



# The Future of Blockchain and its Impact on Management Innovation



2020 KOBEO Uzbekistan  
UZNEX Opening Ceremony

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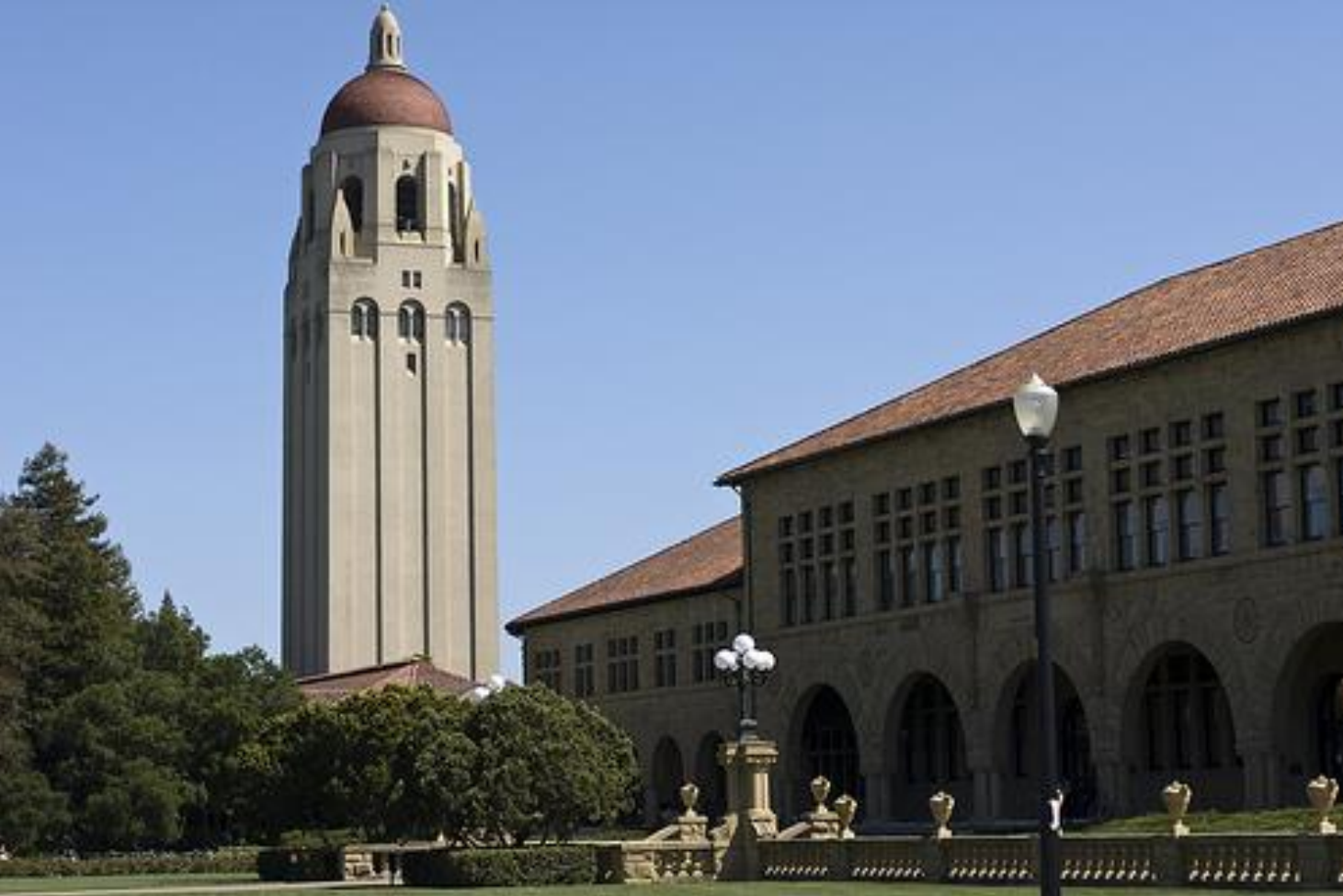
**<http://www.linkedin.com/in/yujiakaba>**

**January 20, 2020**

# KOMATSU



**6 years as Design Engineer**



## **MS in Mechanical Engineering at Stanford University in USA**

# McKinsey & Company

**14 years in McKinsey, opened Seoul Office**

**Helped Korean business groups for 10 years in their achieving miracle growth**

**Commuted 500 times in 10 years between Seoul and Tokyo**

**Developed more than several hundreds of Change Agents in LG Group who can lead management innovation**

**Deployed more than one hundred McKinsey consultants from all over the world for the client**



**Cofounded in January 2002**

**Cofound start-ups, with extremely hands-on approach, helping entrepreneurs**

**Not a venture capital**

**Help management innovation of large companies**



**Panasonic**

**SONY**

**CASIO**®  
® logovaults

**RENEASAS**

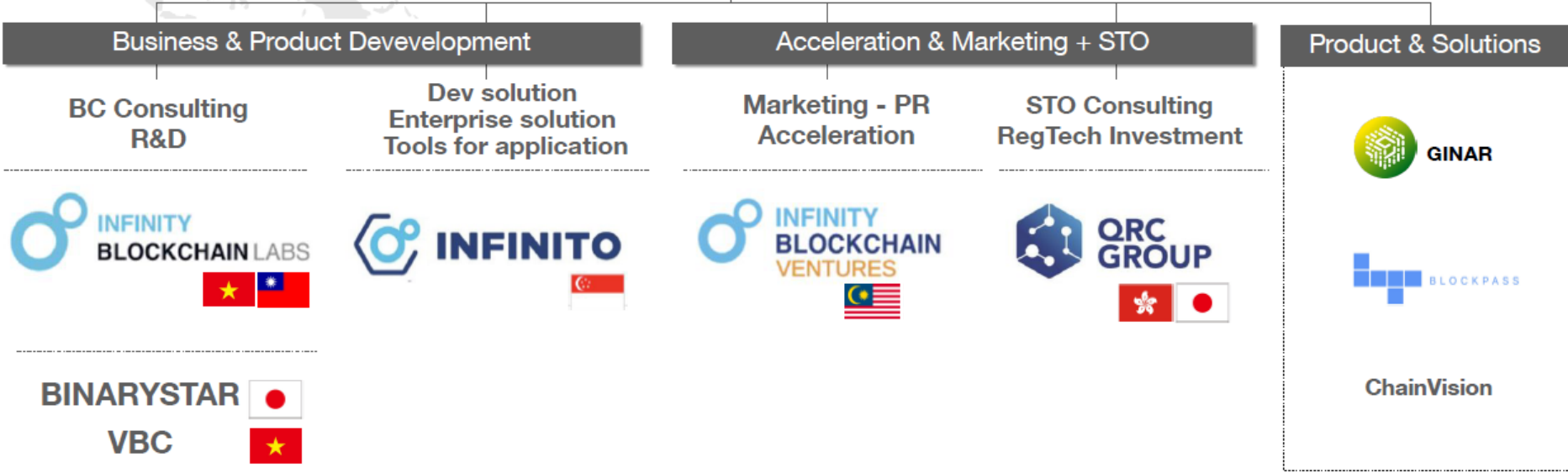


The third largest motorbike company in India.

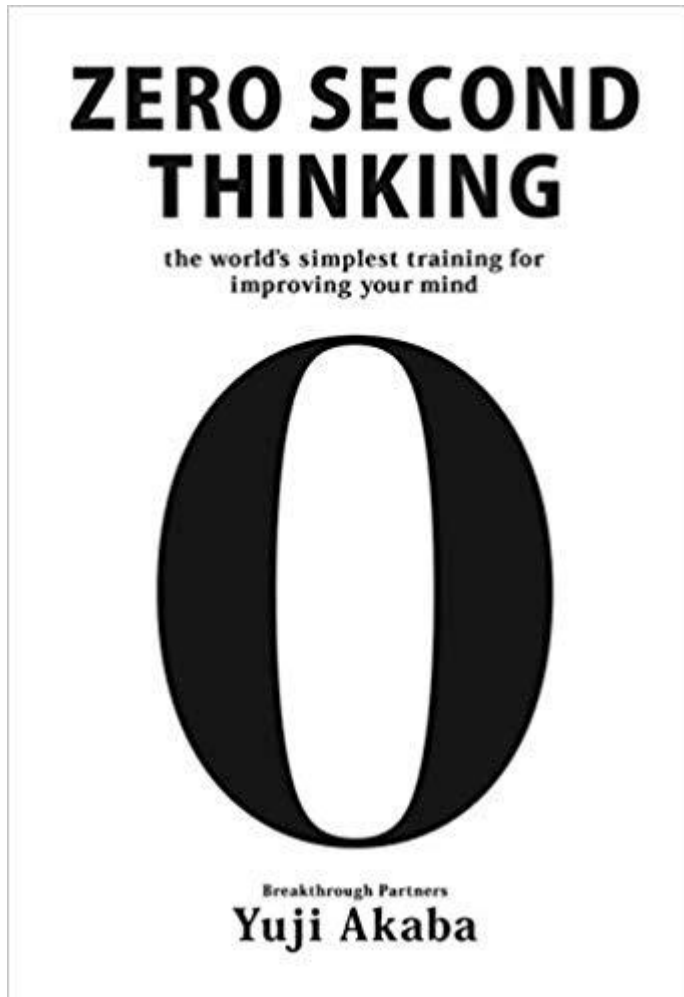
# Infinity Blockchain Group with 300 blockchain experts



Infinity Blockchain Group (IBG) provides support to develop and grow Universal Blockchain Ecosystem for Businesses, Researchers, Education and Governments enabling Mass adoption of Blockchain. IBG has the over 300 experts with technical expertise, know-how in blockchain product incubation and development.



**Published 20 books in Japan and 19 translated in US, China, Taiwan, Korea and Thailand. Total 760,000 copies, all for skill building and management innovation**



**Anybody can grow substantially within several weeks by writing A4 memos 10-20 pages a day**

The simplest way to become smarter and quicker in decision making

**Very effective way to develop strong leaders for management innovation**



**Now,**

**In the world, competition is getting fierce.**











**And, leading players are becoming even larger and further dominant**

# Market Cap Top 20 @April 30, 2019

01	01 →	<a href="#">マイクロソフト</a> Microsoft	<b>Microsoft</b>	1,000.764		アメリカ	11	10 ↓	<a href="#">エクソン・モービル</a> Exxon Mobil	339.970		アメリカ
				<b>\$1Trillion</b>								
02	03 ↑	<a href="#">アマゾン・ドット・コム</a> Amazon.com	<b>Amazon</b>	948.487		アメリカ	12	12 →	<a href="#">ビザ</a> Visa	328.213		アメリカ
				<b>\$948Million</b>								
03	02 ↓	<a href="#">アップル</a> Apple	<b>Apple</b>	946.215		アメリカ	13	14 ↑	<a href="#">中国工商银行</a> Industrial and Commercial Bank of China	310.052		中国
				<b>\$946Million</b>								
04	04 →	<a href="#">アルファベット</a> ( <a href="#">クラスA</a> / <a href="#">クラスC</a> ) Alphabet	<b>Alphabet</b>	828.721		アメリカ	14	13 ↓	<a href="#">ネスレ</a> Nestle	299.688		スイス
05	06 ↑	<a href="#">フェイスブック</a> Facebook	<b>Facebook</b>	552.058		アメリカ	15	16 ↑	<a href="#">ウォルマート</a> Walmart	295.118		アメリカ
06	05 ↓	<a href="#">バークシャー・ハサウェイ</a> ( <a href="#">クラスA</a> / <a href="#">クラスB</a> ) Berkshire Hathaway		533.434		アメリカ	16	17 ↑	<a href="#">バンク・オブ・アメリカ</a> Bank of America	290.761		アメリカ
07	07 →	<a href="#">アリババ・グループ・ホールディング</a> Alibaba Group Holding		477.273		中国	17	15 ↓	<a href="#">中国建設銀行</a> China Construction Bank	277.601		中国
08	08 →	<a href="#">テンセント・ホールディングス</a> Tencent Holdings		474.583		中国	18	19 ↑	<a href="#">P&amp;G</a> Procter & Gamble	267.087		アメリカ
09	11 ↑	<a href="#">JPMorgan Chase</a> JPMorgan Chase		379.976		アメリカ	19	20 ↑	<a href="#">ロイヤル・ダッチ・シェル</a> ( <a href="#">クラスA</a> / <a href="#">クラスB</a> ) Royal Dutch Shell	262.347		オランダ
10	09 ↓	<a href="#">ジョンソン&amp;ジョンソン</a> Johnson & Johnson		376.035		アメリカ	20	18 ↓	<a href="#">サムスン電子</a> Samsung Electronics	260.564		韓国

**Toyota Motor is 45<sup>th</sup> with \$180 Billion.**

# Market Cap Top 20 @December 31, 2019

01	↑	<a href="#">サウジアラムコ</a> Saudi Arabian Oil	<b>Aramco</b>	1,879.198		サウジアラ ビア	11	11 →	<a href="#">ジョンソン&amp;ジョンソン</a> Johnson & Johnson	383.911		アメリカ
02	01 ↓	<a href="#">アップル</a> Apple	<b>Apple</b>	1,304.765		アメリカ	12	10 ↓	<a href="#">ビザ</a> Visa	370.036		アメリカ
03	02 ↓	<a href="#">マイクロソフト</a> Microsoft	<b>Microsoft</b>	1,203.063		アメリカ	13	12 ↓	<a href="#">ウォルマート</a> Walmart	337.170		アメリカ
04	03 ↓	<a href="#">アルファベット</a> (クラスA/クラスC) Alphabet	<b>Alphabet</b>	922.946		アメリカ	14	19 ↑	<a href="#">サムスン電子</a> Samsung Electronics	320.114		韓国
05	04 ↓	<a href="#">アマゾン・ドット・コム</a> Amazon.com	<b>Amazon</b>	916.154		アメリカ	15	13 ↓	<a href="#">ネスレ</a> Nestle	319.887		スイス
06	05 ↓	<a href="#">フェイスブック</a> Facebook	<b>Facebook</b>	585.321		アメリカ	16	15 ↓	<a href="#">バンク・オブ・アメリカ</a> Bank of America	316.808		アメリカ
07	06 ↓	<a href="#">バークシャー・ハサウェイ</a> (クラスA/クラスB) Berkshire Hathaway		553.690		アメリカ	17	14 ↓	<a href="#">P&amp;G</a> Procter & Gamble	311.477		アメリカ
08	07 ↓	<a href="#">アリババ・グループ・ホールディング</a> Alibaba Group Holding		548.715		中国	18	20 ↑	<a href="#">台湾・セミコンダクター・マニユ</a> ファクチャリング Taiwan Semiconductor Manufacturing	301.311		台湾
09	09 →	<a href="#">テンセント・ホールディングス</a> Tencent Holdings		456.790		中国	19	16 ↓	<a href="#">マスターカード</a> Mastercard	301.237		アメリカ
10	08 ↓	<a href="#">JPモルガン・チェース</a> JPMorgan Chase		437.226		アメリカ	20	17 ↓	<a href="#">エクソン・モービル</a> Exxon Mobil	295.247		アメリカ

\$1.3Trillion

\$1.2Trillion

\$922Million → \$1Trillion

Samsung

Toyota Motor is 41<sup>th</sup> with \$199 Billion.

**Leading players are preparing  
for the era of blockchain**

# Early adopters of blockchain applications



PORSCHE



TOYOTA

Walmart 



MAERSK



IBM®

J.P.Morgan

HSBC 



BNP PARIBAS

and many more . . .



“I pay special attention to blockchain and Bitcoin to create cashless society.”

“Blockchain technology as a whole is a powerful innovation that could enable a completely cashless society.”

“Blockchain is about trust, credit and security.”

**Blockchain will provide larger  
business opportunities than Internet  
because it transfers value**



**However, the window of opportunities may not last long**

# No time to wait and see

2018 2019 2020 2021

Many pilots  
and  
experiments

Adopted in  
remittance,  
supply chain,  
Insurance & ID

Early movers will  
move very  
aggressively and  
accumulate know-  
hows

**Leading players  
will begin to  
build platform,  
where followers  
have little chance  
to survive**

**Then, how should we accelerate to introduce blockchain technology?**

**Blockchain implementation does not go easily, does not go alone.**

**Management innovation should  
proceed first to have rationalized  
business structure and practice**

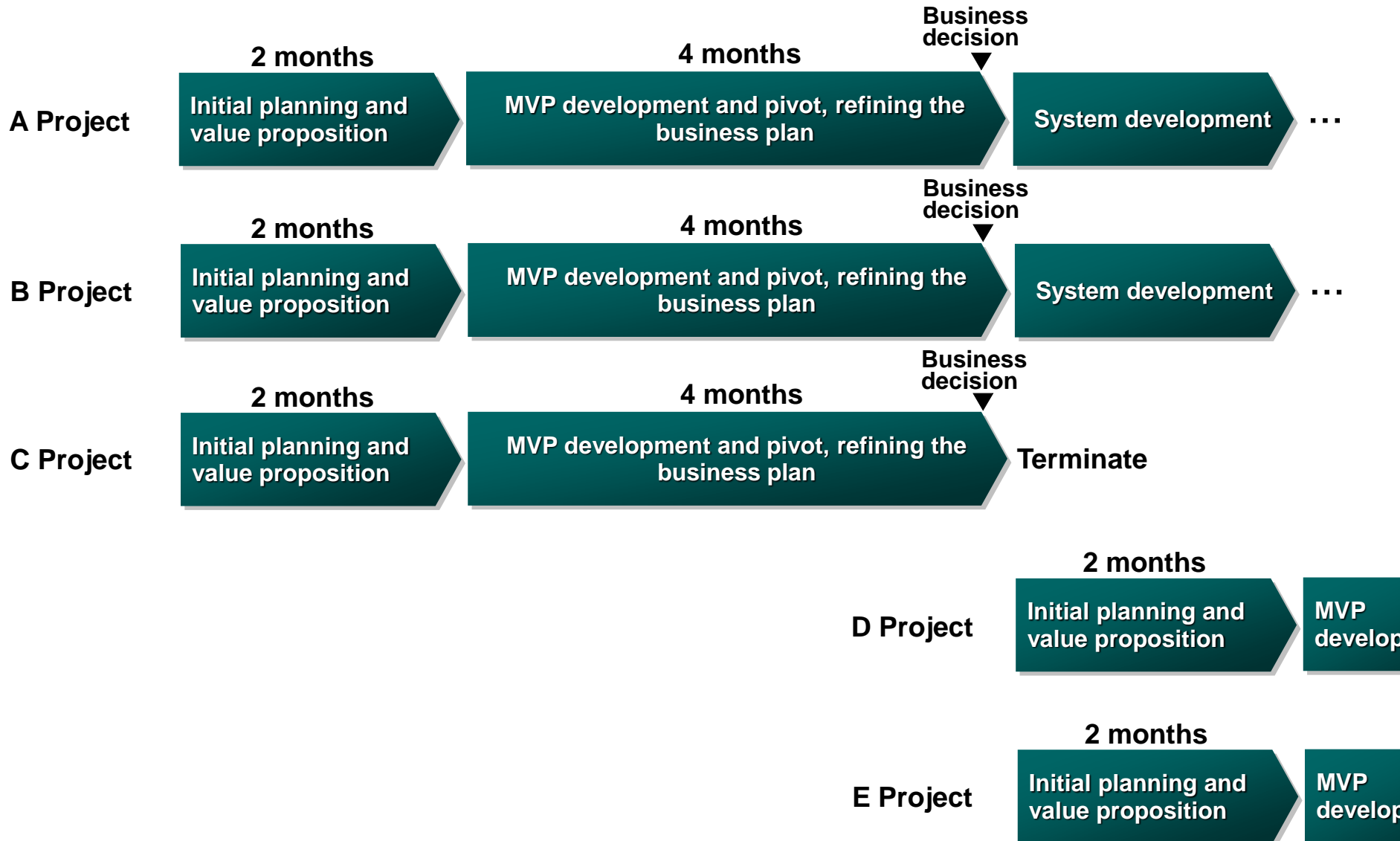
# Seven keys to accelerate management innovation

- 1. Change vision and strategy, and let everybody know**
- 2. Rapidly improve existing businesses**
- 3. Develop multiple new businesses**
- 4. Assign dedicated management innovation team**
- 5. Introduce Human Resource Development Committee**
- 6. Innovate manager-subordinate relationship**
- 7. Introduce positive feedback and active listening throughout the organization**

# Pitfalls we should avoid while executing management innovation

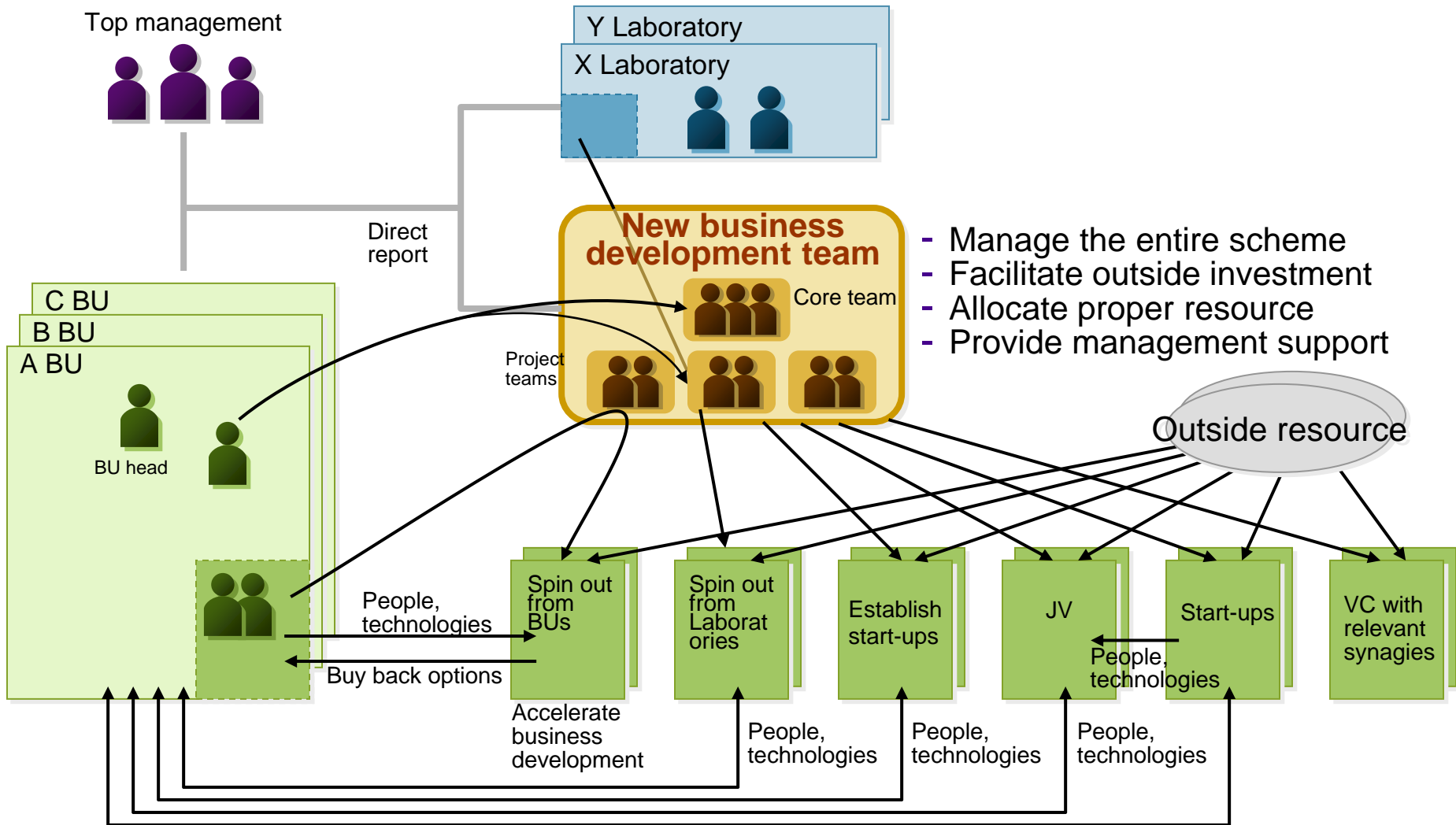
- **Have too high expectation for the rate of change.** It would take at least one year to feel the first change.
- **Show a contradictory attitude** for the management innovation, often seen by the CEO and senior executives. **Typically, CEO and senior executives do not practice what they preach.**
- **Appoint only a few, rather weak people** and expect that they would change the organization.
- **Give up the effort in the middle.** People would be confused and demotivated. Management innovation would take typically more than five years because the entire behavior of the people and company must change.

# Lean start-up approach for deploying blockchain





# Build a dedicated expert team to implement blockchain technology



**In order to accelerate this change,  
IBH opened BINARYSTAR, the  
largest blockchain business hub in  
Japan in the middle of Ginza**

**1000m<sup>2</sup> with capacity of 300 people conference**



# 300 participants at opening ceremony on February 1, 2019



# BINARYSTAR business network with major blockchain players



# Major Japanese players attended BINARYSTAR Opening Ceremony

**HONDA**  
The Power of Dreams

**NISSAN**

**NOMURA**

**Panasonic**

**SONY**

**SUNTORY**

 **三井住友銀行**  
SMBC

**HITACHI**

 **MUFG**

**MIZUHO**

 **MITSUBISHI  
ELECTRIC**

**KIRIN**

**brother.**

**YAHOO!**

**NEC**

**dentsu**

 **ITOCHU**

**Rakuten**

**docomo**

**TOSHIBA**

 **SoftBank**

**:DeNA**

**KOMATSU**

**LIXIL**

**LAWSON**

**AEON**

**ANA**

**FUJITSU**

**SHISEIDO**

 **NTT Communications**

 **mitsui & co., ltd.**

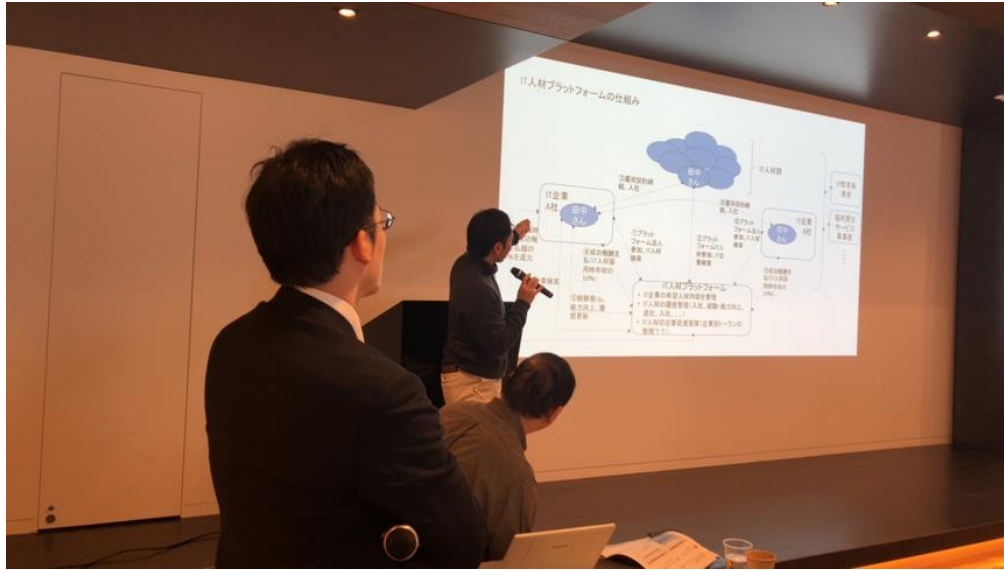
**JAPAN AIRLINES**



 **HAKUHODO**

**NTT DATA**

# BINARYSTAR monthly business hackathons



# BINARYSTAR blockchain seminars and workshops





# We all work together to make Uzbekistan and Korea very successful based on dedicated support



Uzbekistan



Korea

Japan

Taiwan

Hong Kong

Malaysia

Singapore

Indonesia

**For any question and discussion,  
please feel free to contact:**

**[akaba@b-t-partners.com](mailto:akaba@b-t-partners.com)**

**I am always very quick in getting  
back to you.**

Yuji Akaba is a shareholder and an advisor of Infinity Blockchain Holdings based in Singapore, which is a parent company of Infinity Blockchain Labs, one of the largest blockchain R&D companies with 200 people in Vietnam. IBH has operation in Thailand and Malaysia working closely with associations, universities and governments. Yuji is a core member of other blockchain startups in Japan.

Yuji Akaba is also an advisor of KOBEA Group.

Yuji is a Managing Director of Breakthrough Partners based in Tokyo. The mission of Breakthrough Partners is, first, to help entrepreneurs build successful start-ups.

Second, to help large corporations in their management innovation, leadership development and succession management. Yuji's uniqueness is to work closely with CEOs to accelerate leader/manager development while executing various strategy development, profit improvement and organization effectiveness projects.

"The Seven Keys to Accelerate Management Innovation"  
<https://b-t-partners.com/english-articles/5689>

Yuji published 20 books in Japan and 19 of them published in US, China, Taiwan, Korea and Thailand, total 760,000 copies in skill and perspective development.  
<https://www.amazon.com/Zero-Second-Thinking-simplest-improving/dp/1642730467>

Before cofounding Breakthrough Partners, he was a partner at McKinsey & Company, spending 14 years. He spearheaded McKinsey's practice in Korea, growing beyond 120 staff in less than 10 years.

Prior to McKinsey, Yuji worked six years as a design engineer at Komatsu.

He holds a BS in Mechanical Engineering from University of Tokyo, an MS and the Degree of Engineer in ME both from Stanford University.