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Finally, the Japanese believe in what they call "bottom round" management. This concept, sometimes called consensus management or committee management, is an innate part of Japanese culture. It involves a slow decision-making process that attempts to reach a true consensus rather than a compromise.

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Understanding Japanese Management Practices
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The Art of Japanese Management. Athos and Pascale, although not named as co-authors of the 1982 publication of In Search of Excellence, published their own study in a 1981 book titled The Art of Japanese Management. This book used the 7S Framework to compare the Japanese firm Matsushita with the American company ITT.

McKinsey 7S Framework - Wikipedia

The art of Japanese management talks about the differences of the Eastern and Western management, and clarifies this differences by citing transnational companies and the ways they did or do solve social and cultural problems that the main management has nowadays. The book starts by sitting on the history of great western organizations like government, military and the church.

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Given the current thinking that American business might be able to match Japanese levels of performance by adopting people-oriented Japanese management methods, the near-simultaneous appearance of two books that make almost identical points is neither to be wondered at nor disparaged—especially since in both cases the authors are authorities in the field. But William Ouchi's Theory Z (p ...

THE ART OF JAPANESE MANAGEMENT by Richard Tanner & Anthony ...

it's to do any good. The Seven S Framework first appeared in "The Art Of Japanese Management" by Richard Pascale and Anthony Athos in 1981. They had been looking at how Japanese industry had been so successful, at around the same time that Tom Peters and Robert Waterman were exploring what made a