

2022 AOTS Online Program [ORAF01] Leadership Program

- Organizational change by widely sharing corporate culture -

Organized by the Association for Overseas Technical Cooperation and Sustainable Partnerships (AOTS)
Collaborated by 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. Through those programs, we aim at contributing to the mutual economic growth of developing countries and Japan as well as enhancing friendly relations among those countries.

“Leadership program(ORAF01)” is a online program mainly designed for company owners, executives, senior and middle managers, supervisors and candidates for such positions in companies and organizations in African countries. This program is suitable for participants who want to learn about improving their leadership skills and activate their own corporate management.

OUTLINE

The 8th session of the Tokyo International Conference on African Development (TICAD) will be held in Tunisia on August 27 and 28, 2022, building on the outcomes of the 7th session held in Yokohama in August 2019, which is expected to continue to strongly encourage development led by Africa itself and to chart a course for African development.

This online program aims to improve the leadership skills of personnel working in companies and organizations in African countries, and focuses on the theme of 'corporate culture' as a concept that includes the sharing of corporate philosophy, business vision, etc., and the fostering and spreading of this culture throughout the company, which will lead to optimization in human resources management.

This program focuses especially on the importance and effectiveness of the penetration of corporate culture at the company-wide level in management, the creation of mechanisms for sharing corporate philosophy, and the roles required of corporate executives, managers and the leadership they should take. These topics will be covered through lectures and successful examples from Japanese, European and US companies, aiming to enable participants to consider measures for sharing corporate philosophy, etc. in their own companies.

OBJECTIVES

This online course aims to enable managers, executives, senior and middle managers, supervisors and candidates for such positions in companies to understand and practice the role they need to play in promoting the foster and penetration of corporate culture in order to revitalize the management of their companies.

- (1) To understand that in corporate management, the penetration of corporate culture, as represented by corporate philosophy, among all employees leads to the optimization of human resource management.
- (2) To understand the mechanisms and specific measures to penetrate corporate culture.
- (3) To understand the leadership and roles required of company owners, executives and managers and so on in order to penetrate corporate culture.

- (4) To understand the key points of success in penetrating corporate culture through successful examples from Japanese, European and US companies.

DATE AND TIME

Thursday, 1 September 2022, 5:00PM-8:00PM (Japan Standard Time -JST)

*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 in **Africa**

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

NUMBER OF PARTICIPANTS

150 participants

TARGET PARTICIPANTS

Company owners, executives, senior and middle managers, supervisors and candidates for such positions in companies and organizations in target countries.

[Basic Requirements for Participants]

In order to participate in this program, 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 a corporation or an 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.
- f) Participants should not be students.

Notes:

- 1) In the case of applications from other than Japanese-affiliated companies or local companies that hold local capital, the priority for selection becomes lower.
- 2) This training is mainly aimed at the people working in the companies/organizations in the private sector, so those who belong to national or local government agencies are not eligible to participate.

THEME OF THE PROGRAM

- (1) What is corporate culture?
- (2) Mechanisms for penetrating corporate culture.
 - Normative integration*:
Integration through sharing corporate philosophy, business vision, values and fostering relationships of trust as a basis for collaboration, etc.
 - Institutional integration:
Integration through installing evaluation and remuneration systems based on a uniformly managed

personnel system, rules for treatment for optimizing human resources development and promoting human resources utilization.

- 3) Roles and leadership required of company owners, executives, managers for the penetration of corporate culture.
- 4) Successful case studies of Japanese, European and US companies.

*Normative integration:

Integration through global sharing of 'management philosophy', 'business vision', 'values' and 'code of conduct' and fostering 'trust' as a basis for working together across borders and across the company.

*AOTS certificates will not be awarded for this seminar.

LECTURER

Professor Masayuki FURUSAWA



Kindai University

Professor of Department of Business Administration / Graduate School of Commerce / Creative Management and Innovation Research Institute

An associate member of the John H Dunning Research Centre for International Business at Henley Business School at the University of Reading in the UK.

Director, Society for Intercultural Management

President, Society for Multinational Enterprise

President, Japan Academy of International Business Academy

He has conducted extensive research in the fields of international human resource management and international management theory. He has studied focusing on the slow localization of management of multinational companies in the countries where they operate, and on the global unification of personnel administration systems. He has been engaged in numerous training projects for management executives and has published more than 70 books and articles and was awarded eight academic prizes for his publications.

LANGUAGE

This program will be conducted in English (Japanese to English interpretation will be provided.)
The lecture materials will also be prepared in English.

PARTICIPATION FEE

Free of charge.

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

APPLICATION DEADLINE

Tuesday, 23 August 2022 (JST)

*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.

HOW TO APPLY

- ✧ We accept applications from the AOTS Alumni Societies in the list below. Please contact the AOTS Alumni Societies in your area to apply for this program. E-mail the application form to the person in charge by the application deadline.
- ✧ If there is no AOTS Alumni Society in your country (region), please apply through the nearest regional alumni society from the list of alumni societies below.
- ✧ You can also apply or contact the AOTS Overseas Cooperation Group in Japan listed below.
- ✧ After the deadline of AOTS Japan, AOTS will screen the applicants and select the participants, who will be notified from the AOTS Alumni Society by email.
- ✧ The screening is conducted based on a comprehensive evaluation as well as described eligible requirements. Please note that you may not be able to participate in this program depending on the number of applications received.

*Application form is available at the AOTS Alumni Societies.

INQUIRY

- ✧ The AOTS Alumni Societies that accept applications for this training are listed below.
- ✧ If no AOTS Alumni Society exists in your country (region), please apply through the AOTS Alumni Society in your nearest area.

AOTS Alumni Societies of Egypt

(President) Prof.Dr.Bahaa Zaghloul (Secretary) Eng.Nour Shebita	Maadi-Osman Ahmed Osman Building, Middle 7, Flat 42, Box 202, El-Maadi, Cairo, 11728	
	Tel:	202-25257191 202-0100 107 0016
	E-mail:	aotsegypt@gmail.com

AOTS Alumni Association - Ghana

(President) Mr.Jacob E. Ayetey (Secretary) Mr. George Manford Amissah	c/o Ghana Highway Authority Central Mech. W/shop, P.O. Box 558, Kaneshie, Accra	
	Tel:	233-20-8181509 233-20-6934272
	E-mail:	aotsghana@yahoo.com aotsghana@gmail.com

AOTS Sudan Alumni Society

(President) Mr. Mohamed EL Amin Saadalla (Secretary) Mr. Adil Ali	P.O.Box 1005, Khartoum S.Floor, Tower No.4, Sudanese Kuwaiti Building, Nile Avenue, Khartoum	
	Tel:	249-183-782076 249-183-770350 WhatsApp # +249912307599
	E-mail:	aots_sudan@hotmail.com adilali99@hotmail.com

Tanzania
Organization for Technical Enhancement and Industrial Development
(OTIDE)

(President) Mr. Hamadi Lila Mwinyikondo (Secretary) Mr. Shabbir Hassanali Khataw	P.O.Box 40933, Dar Es Salaam c/o Cashew Board of Tanzania	
	Tel:	255-754-282343 255-22-2170396
	E-mail:	hidatzaots@hotmail.com tzaots@hotmail.com

You can also contact the AOTS Overseas Cooperation Group in Japan.

The Association for Overseas Technical Cooperation and Sustainable Partnership
Overseas Cooperation Group

30-1, Senju Azuma 1-chome, Adachi-ku, Tokyo 120-8534, JAPAN

Tel : +81-3-3888-8256

Fax : +81-3-3888-8242

E-mail: webinar-kaikyo@aots.jp

ONLINE TOOL

Zoom Webinar

- ✧ *When selected as a participant, you will receive a link to join the program from Zoom by e-mail approximately 2, 3 days before seminar day. On the day of the program, please click on this link to join the webinar.
- ✧ *If you do not receive an email, please contact AOTS Alumni Society/Association you applied for.

NOTES

Please read the following notes before applying for this program. By applying for the program, you agree to the following terms and conditions.

- ✧ Do not transfer the seminar connection information (meeting link/number/password) given to the participants, to others without permission.
- ✧ This program will be conducted using the external service "Zoom". Participants are required to prepare the necessary equipment for attending the seminar, such as a computer, webcam, and microphone, and to confirm that the communication environment does not interfere with participating this program before the program started. The participant shall prepare and maintain the equipment and communication environment necessary to receive training at their own expense and responsibility.
- ✧ The personal information provided by the participant may be provided to the persons involved in the implementation of the program, such as lecturers and interpreters, based on the participant's consent. In addition, the registration information and other information and data provided may be used at the discretion of AOTS for the purpose of providing and operating training, improving and enhancing training content, publicizing other training programs and conducting surveys, or may be made public as statistical information in a form that does not identify individuals.
- ✧ The participants are requested to cooperate for a survey conducted by AOTS.
- ✧ Unauthorized reproduction, editing, modification, distribution or reprinting of handouts, or filming or recording of lecture content is strictly prohibited. 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 program. AOTS will not be held responsible if it becomes difficult for participants to participate in or continue to participate in the program due to an unavoidable accident or network/equipment trouble.

[Table 1] TIME DIFFERENCE WITH JAPAN IN THE TARGET ZONE

Country	Time difference with JST	Lecture Time (Local Time)
Tanzania	JST - 06:00	10:00 AM—1:00 PM
Ethiopia		
Kenya		
Sudan	JST - 07:00	9:00 AM—12:00 AM
Egypt		
Zambia		
South Africa		
Cameroon	JST - 08:00	8:00 AM—11:00 AM
Nigeria		
Ghana	JST - 09:00	7:00 AM—10:00 AM

[Table 2] LIST OF TARGET COUNTRIES

Applicants should be residing in the following countries.

Africa (54)	
Algeria	Liberia
Angola	Libya
Benin	Madagascar
Botswana	Malawi
Burkina Faso	Mali
Burundi	Mauritania
Cabo Verde	Mauritius
Cameroon	Morocco
Central African Rep.	Mozambique
Chad	Namibia
Comoros	Niger
Congo	Nigeria
Congo, Dem. Rep.	Rwanda
Côte d'Ivoire	Sao Tome and Principe
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

