

MG-management game



3M inc.

MG-Management Game

MG(Management Game)is one of the business training and educational tools in which people can experience the realistic management simulation. It is a board-game type and was developed by Mr.junichiro Nishi in 1976, and it has been known as the really effective training tool among the prominent Japanese business people.

In the game ,five or six players assigned to each board. Every player founds their own companies and executes the whole process of management such as investment,hiring,purchasing,manufacturing,promotion and sales,staff training R&D,and so on,as a president. Also,players can simulate bidding with other players,closing the books,developing management plan and conducting strategic planning.



Game board

Game items



Through the game ,players can learn how to manage the management process and to develop the strategies so that they can be nurtured not only as business professionals but also matured people.

MG - what is going on



Every player can take seat anywhere they like, but beginners should sit on the front. To be more successful and effective-in enjoyable and beautiful manner

Number of times attended rather than the single result,
communication rather than the number of times attended
Communication comes first!



MG,MT(Mytool),and Minna-de

(with everyone or "Be united")Mr.Junichiro Nishi

According to Mr.Nishi,there principles should be followed in order to "gain without pain"

1.Be scientific and rational

What does "scientific"mean?

The principle of management is $[PQ=VQ+F+G]$.

That means anyone can get the same results anytime since it is a mathematical law called an equation,which has reoccurrence and universality.

Also,it is important to obtain the scientific perspective.

-Is the decision-making done on the basis of facts,on-sites,reality,and actuality?

-Is the perspective subject to the principles of STLoWS(Scientific,Total Long-range,Well-balanced,Systematic)?

-Is the scientific and rational decision-making made?

2.Be strategic

"Strategic" means a broad view of things.You must foresee the future course and take the initiative -these two factors are imperative to go for the jugular for making a successful outcome with the smallest endeavor.

3.Be united(=with everyone)

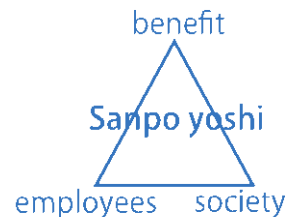
Employees who have the above-mentioned perspectives are called "Riko-mon(= intellectual workers)".As the number of Riko-mon increases, the company can gain without pain,scientifically and rationally.

These capabilities or perspectives are nurtured by training employees with MG and Mytool thoroughly.

Of course, the most important thing is that the management should take the initiative in doing and going on MG and Mytool on his own. Without this, the company never changes or never succeeds.

【 Summary】

1. Be scientific and rational—using two tools of Mytool and Pocket Computers
2. Be strategic—obtaining a great insight and information processing ability through MG game training
3. Be united—targeting the all-employees-participated management
The purpose is “Sanpo yoshi”(benefit for all three sides), meaning that business should not only benefit the management, but also employees and society as a whole.



Three Features of Strategic Accounting

1. Element method is science
“Science” means law, universality, and reoccurrence.
2. Direct Costing and Linear Programming
Direct Costing is essential.
3. Accounting for making gain
Strategic Accounting is used for decision-making.

Matrix Accounting

Matrix Accounting (MX accounting) indicates the chart which has 30 rows and columns each. There are 25 summarized accounts on the chart; only with this sheet, all accounting flows and stocks-P/L, B/S, and C/F -can be overlooked.

There are two-consecutive-fiscal-year balance sheets in one MX accounting chart: it means the chart has four financial statements (two-year P/L, B/S and C/F), not three ones. This feature of MX accounting is far beyond conventional "debit-credit" one-quoted from website of Nishi Research Institute <http://www.nishiken.jp/>.

Management is counting backward

"Management is counting backward." -Mr. Sadamu Ichikura

Nowadays many executives know this golden rule. This includes enormous lessons and insights.

In the MG training, attendees learn how to develop management plan at the end of the Day 1. Counting backward makes the thoughts simpler to narrow down available options.

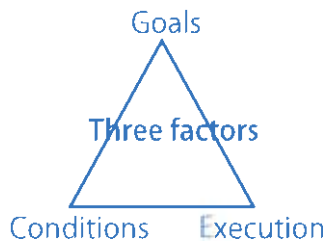
Let's compare this process to golf. The ultimate purpose of golf is to hole a ball with fewer than prescribed number of strokes. So, golf players will make the first shot, counting backward from the putting on the green.

In other words, they set the goal first, then choose the best clubs and decide the hitting directions in order to execute an approach shot, at given weather conditions.



Same as golf, management (or business) can be divided into the three factors:

- 1. Goals (strategies and directions)
- 2. Conditions (management environment)
- 3. Execution (tactics and planning)



In the MG game, the ultimate purpose is...

In the MG game, the ultimate purpose is to generate G (= net income); players develop the management plan in order to achieve the purpose.

Management never means just “swinging a driver as forcefully as one can.” It is the decision-making process in which everyone in the company recognizes what should be done on each step, and in which the management makes everyone informed of the tactics and measures on what should be done from the perspective of counting backward from the company’s ultimate purpose.

Then, each step decided must be executed steadily and regularly.

It is not a big problem even if the attainment level is low in the first stage. Practice makes perfect - believe in the process!



The risks to hinder the attainment are given equally, not only to you, but also to everyone. They are not causes but conditions. There is no use in complaining to conditions, in other words, to management environment, isn't it? Therefore, it is imperative that we should make every effort to execute tasks in order to attain the goals as well as prepare the action plan to accomplish the strategic plans UNDER the given conditions.

In the MG games, this action is equal to filling in the left column on the first chart, named “strategic plans”

MG is a practical training of management. Same as the real management situation, the environment is constantly changing. Players must always handle the risks generated from the changes-it is tough!

The important things are that players should check the results made by their decision-making, clear up what they should do on each step by counting backward from the ultimate purpose, and try to bring the attainment rate closer to the plan, figuring out the progress status even if it does not go well.

In the MG training, players reiterate the process before they can do it on automatic pilot. This makes the habit into the ability, and makes it possible to improve the ability to attain the goals and increase accuracy.

If you are satisfied with the management style which has no intentions or purposes and just do it with full effort, it is just "Let-thing-take-ther-course management"-this is neither a professional management style nor a professional manager, who is responsible for his own organization.

(Translated by Mariko Nishi)

Contact us

We hold an open MG game seminar monthly. For further information, please visit our website at <http://www.3mmg.jp/>.

We have a wide range of experience in in-house MG game training with quite a few clients. For further details, please visit our website at <http://www.3mmg.jp/>.

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