

AOTS JOURNAL

2023 AUTUMN **No.21**

AOTS Journal —Excerpt Edition of No.21 —

Dear readers,

We are pleased to announce that AOTS will start to upload English excerpts from the *AOTS Journal* onto our website from November 2023. The *AOTS Journal* is originally published twice a year in Japanese only and is mainly distributed to related companies in Japan and related organizations inside/outside Japan.

The articles below are excerpts from AOTS Journal No. 21/2023 (Autumn Issue). We hope this content will help you to catch up with the latest activities of AOTS and AOTS Alumni Societies.

Best regards,
Chief Editor
AOTS Journal

AOTS News

Life Skills Training for elementary schools in India

AOTS implemented the Life Skills Training Program for the teachers of two elementary schools in Gujarat and Haryana state between Autumn 2022-February 2023. The program was entrusted to AOTS by Maruti Suzuki India Limited.

The project was implemented in two elementary schools which have been supported by Maruti Suzuki as a part of their CSR & Welfare activities.

Moral education given in India is different from Japan. Thus, to identify the areas of improvement, Maruti Suzuki and AOTS jointly studied the curriculum of the Indian and Japanese Elementary Education Systems.

It was decided to focus on nine themes focusing on Life Skills (Safety, Hygiene, 5S, etc.) for primary school children to understand and to create teaching materials for each of these

themes.

The curriculum mainly consists of online lecture sessions and self-study sessions by watching videos, which are aimed at each participant being able to study by him/herself.

For implementation, AOTS asked for the support of PADECO Holistic Education Team, one of the best companies which have a good reputation of implementation in the field of holistic education in overseas elementary schools.



Participants of the programs

Collaboration between OFPPT, Morocco and AOTS

AOTS, with the cooperation of JETRO Rabat Office, is progressing in establishing a partnership with Morocco's vocational training institution, the Office of Vocational Training and Employment Promotion of the Kingdom of Morocco (OFPPT), in the field of human resource development.

OFPPT, established in 1957, operates 380 vocational training schools within Morocco, educating 400,000 individuals annually and covering various sectors across the country's industries.

In May 2023, AOTS signed a Memorandum of Understanding (MoU) with OFPPT to establish comprehensive cooperation in human resource development. They are currently implementing and planning support measures for the acquisition and development of local talent necessary for Japanese and Japanese-affiliated companies to expand their businesses in Africa.

As part of its collaboration with OFPPT, AOTS initiated a project subsidized by the Japanese government (METI) to support the improvement of the foundational educational skills of local human resources.



MoU Signing Ceremony

News from AOTS Alumni Societies

50TH ANNIVERSARY OF INSTITUTO AOTS ALUMNI SÃO PAULO

In February 2023, a grand ceremony celebrating the 50th anniversary of the Instituto AOTS Alumni São Paulo was held in FIESP Brasília, São Paulo.

At the ceremony, Mr. Eiki Shimabukuro, the President of the São Paulo Alumni Association, delivered a speech, followed by congratulatory remarks from Mr. Ryosuke Kuwana, Japanese Consul-General in São Paulo, Mr. Shinya Kuwayama, AOTS President, and other distinguished guests. Additionally, Mr. Aurelio Nomura, a city council member in São Paulo, presented a certificate of recognition to the AOTS President in honor of AOTS's achievements. Subsequently, a signing ceremony for a memorandum of cooperation related to industrial training and education between Serviço Nacional de Aprendizagem Industrial (SENAI), the Instituto AOTS Alumni São Paulo, and AOTS was conducted.



From the left: Mr. Eiki Shimabukuro, President of the Instituto AOTS Alumni São Paulo/ Mr. Shinya Kuwayama, AOTS President / Mr. Rafael Cervone, Vice-President of FIESP and President of CIESP/ Mr. Ricardo Figueiredo Terra, Director Regional/Regional Director of SENAI

Although presently SENAI has been receiving support from Japan for technical training courses, there has been a lack of subjects related to Japanese-style management and administrative methods. AOTS is expected to implement programs related to these fields. Following that, three entrepreneurs who had previously participated in AOTS training programs were invited to the stage and delivered presentations on improvement of the management in their businesses and how the AOTS programs contributed to their careers. Mr. Mario Ceratti Benedetti, one of the speakers, ex-CEO of the Ceratti meat processing company, emphasized that “What decides the quality is not the material itself but the process of manufacturing”, while introducing his experience of KAIZEN activities in his company.

Approximately 150 participants, many of whom were of people of Japanese descent, showing the impact of the Japanese community in São Paulo.

FELAAS MEETING

A FELAAS Meeting was held in Sao Paulo, taking the opportunity for a reunion of Alumni Society members just before the 50th anniversary ceremony in Hotel Blue Tree Faria Lima Sao Paulo.

Delegates from Argentina, Chile, Mexico (Mexico City/ Monterrey), Peru, Paraguay and Venezuela participated in the meeting.

In recent years, due to the impact of the coronavirus, AOTS could not prepare occasions for members of various alumni societies from different countries to gather face-to face. This event provided a valuable opportunity for members to gather and update each other on their respective activities after an interval of several years.



Subsequently, group discussions were held on the themes of 'FELAAS and Society 5.0', and finally, the meeting was concluded by the approval of the São Paulo Resolution.

Honors conferred on 2 former presidents of AOTS Alumni Societies

At Japanese investitures this April, Ms. Amila Dali, the former president (current advisor) of the Nepal AOTS Alumni Society (NAAS), and Mr. Sunil Gamini Wijesinha, the former president of the Japan Sri Lanka Technical & Cultural Association (JASTECA), were both awarded the Order of the Rising Sun, Gold and Silver Rays, by the Japanese government. Both individuals were recognized and honored for their contributions to promoting goodwill, friendship, and mutual understanding between Japan and their respective countries through their activities in both organizations.

Numerous members from AOTS alumni societies and affiliated organizations have received honors and awards from the Japanese government in the past.



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New Global Cooperation Seminar planned by AOTS Alumni Societies

An NGC Seminar titled “Program on Toyota Production System and Gemba Experiences in Japan for Romania” was held at KKC in April 2023.

As you will learn from the fact that the Alumni Society of Romania is registered as The KAIZEN Manager Club Association with its local government, the promotion of KAIZEN is a significant focus of its activities. As this program attracted participants from both the private and non-private sectors, the 18 participants were from various fields such as electronic device manufacturing, automotive parts manufacturing, meat processing, e-commerce, business consulting and local government.

The approximately one-week seminar including lectures by former Toyota executives, visits to companies where practical examples of TPS could be observed, and a workshop entitled TPS Dojo(道場).



Factory Visit



Visiting Lexus Kuwana



TPS Dojo

One day after the seminar concluded in Japan, Mr. Julien Bratu, the President of the KAIZEN Manager Club Association, sent an email to the course coordinator in KKC regarding the seminar debriefing meeting. According to Mr. Bratu, the alumni society organized a workshop for “Workplace Revitalization” presented by one of the group teams during the seminar in Japan, and the feedback from the audience was very good.

Mr. Bratu remarked “since our return, the members are applying the Toyota Way principles and the best practices learned in Japan, with their partners from Romania.

The participants of the NGC seminar discussed the best practices learned from companies in Japan and stated they were convinced there would be a great deal of interest in Western European countries too, and they would like to ask AOTS if the Top Management Executives from Western European countries could access the AOTS programs as well.



[AOTS Signed Tripartite Memorandum of Understanding with Federation of Egyptian Industry \(FEI\) and AOTS Alumni Society, Egypt](#)

In May 2023, AOTS signed a tripartite MOU with the Federation of Egyptian Industry (FEI) and the AOTS Alumni Society, Egypt in order to establish a comprehensive cooperative relationship. In December, AOTS is planning to hold a seminar on “Human Resource Management (HRM) and Industrial Relations (IR)” in Cairo in cooperation with the FEI. The Chamber of Engineering Industries, one of the 19 FEI subcommittees, has about 15,000 member companies. The Chamber has recommended many participants via the AOTS Alumni Society, Egypt. AOTS received requests for new human resource development programs, such as the establishment of a training course on management methods related to business succession.



From the left: Mr. Bahaa Zaghroul, President of AOTS Alumni Society, Egypt/ Mr. Adel Noureldin, General Coordinator for Branches of FEI/ Mr. Joji Tateishi, Senior Managing Director, AOTS

'KONNICHIWA' AOTS Alumni Societies

On the occasion of the first issue of the English excerpt edition of the *AOTS Journal*, we are starting a section highlighting the activities of one from the among 73 alumni societies.

Since this fiscal year, AOTS has decided to hold online meetings with each of all alumni societies, including those that had a change of board members during the period when there was no domestic or international traffic due to the Corona disaster. We hope this event enables us to rebuild our understanding and exchange latest information. As of 1st October, we have held discussions with members from 33 Alumni Societies. In this issue, we are pleased to introduce the recent activities of the AOTS Alumni Society of Mongolia.

In August, we had an online meeting with Mr. Boldbaatar, President of the AOTS Alumni Society of Mongolia. Mr. Boldbaatar attended JMF-sponsored technical training in 1997, the year of the establishment of the Alumni Society.

“Presently our activities are limited to online meetings. In the coming year 2024, we hope to implement seminars in person, not online. For example, under such themes as the business relationships between Japan and Mongolia, or the contents that may increase the number of Japanese tourists to Mongolia will be preferred,” said Mr. Boldbaatar.

As for the online seminar, AOTS Mongolia successfully implemented a three-day online seminar titled DEVELOPING NEW INITIATIVES USING LEAN BUSINESS MODEL as a WNF Program in 2021. AOTS Mongolia showed the courage to fight against COVID-19, and took on the challenge of hosting a WNF program for the first time ever. Nearly 40 members participated from Myanmar, India (Mumbai/Kerala), Thailand, China (Yangzhou), Korea, Vietnam, Mexico and Nepal (the picture as in the right is the flyer of WNF Program 2021).

The flyer is for a 3-Day Program titled "DEVELOPING NEW INITIATIVES USING LEAN BUSINESS MODEL". It is organized by WNF - AOTS Alumni Society Mongolia. The program consists of three days: Day 1 (Wed, 18 October 2021, 10:00-14:00 JST), Day 2 (Thu, 19 October 2021, 11:00-14:00 JST), and Day 3 (Wed, 20 October 2021, 11:00-14:00 JST). The topics for each day are: Day 1: Introduction to Lean Business Model, Documenting your ideas on Lean Canvas; Day 2: Identification of the riskiest parts of your plan, Conducting effective Problem/Solution Interviews; Day 3: Building Minimum Viable Product (MVP) & Getting Feedback, Striving for Product/Market Fit. The program is suitable for individuals who want to plan new ideas and business with high efficiency. The participant limit is 50 persons, and participation is free. The target audience includes AOTS business managers, small business owners, and anyone interested in starting a business project. The language is English. The lecturer is Mr. Boka Norantunglag, Senior Advisor, Sanjion Ulaanbaatar Mongolia. The application deadline is Wednesday, 13 October 2021, at Ulaanbaatar. The contact person is D. Norantuyev, with email address dnorantuyev@gmail.com and website aots.norantuyev.com.

AOTS Mongolia hopes to implement a WNF Program with the Nanjing Alumni Society of AOTS in due course, which was unfortunately cancelled under the COVID-19 pandemic. According to Mr. Boldbaatar, Mr. Wu Song Yuan, President of the Nanjing Alumni Society of AOTS, was his batch mate in an AOTS program in 1997 and their relationship has continued since then. AOTS hopes to hear of progress in the near future.

Situation of members of AOTS Sudan Alumni Society



Mr. Adil Ali(left) and Mr. Tateishi, Senior
Managing Director AOTS

Most readers of the *AOTS Journal* probably felt shocked to hear of the sudden decline of peace in Sudan in April 2023 due to the inter-army conflict in April. We would like to inform the readers of the *Journal* that thankfully the members of AOTS Sudan Alumni Society (ASAS) are all safe, according to a conversation AOTS staff had with Mr. Adil Ali, General Secretary of AOTS Sudan Alumni Society in May. AOTS staff had an opportunity to see Mr. Ali in Cairo, where he has taken refuge with his family. “Most of the ASAS members including myself have temporarily relocated in other countries around and in Sudan,” mentioned Mr. Ali. We are sorry to learn that it was only three days after the conflict began that Mr. Ali and his family had to leave their home country as the shooting in front of his home resulted in bullets entering his house. We are wishing for a speedy and peaceful resolution of this conflict and hoping to hear the news of reunion of ASAS members under peaceful conditions in the near future.



JUNE 2023

Three hundred and eleven EPA candidates from Indonesia (15 nurses and 298 caregivers) were divided into two groups (one at TKC and the other at KKC) to start their six-month training.



Orientation in TKC



Presentation of field work experience



“ASEAN-Japan Week” was held in June to commemorate the 50th anniversary of the establishment of ASEAN. Mr. Kuwayama, President of AOTS, participated as a speaker in the online session titled ‘Japan-ASEAN Cooperation in Human Resource Development and its future prospects’ (the picture above is the capture from the online session). Besides, Mr. Fujioka, General Manager of AOTS Bangkok Office cum Secretary-General of AEM-METI Economic and Industrial Cooperation Committee (AMEICC) participated as a speaker in ‘Promoting Energy Transition in ASEAN~Acceleration of energy consumer-led green investment~’.

JULY 2023

Mr. Said Salleh Alwaini, Chairman of the BINAWAN Foundation, visited TKC in order to discuss further development of cooperation with AOTS after the conclusion of an MoU in June 2022. BINAWAN is an Indonesian foundation that implements HRD programs for Indonesian candidate caregivers in Japan.



AUGUST 2023



A Bon Odori dance festival sponsored by the neighborhood association was held for the first time in four years at TKC. The volunteers from the neighborhood association passionately taught the dance to the TKC residents in advance. Many of the residents wore yukata (summer

kimonos) and demonstrated the results of their practice on the Yagura(stage) on the day. In the TKC lobby, a WNF Bazaar was held in order to raise funds for WNF Programs.

