

## **Guy Healy Japan and LbE Japan Transition and Future**

Guy Healy Japan is a business that was started in October of 1989 by me and Guy Healy, an American living in Nagasaki.

Being a business managed by an American, living in Japan, and a Japanese, whose course of life was changed by study abroad experience in the US, this company was started with an idea to offer great possibilities to different people by experiencing Japanese-American cultural exchange.

The first achievement of Guy Healy Japan was a creation of a project called USA Summer Camp. I dare to say that it is the biggest camp in Japan offering lodging-type English training. 4,500 of mainly Junior high school children, about 120 of American staff and 30 people as managing staff from Japan participate in this camp every summer.

Starting from 1990, this camp has changed lives of many participants and staff members.

Besides this, we were able to start different projects, such as supporting Japanese students, transferring from junior college in Japan to the junior year of American universities and sister-school projects.

Then, starting from 2015 we are planning to integrate all the projects under LbE Japan.

Among all the global changes within 24 years, the biggest one was the terrorist attack in the US on September 11th, 2001. This event made a big change in our company inevitable. The movement of people between the US and Japan had temporarily stopped at that time. We lost most of our projects. However, it is interesting how the largest crisis could turn into the biggest opportunity.

The only work that remained was focused on USA Summer Camp and we were able to start a joint project with JTB. Furthermore, as we were requested to look for places, other than the US, we started projects with Australia and New Zealand. This experience widened the scope of our business. It was an honor for us to receive an Honorary from Australian Consulate-General in Fukuoka.

Being engaged in this business for a long time, I learnt about the change in business environment and how to adapt to it.

As Japanese economy approached its state of maturity and society faces the future problems of shrinking population and aging society, it is hard for young people to have dreams these days. At the same time, the axis of World Economy changed and international relationships intensified. With great opportunities around the world, there are many chances for dreams to be fulfilled.

Our company has also developed from Japanese-American business to the company operating in many English-speaking countries with a global business environment. Our job is development of human resources, who would transform process of globalization into new opportunities.

By cooperating with people from diverse backgrounds, all around the world we want to create people who are excited about the opportunities that the world holds for them, who do not fear the risks, who keep on challenging, and who can contribute to the future.

LbE Japan is a company that aims to reach the bright future through development of human resources and cooperation with globally minded people. But this is a challenge that has no end. Therefore I think that the company is a place where people with the same goal and willingness for realization of that goal come together. Similarly it should be persistent and last for long.

Especially, our job "Now" is to offer a chance to raise awareness. Therefore, our current commitment is to raise the number of people, who are aware. If annually a million people of the same generation will participate in our projects, get excited about their own possibilities and cooperate with the other people around the world, wouldn't the world be changing for the better direction?

LbE Japan is a company that wants to contribute to create a happy peaceful world through experience of cooperation with people who have diverse cultural background.

### **About the work**

My life until the age of 23 was an escape from reality. Whenever I faced challenges, I would find a convenient excuse and escape from problems. The result of such escapes was realization that as long as I continue this kind of attitude, I, myself, will not proceed further, will not progress. Only when you make an effort to overcome the difficulties, you will be able to change yourself.

In the course of noticing this, I thought about many things. "What is the difference between me and people who suddenly lost their lives in the accident?", "What is it like to have to continue living although you know the fact that you'll die?", "What is the difference between being alive and being dead?".

At that time I was deadlocked with having to live and continued to think about living. At that time I realized several things. The one thing is that "I will not live for myself. I live because there are other people, I live only for other people".

But how can one become useful for other people? I looked at my past to find the answer for this question. Because we don't know the future, but we know the past. The accumulation of past will create our future.

Looking back at the past, what I found as something that could benefit people was the realization that human opportunities are infinite after I had living experience in the US. Although

values of people around the world might be different, living abroad provides a chance to experience becoming aware of one's own inner and outer opportunities and objectively see oneself. Perhaps experiencing foreign culture will become an opportunity to make better lives of other people as well, not only oneself.

What this opportunity offered me was my duty, and this equals to my job. I noticed that work is just a way to express the way to live your life.

Therefore for me, work is living.

A big part of human's life is spent at work, therefore following one's heart, I think one can become more fulfilled by putting a meaning to living.

I believe that work is not something that is given, but something that is being created.

The purpose of LbE Japan will not ever change. The skills and techniques are something that change, and they are unlimited.

There is no boundary for us.

### **The youth**

Our job is to create a bright and peaceful world through human development. The future always relies on young people. Only if people of previous generation can leave better world for the next generation, the future will proceed into bright direction. Of course, there are many different aspects, but in a long-term perspective it will definitely be brighter.

Energy is important for creation. The youth are the source of energy. Our vision is to realize a creation of the future we want by mobilizing the strength of young people all around the world, full of energy.

### **The concept of employment**

I hope that we will always be able to employ based on equality. Employees are the ones, who put their best efforts to achieve a common goal through using an opportunity of working at the company. Management is there to maximize the abilities of employees and offer opportunities for challenges on the way to achieving dreams, and to achieve the personal growth of employees and of management. I think this way company will gain the most of the profits.

As a company dealing with human development, we cannot neglect the efforts to maximize possibilities of our employees. At the same time, if an employee wants to utilize abilities gained at the company in another place, the management will support this decision as far as practically possible.

It could be in a form of starting new business, or career change.

Therefore, we will not hold back employees who decided to leave our company. Energy should be used in a way, where it could be maximized.

### **The course of employment**

Now in 2014, our remuneration is definitely not the best. It is not even at the average level yet. At the present time, we are expanding heavily relying on company's passionate employees.

But I am not planning to continue this way always. As I am planning to significantly expand on the basis of equality, proper allocation of results of growth is important.

Management does not depend on employees. Employees also do not need management. I think that only when every worker becomes a core person by himself/herself and fulfill his/her responsibilities, the growth will take place.

Until 2016, I want our company to become a company that works for fulfillment of goals and dreams.

### **Diversity and development in the world**

Our company is a company with a goal of contributing by adhering and learning from diversity.

We implement diversity both inside and outside of the company. We want to create an environment realizing that diversity is not only limited to different culture and people, but also different age, gender, specialization, work forms, etc.

In the year of 2014, there are 8 full-time workers, 2 part-time workers, 1 employee on trial period, interns (6-9 people throughout the year) in LbE Japan, 400 members in GEP (Global Education Project), 150 staff member, 1 executive, specialists from 5 fields in USA Summer Camp engaged in our activities.

Every year, we are planning to increase the number of employees, interns, members and especially the diversity of the nationality of our employees.

Furthermore, we want to actively pursue foreign project developments.

### **The company that can last for generations**

Guy Healy Japan was a sole proprietorship with Guy for a long time. In 2002, when we wanted to sign a contract with JTB, we changed to limited liability company (LLC), because they could not sign a contract with sole proprietors. I think it had a meaning of "starting an equal existence under the law" at that time. To be honest, at that time it was only changing a form to a legal person for me, but now it is different.

LbE Japan is a company, which I put all my passion in. However, I cannot live forever. But company is different. Depending on the way of managing it, a company is an entity that can last forever. The other way to look at it, is that company is a “house”, where people with similar goals come together. The size and form of a house can be set.

My job as a manager is to “build a foundation based on which a company can last for a long time”. A house, where many people can live enjoying their lives. Long-lasting house. I have to build this house until my retirement, which is planned for 2020.

After that, the condition of the house will depend on the decisions of the residents of that house.

Koichiro Kita  
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