

Reflections about Yutaka Lynn Bradford

During my week at Yutaka, I was fortunate enough to have observed the many different sides of the general process that create silencers, catalytic convertors and torque convertors for Honda Automobiles. I observed how the different aspects were developed and planned in Engineering, Maintenance and Production. How Human Resources has the enormous task of finding all the great employees I had the joy of meeting. I learned that most employees do not have an automotive background. Employees arrive at Yutaka from other non-automotive manufacturing plants, private entrepreneurships closings due to shifts in the economy, new career paths after retirement and youth that are looking for their first career path or opportunity. I was moved by the excitement of the EHS folks and how they do not limit themselves to just the physical needs of the employees, but assist them with daily motivation as well. At times, I thought I had stepped into a synchronized swim heat as Material Services moved raw metal and parts at different stages of production around Yutaka, with no drownings, I might add so that production could stay on track and units could be shipped on time. I was astonished and slightly overwhelmed by the amount of auto parts, human parts and general site parts that Purchasing, MRO and Accounting have to predict, order and pay out. It was so fascinating to watch Quality Control as they determined why a part was returned or if the unit had malfunctioned in some way. I had an aha moment in Quality Control. I learned in Quality Control that the cost of returned parts, if determined bad is pulled from the Yutaka budget; thus, adding to the monumental task in Human Resources and Accounting of balancing the recruitment of good employees while keeping cost in check. Of course, keeping all these folks connected to their EXCEL Spreadsheets and all Yutaka communicating was MIS. MIS explained how fast technology was changing and shared that some of our gamers might find a good career path in MIS. The Training Program was the last division I bothered, I mean observed. I observed in the Training Program as well as previously being enlightened by employees that they have the opportunity for upward mobility at Yutaka by taking the initiative to learn and test on correct job processes without biases coming into the factor.

Overall, I found that Yutaka was comprised of a wonderful diverse group of employees where the large range of people had different strengths and qualifications, but came together as a team to produce a perfect finalized part for Honda. The syncing of employees and their efforts reminds me of a quote from Brian Tracy....."Just as your car runs more smoothly and requires less energy to go faster and farther when the wheels are in perfect alignment, you perform better when your thoughts, feelings, emotions, goals and values are in balance."

What I hope to share with the students at C.A.R.E are the skills that the Yutaka Employees thought to be the most important when planning a career in their field. Those skills include basic MATH knowledge and Personal Skills. Personal Skills include arriving/departing on time, attendance, managing personal time, positive work ethic and having the willingness to learn and work with others.

Thanks again, for giving me the opportunity to observe at Yutaka. I was both captivated and fascinated at all the knowledge and experiences the employees shared with me. I hope I can do Yutaka justice as I speak to students at C.A.R.E. about the multitude of careers Yutaka has to offer the youth of Cullman County.