

Delegating

Trust your son

In 1937, a new employee was assigned as a member of the accounting staff for the Tokyo Office with a monthly salary of 35 yen and was expected to handle more than 100,000 yen in cash, which is a large sum of money equivalent to 300 million yen in the current value.

This employee wrote home to his father and proudly told him that he was doing accounting work for Matsushita Electric and handling 100,000 yen in cash. However, after reading a letter from his son, the father became anxious and wrote a letter of complaint to the founder.

"My son is just out of college. How are you going to face the consequences if anything should happen while handling such a huge amount of money? It could ruin my precious boy's life. How about monitoring his performance for a while and then appointing him to handle the money after he proves himself competent?"

The founder wrote back to him as follows.

"I fully understand your concern. That being said, your son is willingly engaged in his job. So, we should trust him with it as long as he can handle the task. Would you please have faith in him and give him encouragement?"

A few years later, when the employee heard from his father about this conversation between him and the founder, he thought to himself, "This is the Matsushita spirit where superiors trust and bring the best out of their subordinates, thereby facilitating company development, which will then lead to social contributions. If I were to stay with any company, it would have to be Matsushita Electric," and was determined to "make all-out efforts."