

AOTS Webinar “ORPJCM”
The Program on Japanese Corporate Management
～Spirit of Japanese Management～

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 of Japanese Corporate Management (PJCM) 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) and enabling participants to learn the essence of the topics safely at home.

OUTLINE

As international competition between companies intensifies, management strategies has become more important. Much can be learnt from the management methods that world-famous Japanese companies have been working on and achieving success in. In this regard, the “Program of Japanese Corporate Management (PJCM)” has been in the lineup of AOTS management training programs. This time we will organize a training program based on the main lecture of the PJCM, the “Spirit of Japanese Management,” to understand the minds that lead to successful management through studying cases of Japanese companies, and learn how Japanese companies are responding to the effects of the COVID-19 pandemic.

In order to learn Japanese-style management, it is necessary to understand enough about Japanese thought patters, values, and customs. Even though taking the form of a remote training, this webinar program provides a bilateral platform for discussions between the lecturers and participants, in which the lecturers can monitor the progress of the participants’ understanding, and the participants are allowed to constantly check their own questions. Latest case studies will be discussed for deeper understanding.

OBJECTIVES

This webinar program aims to help company owners, executives, and senior managers to achieve the following goals:

- 1) To understand Japanese thought patterns, behavior, values, and ethics that underlie Japanese-style management methods.
- 2) To understand the characteristics of management methods used in Japanese companies.
- 3) To understand the similarities and differences between general management methods in your own country and that of Japanese-style management, and the strengths and weaknesses of each thereof.
- 4) To understand how Japanese companies are applying the spirit of Japanese-style management in responding to the drastically changing management environment in the midst of the COVID-19 pandemic.

DATE AND TIME

- 1) 9 February 2021, 17:00-19:00 PM (Japan Standard Time)
- 2) 16 February 2021, 17:00-19:00 PM (Japan Standard Time)

*** Assignment for participation is submission of a report of a video-recorded presentation.**

* 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

30 participants in total

TARGET PARTICIPANTS

Company owners, executives, senior managers who have responsibility in organizational management 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

- (1) Assignment for Participation: Submission of a report of a video presentation by Dr. Tadao Kagono, titled "The Spirit of Japanese-style Management"
To understand the three spirits that lead to successful corporate management (civil, corporate and business spirits).
- (2) Day 1: "The Spirit of Manufacturing in Japanese Companies" by Dr. Shinichi Ishii
To understand the Spirit of Japanese Monozukuri
To understand the above three spirits through studying cases of management of Japanese companies at the start-up and present phases.
To learn the spirit of Monozukuri in Japanese companies, through studying cases of Kaizen and crisis management in successful operations securing profits despite the pandemic
- (3) Day 2: "Survivability of Japanese companies and Civil Spirits" by Dr. Hidekazu Sone
To understand the three spirits through examining their commitment to survival and growth
To learn the significance of business survival by referring to how the owners of pandemic-hit long-established companies are thinking and reacting to ensure business succession and growth

LECTURERS



Dr. Tadao Kagono
Professor Emeritus, Kobe University

Completed a PhD course at Kobe University Graduate School of Business Administration. Became Professor in 1988 at the Faculty of Business Administration in Kobe University after a series of teaching posts, such as research associate, lecturer, and associate professor. Taught as Professor of Kobe University Graduate School of Business Administration from 1999, and became Professor Emeritus in 2011. Currently serving as Project Professor at Kobe University Center for Social Systems Innovation. Has been a leading figure in the study of business administration in Japan, specializing in the theories of business strategy and organizations. Authored many books, including “Environmental Adaptation of Management Organization”, “Organization Recognizing Theory”, “Learning Management from Konosuke Matsushita” and “Whom for the Management”.



Dr. Shinichi Ishii
Professor, Osaka City University

Completed the doctoral course at the Graduate School of Business Administration, Kobe University in 2000. Currently Visiting Researcher at University of Tilburg, University of Melbourne, University of Auckland, and Purdue University. Specializing in the theories of management organization management organization, theory, strategy theory, international business management theory, and product development theory. Major publications: Authored many books, including "Japanese Business System", "Management of International Collaboration: Toyota Product Development in Europe and America", "International Joint Venture Behavior of Japanese Companies: Empirical Analysis of Trojan Horse Hypothesis", and "Industrial innovation in Japan", etc.



Dr. Hidekazu Sone
Associate Professor, Shizuoka University of Art and Culture

Completed the doctoral course at Shiga University Graduate School of Business Administration. Served as Assistant Professor at Osaka University of Economics, researcher at Memorial University in Canada. Currently Associate Professor at Shizuoka University of Art and Culture. Awarded the Best Presentation Award in 2008 at the Japan Section of the Regional Science Association International, Excellent Thesis Award in 2014 at the Japan Academic Society for Ventures and Entrepreneurs and so on. Specializing in the theories of management strategy, organizations, and the history of corporate companies. Authored many books, including "Interdependence of Long-Standing Firms and Local Corporation", "Cultural Approach to Understanding the Long-Term Survival of Firms", and "Business History."

LANGUAGE

- (1) The video presentation will be conducted in Japanese with English subtitles.
- (2) The webinar of day1 will be conducted in English.
- (3) The webinar of day 2 will be conducted in Japanese with translation into English.
- (4) All the lecture materials will be prepared in English.

PARTICIPATION FEE

90 US Dollar This webinar will be implemented with the subsidy from the Japanese Government.

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

Thursday, 19 January 2021 (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 Meetings (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>

*Be ready to use your microphone, webcam, etc. for discussions among the participants.

NOTES

- ◇ AOTS certificates will be granted after full participation in this 2 day-webinar course, including assignment submission.
- ◇ Participants are requested to keep the web camera on during the discussions.
- ◇ 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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Fax : 03-3549-3055

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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
Sudan	JST - 07:00
Turkey	JST - 06:00
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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