

Liderlikte Judo Stratejisi

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Öz

Çok hızla değişen bir dünyada yaşıyoruz. Yaşadığımız bu acımasız dünyada güçlü olanlar ayakta kalabilmektedir. Judocu rakibinin saldırısına karşı direk saldırı ile karşılık vermektense, onun ağırlık, sürat ve gücünden yararlanarak avantaj sağlar ve gücünü daima kontrol eder. Judo; denge, teknik, kuvvet, sürat, dayanıklılık ve rakibin zayıf noktalarından yararlanma esasına dayanmaktadır. Liderlik ise herkesin tükendiği durumda astlarını yeniden harekete geçirebilme yeteneğidir. Liderler astlarını kendi hedefleri doğrultusunda yönlendirirler. Bu iki yeteneğin bir araya geldiği durumlarda rakiplerin kazanma şansı çok azdır. Bu makalede judo sanatını bilen liderlerin yönetim stratejileri anlatılmaktadır.

Anahtar kelimeler: Judo, Lider, Strateji, Yönetim.

Judo Strategy in Leadership

Abstract

We live in a very rapidly changing world. Strong people will remain standing in this cruel world where we live. Judoka does not attack against his opponent's attack. He gets an advantage from his weight, speed, and leveraging. Judoka has always controlled his power. Judo has balance, technique, strength, speed, endurance and enjoyment. Judo is based on the opponent's weak points. Leadership is the ability to movement of subordinates when everyone is exhausted. Everyone can be exhausted but the leader knot. On the contrary, he directs subordinates in accordance with his goals. For this reason, leadership and judo are two important cases that should be joined together in the organizations. Rivals are very little chance of winning the competition when the two of them come together. This article describes the management strategies of leaders who know the way of judo.

Keywords: *Judo, Leader, Management, Strategy.*

Giriş

Jujutsu becomes judo

Martial arts were practiced in Japan during its feudal age: the use of the lance, archery, swordsmanship, and many more. Jujitsu was one of such time. Also called "Taijutsu" and "Yawara", it was a system of attack that involved throwing, hitting, stabbing, slashing, choking, bending, and twisting limbs, pinning an opponent, and defenses against these attacks. Although jujutsu techniques were known from the earliest times, it was not until the latter half of the sixteenth century that jujitsu was practiced and thought systematically (Kano J., 1989). Having mastered and perfected the ancient art of jujutsu, Jigoro Kano founded the Kodokan Judo (Maekawa ve Hasegawa, 1963) in 1882.

The word jujutsu and judo are each written with two Chinese characters. The word "Ju" in both is the same and means "gentleness" or "giving away". The meaning "Jutsu" is "art, practice", and "Do" means "principle" or "way", the way being the concept of life itself. "Jujutsu" may be translated as "the gentleness of the art", "Judo" as "the way of gentleness", with the implication of first giving way to ultimately gain victory (Kano J., 1989). Judo teaches that the way of the use of appropriate and effective physical and mental energy. It shows that the ability to use all the power at the desired time and place for one and the same purpose (Karabulut, 1988). Judo, as well as everything has its own philosophy and principles.

Judo philosophy

The main principles of Judo are "Maximum efficiency" and "Mutual welfare and Benefit". The goal of maximizing efficiency teaches the judoka to use the least amount of physical strength necessary to throw an opponent. This is accomplished by proper use of technique and timing (University of Notre Dame Judo Club Homepage).

The main purpose of judo is to know how to defeat an opponent with a minimum use of power. When an individual in a bout, first he must ascertain his opponent's

physique, strength and special skills and what kind of personality he has in order to make an effective attack. Success can be achieved if intelligence is used together with physical abilities. An individual should use spiritual and physical strength effectively. The use of force against a stronger opponent increases the chances of losing the fight. Instead, using the judo philosophy, the struggle can be turned in favor of the individual.

Judo philosophy is based on pulling the opponent when he pushes, pushing him when he pulls. Opposing forces, such as pushing or pulling, can not provide superiority each other. Instead, the reverse force applied by pulling the pushing opponent or by pushing the pulling opponent will make it easier to lose equilibrium for the opponent. Both methods cause the rival to lose power by changing the equilibrium point. The opponent will use all his energy in order to get rid of his difficult situation and he will lose his power. While the opponent is spending more energy, the individual will be able to keep up with less of his own power. The power of the gap between the rivals will either decrease or will favor the individual. The individual will be able to use some of his power to oppose his rival, while he will be able to use the other part for another purpose. This philosophy, which is the foundation of the judo, allows the energy of the individual to be stored and ready to use for the next activity while the power of the opponent is exhausted.

Principles of judo

The word of judo has its own special manners. Tradition, custom, ethical rules, tolerance, and helpfulness are important among Judo principles. Judo is distinguished from other sports by these features. Judo has special rules. Judo is to be work and practice in a specially designed place where is called the Dojo. The Dojo word comes from the Far East philosophy and is used in the sense of place of enlightenment. Before and after practicing judo or engaging in a match, opponents bow to each other. Bowing is an expression of gratitude and respect. Judo begins with a bow and ends with a bow. The jacket, pants and worn when practicing judo are collectively called judogi. The jacket and pants are white and the belt varies in color to the rank of the wearer (Kano J., 1989).

The standards for qualifying for rank promotions are recorded considerable details. The basic points are included technical level of Judoka, the character of a person, understanding of judo, application of life, and achievement in Judo. Kata and Randori are important to develop Judo. Kata is a method of studying the techniques of judo via prearranged orders and methods. This is a method to understand correctly the basis of each individual technique. Randori (free practice) is a method of practicing Judo via actual offense and defense applied during free movements with an opponent. Both methods as important to the practice and study of Judo. Many of the most skillful Judoists in randori were also proficient at kata (Matsumoto, 1996).

Judo is usually referred by the Japanese words. These words refer not only to the training of body and polishing skills, but also making behaviors dignified. Judo involves considerably stressful movements. Hence, when practicing, individuals must pay close

attention to safety so that neither individual nor opponents get hurt. Judo helps the individual become a better member of society. The personal discipline that Judo taught would extend beyond the dojo into daily life and could allow the judoka to become a more productive member of society. These principles are used not only in judo, but also entire life. That's why judo is more than an art of attack and defense. Judo is the art of leadership.

Judo strategy in leadership

The leader is a person who can begin again when everybody is exhausted. Leadership is the ability to begin again when everybody is exhausted. Leadership is the ability to influence people toward the attainment of organizational goals (Daft, 2000). In other words, leadership involves the motivation, direction, supervision, guidance, and evaluation of others for the purpose of accomplishing a task (Fiedler ve Chemers, 1984). The leader uses these processes in his management. In general, management is the process of completing activities efficiently and effectively with and through other people (Luthans ve Doh, 2012). Management has the specific purpose of managing people, and especially their financial resources, equipment, stock, raw and auxiliary materials. Leaders who can find solutions in chaos and crises circumstances, who can undertake acceptable risks in every condition and who are flexible and rapid in making decisions should be appointed to manage positions. Like the Judo strategy, their powers are used to gain superiority to rivalries. And in these situations judo strategy helps leaders.

Judo Strategy is easier to visualize the moves that make it possible to beat a stronger opponent. These are first the mind-set of not opposing strength to strength, second use movement, balance, and leverage as the three principles of competition, and a toolbox of tactics and techniques. Judo strategy may use, if little individual is facing off against stronger opponents. Powerful opponents may beat if an individual has speed, agility, and creative capabilities to outmaneuver his opponents, no matter what the balance of strength may be. Judo strategy may use when individual dealing with the competition is one of his top strategic priorities or competitors have the advantage of strength and size, individual is unlikely to win by going head-to-head (Yoffie ve Kwak, 2001). In fact, Judo's strategy is to continue its ability to fight against exhausted opponents. Judo Strategies, applied by leaders, are written below and shown at the table 1.

Ju is motivation

Ju means gentleness or giving away for leaders. It reflects motivation. Motivation is a general term applying to the entire class of drives, desires, needs, wishes, and similar forces. Leaders motivate their subordinates for their goals. Motivation desires to achieve for the sake of achievement (Henry, 2008). Motivation plays a central role in leadership. Leaders should pay attention to the expectations of their subordinates and they should keep their motivation high. Equality of opportunity should also be provided in leadership. They should give them a way to improve themselves.

Table 1. Rule of lidership by using judo strategies

Rule	Judo	Lidership	Strategy
1	Ju	Motivation	Ju reflects motivation. Ju means gentleness or giving way for leaders.
2	Do	Decision-making process	Do reflects the decision-making process. Do means principle or way for leaders.
3	Dojo	Tolerance	Dojo reflects tolerance. Term of Dojo refers to the place of enlightenment.
4	Bow	Values	Bow reflects values. Bowing is an expression of gratitude and respect.
5	Belt	Organization	Judogi belt reflects the organization. The belt varies in color to the rank of the wearer like a hierarchy in organizations.
6	Balance	Power	Balance reflects power. Not going against the strength of one's opponents, but rather to beat them by using their power.
7	Kata	Planning	Kata reflects planning. Kata is a method of studying the techniques of judo via prearranged orders and methods.
8	Randori	Controlling	Randori reflects controlling. Randori is a free practical method.

Do describes the decision-making process

Do means principle or way for leaders. It reflects the decision-making process. The decision-making process is selecting among various degrees of leadership style was developed by researchers (Newstrom & Davis, 2002). It describes how leaders should behave in order to maximize the outcome. Leaders should define needs first. Second, they have to identify the decision criteria and allocate advantages of the criteria. Third, they develop and evaluate the alternatives. And the last leaders must choose the best alternatives. The alternative chosen in accordance with the Do principle reflects the management style of the leader and helps on the way to follow.

Leaders should apply and improve their selected decision making processes according to their leadership styles. Leaders should ask for subordinates' opinion and suggestion in the process of decision making and should make them get involved in the process and benefit from their expert knowledge during the implementation. Leaders

should apply the principles for all the subordinates neutrally and equally. They should do whatever required from the aspect of their leadership principles without exception. Leaders should make the necessary changes when needed in time, but they should not allow the principles to be applied to serve to individuals or groups for their sake.

Dojo is tolerance to the environment

Term of Dojo referring to the place of enlightenment. Dojo reflects tolerance. Toleration must be supplemented by a meta-theory that accounts for choice making at the level of meta-practice. Toleration must allow for a comparison between theories through some form of argument. At the same time it must be recognized that comparison, it requires defining criteria to affect comparison as a basis for and as part of choice making. When a methodological choice is made by interventionists, it is vital that they hold a definite theoretical image in mind directly informs the action (Flood & Romm, 1996).

The Dojo reflects not only the way, but the life itself. It is important to be able to make the right decisions throughout the life. In order to be able to do this, Leaders should ask their subordinates' opinions and suggestions. Subordinates should participate in all processes and expert knowledge. Leaders can be fulfilling their missions by using tolerance. They should be more tolerant against their subordinates unless they do not try to change the existing systems by using force. Leaders should allow individuals to believe what they want to believe.

Bow respects to opponent's values

Bowing is an expression of gratitude and respect. Bow reflects values. Leaders must respect values. Values are the basic beliefs that are the personal or social preference of the final condition of a specific behavior style or existence to the final condition of an opposite behavior style or existence. They consist of the critical elements, including an individual's thought about what is true, good or acceptable. Moreover, people also hold different beliefs and adhere to different value systems. Their philosophies may diverge, or their ethical values may lead them in different directions (Newstrom & Davis, 2002).

Judoka bows his opponent with respect, regardless of language, gender, religion, race, way of lives before the start of the bout. Bowing is given to the message that the body is delivered intact, that it is seen as its own body, and that it will see its body as its own body. The opponent bows in the same way and gives the price of having it. Like bowing, leaders should pay attention to the values of their subordinates and rivals. These values should be transferred to the individual together with the values of the organization. Leaders should protect and respect the values of their subordinates. Subordinates who are respected for their values strive to increase the success of the organization.

Judogi belt defines the structure of the organization

The belt varies in color to the rank of the wearer, like a hierarchy in organizations. Judogi belt reflects the organization. An organization is a deliberate arrangement of people to accomplish some specific purpose (Robbins & Coulter, 2012). As in hierarchical structures, judo belt shows the level of the judoka. Color changes according to the seniority and success. However, success is important in the organizations instead of the seniority during the period.

Organizational structure should be determined by the leaders. They should build up organizations in a structure in accordance with the needs of it and in the way that they can take part in the environment of the activity. Leaders should also make preparations to be able to take part flexible organization and in the way that they can take part in universal regulations. Leaders should make preparations in advance and mission oriented matrix organizations should be set up by leaders. Subordinates should be ensured that leaders should be promoted in their expert fields to be successful in organizing. They should ensure that individuals and groups who are active in different units will work as a whole and will be guided for the success of the organizations.

Balance means use of power

Balance services both defensive and offensive aims, often at the same time. Balance reflects power. Power is the ability of individuals of groups to persuade, induce or coerce others into following certain courses of action (Kelly, 2009). Balance is the basic principle that saves from being defeated in judo. But in judo strategy, balance is about more than staying on the feet. Leaders learn to re-channel their opponent's attack and stay on the offensive in mastering the principle of balance. The basic principle of rivalry was not going against the strength of one's opponents, but rather to beat them by using their power. Formal power can come from the ability to coerce or reward, from formal authority, or from control of technical skills. Technical skills encompass the ability to apply specialized knowledge or expertise (Robbins, 2003).

Leaders should use power to decide accurately and quickly. They should use opposing power with technical strength. Information technologies and information systems are important for the leaders to their management. They should apply a leadership, according to subordinates' known individual skills, should behave and treat according to their features. By using a balance and making the most of agility and speed, the leader can undercut a stronger opponent's ability to compete on the basis of size and strength and seize a critical edge early in the bout.

Kata develops the planning techniques

Kata is a method of studying the techniques of judo via prearranged orders and methods. Kata reflects planning. The plan is method formulated beforehand for achieving a desired result by leaders. Planning is the process of prior to taking action. Planning encompasses defining an organization's goals, establishing an overall strategy for achieving those goals,

and developing a comprehensive hierarchy of plans to integrate and coordinate activities (Robbins, 2003).

Kata has been developed against the dangers encountered during the fight. Leaders can also achieve their goals in a plan. For planning, leaders first establish aims, second analyze the situation and determine courses of actions, third evaluate alternatives, and the last choose and implement the plan. Since organizations exist to achieve goals, leaders should define those goals and the means by which they can be achieved.

Randori controls the skills

Randori is a free practical method. Randori reflects controlling. Controlling measures performance relative to the planned objectives and standards, rewards people for work well done, and takes corrective action when necessary (Nickels et al, 2010). The judoka tries to achieve superiority over the rivalry by applying the techniques he learned during the Randori. If the correct methods are used, they are successful. If defeated, corrective measures are taken and the judoka is prepared for the next bout.

Basically, it means measuring whether what actually happens, meets the organization's aims. Leaders should share experiences with subordinates. Leaders should teach their experiences to young leaders, and they should share their intellectual knowledge with their subordinates to be able to use actively and productively. Controlling is the task of ensuring that activities are providing the desired aims. Leaders may set aims, measure performance, and corrective action as required by controlling.

Conclusion

Judoka has always controlled his power. Uncontrollable power is not power. Judo has balance, technique, strength, speed, endurance and enjoyment. Judo is based on the opponent's weak points. The vast majority of Judo principles coincides with management processes. Judo principles and management processes can be an important guide for leaders when they are examined together.

Leadership is the ability of movement of subordinates when everyone is exhausted. Everyone can be exhausted but the leader knot. Leadership and judo are two important cases should be joined together in the organizations. Rivals are very little chance of winning the competition when the two of them come together. Each of the structural and functional elements of Judo Strategy are not separate; they are the parts of a leadership. It is concluded that Judo Strategy results from the leader's features, and motivation, decision-making process, tolerance, values, organization, power, planning, and controlling are actually advantageous. Consequently, one of the most important subjects that leaders may be influenced is Judo Strategy.

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