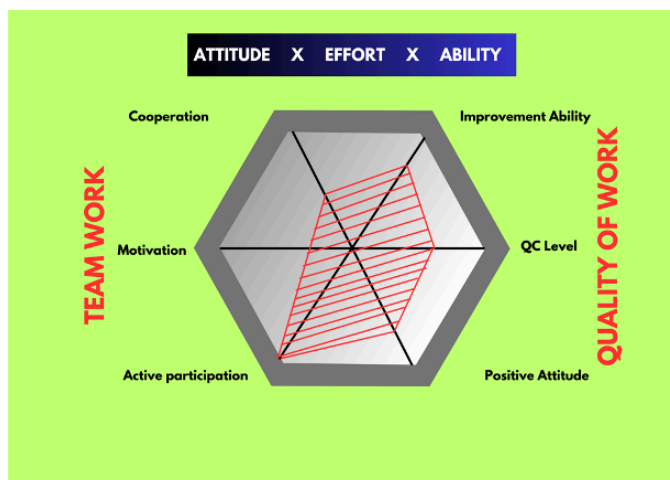


Success = Attitude X Effort X Ability

I had the opportunity to attend a training program named EPCM (Executive Program in Corporate Management) in Tokyo, Japan, in August 2023. There were 20 participants from 14 different countries around the globe. This training, funded by the Ministry of Economy, Trade & Industry, Government of Japan, teaches the Japanese approach to Business Management, and the program proved to be highly enlightening. During this 3-week program, we visited various industries in Japan, from the Toyota Headquarters to a local farmer. One particular company that sparked excitement among us was Kyocera (which stands for Kyoto Ceramics), founded by Mr. Kazuo Inamori, a true leader who pursued his passion for success in life. He espouses many philosophies in business, and one that resonated with me was 'Success = Attitude × Effort × Ability.'

He believed that this formula is the key to success for any individual. According to him, if one fails in any of these parameters, the result will be 'zero,' as any high value multiplied by zero is zero. For example, if someone has 100% attitude and 100% ability but puts in zero effort, the result will be zero. The beauty lies in the fact that he further expands these three traits into 'teamwork' and 'quality of work,' creating a six-point scale:



- **Teamwork:** Co-Operation (Ability), Motivation (Attitude), Active Participation (Effort)
- **Quality of Work:** Improvement Ability (Ability), Positive Attitude (Attitude) QC Level (Effort)

For individuals possessing the right attitude, effort, and ability in their job and within their team, success is guaranteed. It's crucial to note that these traits are multiplied, and the result is significantly impacted.