

2021 AOTS Webinar [KROP28]

Kaizen: Productivity Enhancement from Workplace

-The strength and challenging issues of Japanese Human Resource Management (HRM)-

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.

AOTS webinar titled “Kaizen: Productivity Enhancement from Workplace” is an online seminar targeting owners, executives, managers and supervisors of companies in developing countries. This program is suitable for those wish to gain new perspectives in organizational management and productivity enhancement of their companies.

OUTLINE

This program targets managers engaging in subordinate management irrespective of industries. While deepening the understanding of historical reasons and schemes underpinning the Japanese human resource development (HRD) system, participants will study the points of Kaizen in work environment through learning of HRD methods used at Gemba (actual workplace or shop floor) to ensure productivity, and practical cases thereof. This program also features HRD practices during the pandemic; for example, the impact of telework, which is now emerging into the mainstream, and the best mix of the conventional in-person and online formats in parallel. The study goal is to improve work environment and organizational management of their companies.

OBJECTIVES

The participants will be able to achieve the following objectives.

- 1) To understand the characteristics of the Japanese HRM system and the factors in support of high productivity in Japan
- 2) To understand the challenges and practices of HRM under the new working environment
- 3) To acquire a new viewpoint of organizational management and productivity enhancement of their companies through exploring the best mix of in-person and online HRD practices

DATE AND TIME

Wednesday, 16 February 2022, 4:00-6:30PM (Japan)

*Please check the webinar start time in an applicant's 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

All Developing Countries

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

NUMBER OF PARTICIPANTS

150 participants in total

TARGET PARTICIPANTS

Owners, executives, managers and supervisors in developing countries.

[Basic Requirements for Participants]

In order to participate in the training 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 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.

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 WEBINAR

- 1) Characteristics of the Japanese HRM system which supported the post-war economic Development
- 2) Challenging issues of Japanese HRM under the new working environment
- 3) Exploring the best mix of in-person and online HRD practices for productivity enhancement

LECTURER

Dr. Naoki Kuriyama



Dean and Professor, Faculty of Business Administration, Soka University
PhD of Economics, Soka University

Specialist of the International Labor Organization (ILO) from 1988 to 1991
Editor in-chief of “Sekai no Roudou” published by the ILO Association of Japan from 1991 to 1992. Then, moved to academics, and has studied broad issues of international labor at Soka University. Recently focusing on the effects of globalization in the fields of employment, labor standards, safety and hygiene management systems, CSR and labor issues, etc. Has authored many books.

LANGUAGE

The webinar will be conducted in **English**.

The lecture material will be prepared and distributed to participants in **English**.

PARTICIPATION FEE

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

HOW TO APPLY

Please send the completed application form by email to the person in charge of the AOTS Alumni Society in the leaflet by the application deadline. 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.

If no AOTS Alumni Society exists in an applicant's country (region), please apply through the AOTS Alumni Society in the nearest area.

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

APPLICATION DEADLINE

Monday 24 January 2022 (Japan Time)

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

ONLINE TOOL

Zoom Webinar

*When selected as a participant, the participant will receive an invitation email from the AOTS Alumni Society that he/she applied for. Please register for the webinar by clicking on the link in the email. After registration, a registrant will receive another email including participation button for the webinar. On the webinar day, just click this button.

*Invitation/Confirmation emails will be sent to all the approved participants. If a participant does not receive emails, please contact the AOTS Alumni Society he/she applied for.

NOTES

- ◇ AOTS certificate will not be awarded for this webinar.
- ◇ Attending a webinar in a group is admitted. For details, please ask the AOTS Alumni Society that the participant applied for.
- ◇ Personal information provided by the participants may be used to publicize other AOTS Training Programs and conduct questionnaires based on 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.
- ◇ 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 Partnerships

Overseas Cooperation Group

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

Tel : 03-3888-8256

Fax : 03-3888-8242

E-mail: webinar-kaikyo@aots.jp

[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
Georgia	JST - 05:00
Iran	JST - 05:30 (JST- 4:30)
Ethiopia	JST - 06:00
Kenya	JST - 06:00
Tanzania	JST - 06:00
Turkey	JST - 06:00
Egypt	JST - 07:00
South Africa	JST - 07:00
Sudan	JST - 07:00
Zambia	JST - 07:00
Cameroon	JST - 08:00
Nigeria	JST - 08:00
North Macedonia	JST - 08:00 (JST - 07:00)
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 (9)	Europe (10)
Afghanistan	Fiji	Armenia	Albania
Bangladesh	Kiribati	Azerbaijan	Belarus
Bhutan	Marshall	Georgia	Bosnia and Herzegovina
Cambodia	Micronesia	Iraq	Kosovo
India	Nauru	Jordan	Moldova
Indonesia	Niue	Lebanon	Montenegro
Iran*	Palau	Palestine	North Macedonia
Kazakhstan	Papua New Guinea	Syria	Serbia
Kyrgyzstan	Samoa	Yemen	Turkey
Laos	Solomon		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
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.

If no AOTS Alumni Society exists in an applicant's country (region), please apply through the AOTS Alumni Society in the nearest area.

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