

AOTS Webinar “ORBIOD1” The Program on Organization Development in volatile, uncertain, complex and ambiguous situations

-Cases of organization development in Japan-

Organized by The Association for Overseas Technical Cooperation and Sustainable Partnerships (AOTS)
in cooperation with AOTS Alumni Societies.

BACKGROUND

The Association for Overseas Technical Cooperation and Sustainable Partnerships (AOTS) is an organization for human resources development mainly in overseas countries to promote technical cooperation through training, experts dispatch and other programs. The Program on Business Innovation and Organization Development (BIOD) is one of the management training programs which is conducted by AOTS with the subsidy of Japanese Government.

Due to the global spread of COVID-19, however, it is impossible for us to invite the participants to Japan and implement a two-week management training program this year. As an alternative, we will implement a webinar (online seminar) titled "the program on Organization Development in volatile, uncertain, complex and ambiguous situations," featuring one of the core pillars of the BIOD and enabling participants to learn the essence of the topics safely at home.

OUTLINE

As the COVID-19 pandemic has changed the global business environment, organization development corresponding to the changes is requisite to promote the ever more important business innovation. The webinar is designed for the participants to acquire skills to flexibly respond to uncertain times and promote innovation of organizational culture by learning Organization Development through case studies of Japanese companies.

OBJECTIVES

The webinar aims to help company owners, executives, and senior managers who have responsibility in the field of cooperative development, human resource development, and organizational development to achieve the following goals:

- 1) To learn the methods of organization development for making business innovation happen.
- 2) To understand the efforts of Japanese companies to develop organizations in response to uncertain times.

DATE AND TIME

17 December 2020, 17:00-19:00 PM (Japan Standard Time)

* Please check the webinar start time in your country with **[Table 1] TIME DIFFERENCE WITH JAPAN IN THE TARGET ZONE** or ask it to the AOTS Alumni Society in the leaflet.

TARGET COUNTRIES

Developing Countries

*Please refer to [Table 2] LIST OF TARGET COUNTRIES for details.

NUMBER OF PARTICIPANTS

150 participants in total

TARGET PARTICIPANTS

Company owners, executives, senior managers who have responsibility in the field of cooperative development, human resource development, and organizational development in target countries.

[Basic Requirements for Participants]

In order to participate in the management training, the following conditions must be satisfied, in addition to the work experience and position requirements specified for each program.

- a) Participants should live and work in target countries. Japanese is NOT applicable.
- b) Participants should belong to either corporation or organization.
- c) Participants should be 20 years old and over.
- d) Participants should have enough English language ability so as to be able to understand the program content.
- e) Participants should not be armed forces personnel.

THEME OF THE WEBINAR

- Lecture on the basic overview of organization development.
- Case studies of the efforts of Japanese companies to develop organizations in response to uncertain times.
- Discussion

LECTURER



Ms. Kaori Okubo
OD Process Consultant
Founder, Global Dynamics Co.Ltd.

Acquired her MBA from Graduate School of Business Administration of Kobe University. Studied organization development through the Training Course for In-house Organization Development Facilitators at Kansai Productivity Center. Provides training on goal setting, thinking ability and creativity enhancement, team formation, and leadership for business persons, executives and teachers of prominent universities, companies and organizations in Japan; while engaged in support for organization development using the methodology for whole system positive change.

LANGUAGE

The webinar will be conducted in **English**. The lecture materials will be prepared in **English**.

PARTICIPATION FEE

Free. This webinar will be implemented with the subsidy from the Japanese Government and sponsored by **AOTS Alumni Societies**.

HOW TO APPLY

Please e-mail the attached application form to the person in charge of the Alumni Society in the leaflet by the deadline.

If no AOTS Alumni Society exists in your country (region), please apply through the AOTS Alumni Society in your nearest area.

For the list of AOTS Alumni Societies, please visit <https://www.aots.jp/en/alumni/about/>.

APPLICATION DEADLINE

Monday, 7 December 2020 (Japan Time)

*After the deadline, the applicants will be notified as to whether you are accepted or not by e-mail from the Alumni Society in your area.

METHOD

Cisco Webex Events (Online Meeting System)

*Webinar link will be shared to you by e-mail from the AOTS Alumni Society in your region.

*Participants are requested to install the application of Webex Meetings in his/her PC or smartphone beforehand for smooth participation in the webinar. Be sure to check the version of the app and keep it in the latest version.

Please download the app from this link: <https://www.webex.com/downloads.html>

You can test a video meeting from your device: <https://www.webex.com/test-meeting.html>

NOTES

- ◇ AOTS certificate is not awarded for this webinar.
- ◇ Personally identifiable information provided by the participant will not be used for any purpose other than conducting the webinar without the consent of the participants.
- ◇ Participants shall not reproduce, distribute, or alternate the distributed lecture materials or film the webinar without prior permission from AOTS. Participants are asked to make a pledge not to commit any violation.
- ◇ In the event of an unavoidable accident (war, riot, labor dispute, earthquake, storm, fire, flood,

- epidemic, etc.) or network / equipment trouble, AOTS may cancel the implementation of the webinar.
- ✧ Do not transfer the meeting information (meeting link/number/password) given to the participants to anyone other than the participants without permission.
 - ✧ Use only one device per participant.
 - ✧ AOTS will not be held responsible if it becomes difficult for participants to participate in or continue to participate in the webinar due to an unavoidable accident or network/equipment trouble.

Inquiry

The Association for Overseas Technical Cooperation and Sustainable Partnership

Overseas Cooperation Group

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[Table 1] TIME DIFFERENCE WITH JAPAN IN THE TARGET ZONE
(Only countries with AOTS Alumni Societies are listed.)

Country (Region)	Time difference with JST () indicates the time difference during daylight savings time.
Mongolia (Ulaanbaatar)	JST - 01:00
Malaysia	JST - 01:00
Philippines	JST - 01:00
Cambodia	JST - 02:00
Indonesia (Jakarta)	JST - 02:00
Thailand	JST - 02:00
Viet Nam	JST - 02:00
Myanmar	JST - 02:30
Bangladesh	JST - 03:00
Nepal	JST - 03:15
India	JST - 03:30
Sri Lanka	JST - 03:30
Pakistan	JST - 04:00
Iran	JST - 05:30 (JST- 4:30)
Georgia	JST - 05:00
Tanzania	JST - 06:00
Ethiopia	JST - 06:00
Kenya	JST - 06:00
Turkey	JST - 06:00
Sudan	JST - 07:00
Egypt	JST - 07:00
Zambia	JST - 07:00
South Africa	JST - 07:00
North Macedonia	JST - 08:00 (JST - 07:00)
Cameroon	JST - 08:00
Nigeria	JST - 08:00
Ghana	JST - 09:00
Argentina	JST - 12:00
Brazil (Sao Paulo, Rio de Janeiro)	JST - 12:00 (JST - 11:00)
Bolivia	JST - 13:00
Paraguay	JST - 13:00 (JST - 12:00)
Venezuela	JST - 13:00
Peru	JST - 14:00
Mexico (Mexico City, Monterrey)	JST - 15:00 (JST - 14:00)

[Table 2] LIST OF TARGET COUNTRIES

Applicants should be residing in the following countries.

Asia (24)	Oceania (15)	Middle East (8)	Europe (10)
Afghanistan	Fiji	Armenia	Albania
Bangladesh	Kiribati	Azerbaijan	Belarus
Bhutan	Marshall Islands	Georgia	Bosnia and Herzegovina
Cambodia	Micronesia	Iraq	Kosovo
India	Nauru	Jordan	Moldova
Indonesia	Niue	Lebanon	Montenegro
Iran*	Palau	Syrian Arab Republic	North Macedonia
Kazakhstan	Papua New Guinea	Yemen	Serbia
Kyrgyzstan	Samoa		Turkey
Laos	Solomon Islands		Ukraine
Malaysia	Tokelau		
Maldives	Tonga		
Mongolia	Tuvalu		
Myanmar	Vanuatu		
Nepal	Wallis and Futuna		
Pakistan			
Philippines			
Sri Lanka			
Tajikistan			
Thailand			
Timor-Leste			
Turkmenistan			
Uzbekistan			
Viet Nam			

Africa (54)		Latin America (28)	
Algeria	Liberia	Antigua and Barbuda	Guyana
Angola	Libya	Argentina	Haiti
Benin	Madagascar	Belize	Honduras
Botswana	Malawi	Bolivia	Jamaica
Burkina Faso	Mali	Brazil	Mexico
Burundi	Mauritania	Colombia	Montserrat
Cabo Verde	Mauritius	Costa Rica	Nicaragua
Cameroon	Morocco	Cuba	Panama
Central African Rep.	Mozambique	Dominica	Paraguay
Chad	Namibia	Dominican Republic	Peru
Comoros	Niger	Ecuador	St. Lucia
Congo	Nigeria	El Salvador	St. Vincent and Grenadines
Congo, Dem. Rep.	Rwanda	Grenada	Suriname
Côte d'Ivoire	Sao Tome and Principe	Guatemala	Venezuela
Djibouti	Senegal		
Egypt	Sierra Leone		
Equatorial Guinea	Somalia		
Eritrea	South Africa		
Eswatini	South Sudan		
Ethiopia	St. Helena		
Gabon	Sudan		
Gambia	Tanzania		
Ghana	Togo		
Guinea	Tunisia		
Guinea-Bissau	Uganda		
Kenya	Zambia		
Lesotho	Zimbabwe		

*Iran is a member of South Asia Federation of AOTS Alumni Societies (SAFAAS) and is classified as Asia not Middle East.

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