

Thu, 26 February - Wed, 11 March 2015 at the HIDA Kansai Kenshu Center (KKC)

Course Objectives

The Program for Japanese Corporate Management (PJCM) is one of our management training programs for all the developing countries. This program is designed for owners, directors, and senior managers in developing countries to learn Japanese companies' unique management methods and the basic way of thinking that underlies these methods. In particular, this is a training program to understand Japanese management methods and philosophies, with focus on the "GEMBA" (On-Site) work philosophy, and to improve the management capabilities of the participants, and at the same time, enable them to seek possibilities to apply it to their own countries to eventually build a Japanese-style hybrid management system that integrates Japanese management and the values of their own countries.

Target Participants

Owners, directors, and/or senior managers who are responsible for management of an organization.

Language

All lectures, visits and exercises will be conducted in English or Japanese with translation into English.

Part of the participation expenses will be covered by subsidy from the Japanese government

Concept

This program is shaped for the participants so they can consider the essence of Japanese management while experiencing it through exercises, observations of actual cases, and class discussions about the three spirits (company spirit, commercial spirit, and citizen spirit) that are held in high esteem in Japanese companies and thereby gain further understanding toward the heart of these spirits. By experiencing the main characteristics of Japanese management, which are an instruction style not to teach everything by words but by showing through actual work, and the meaning of Japanese-style human resource development methodology through 'teaching by not teaching,' the participants will awaken within themselves the possibilities and methods needed to integrate these characteristics into their own management. Additionally, this program is designed with the main focus on the spirits of manufacturers.

Course Contents

First Step

The participants will understand the characteristics of Japanese management and the underlying mindset.

Second Step

The participants will deepen their understanding of the philosophy and relationship of corporate management behind on-site management methods that Japan has successfully implemented, such as the execution of 5S and management focusing on technology and quality through actual examples of Japanese companies.

The participants will also actually experience and deepen their understanding of the philosophy at the heart of the Japanese-style management mindset by touching the core through company visits, exercises, and discussions.

Third Step

The participants will summarize the action plan for how they will utilize what they have learned during the training program for the management of their corporations once returning to their home countries and present it on the last day.

Program Director

Dr. Tadao Kagono
Special Visiting Professor, Konan University

After working as an assistant, lecturer, and assistant professor at the faculty of business administration in Kobe University, Dr. Kagono taught as a professor at the School of Business Administration at Kobe University from 1988, was Dean of the faculty and Graduate School of Business Administration at Kobe University from 1998, and a professor of the Graduate School of Business Administration at the university from 1999. Since 2011, he has been teaching as a special visiting professor at Konan University. He has held prominent positions, such as an external auditor for NTN Corp., external auditor for Santen Pharmaceutical, external auditor for Sumitomo Rubber Industries, and external board member of Familiar Ltd. as well as the Chairman of the Academic Association for Organizational Science, the Vice Chairman of the Forum for Entrepreneurial Studies, the Commissioner of the Japan Academy of Business Administration, the Commissioner of the Japan Academic Society for Ventures and Entrepreneurs, and the Commissioner of the Japan Academy of Family Business. Dr. Kagono has written numerous books and papers and holds a PhD in Business Administration.

Dr. Hidekazu Sone
Assistant Professor, Faculty of Business Administration,
Tezukayama University

Dr. Sone has been teaching as a full-time lecturer at the Faculty of Business Administration at Tezukayama University since 2014 after working as a Distinguished Researcher at the Japan Society for the Promotion of Sciences and a full-time lecturer at Osaka University of Economics. He is also active as a Visiting Researcher at Memorial University, a Visiting Researcher for the Center for Risk Research at Shiga University, the commissioner of Japan Academy of Family Business, and on the Board of Directors for the International Workshop on Sustainability Management of e-Business and Ubiquitous Commerce Engineering (SMEUCE). Dr. Sone holds a PhD in Business Administration.

Schedule (Tentative)

Date		Morning Session		Afternoon Session	
Feb. 25	(Wed.)	Arrival in Japan			
26	(Thu.)	Lecture:	Orientation/Opening Ceremony Spirit of Japanese management	Lecture:	Spirit of Japanese management (continued)
27	(Fri.)	Lecture & Exercise:	Innovation and human resource development		
28	(Sat.)	Day Off			
Mar. 1	(Sun.)	Day Off			
2	(Mon.)	Lecture & Exercise:	3S and management	Lecture:	Management affected by the custom of cleaning
3	(Tue.)	Lecture & Exercise:	Making a plan to implement 5S in one's company	Distance Lecture:	5S management examples with Sri Lankan companies
4	(Wed.)	Company Visit:	Traditions and management of craftsmanship		
5	(Thu.)	Company Visit:	Examples of Japanese style management mindset		
6	(Fri.)	Lecture & Exercise:	Examples of the spirit of Japanese entrepreneurs'		
7	(Sat.)	Day Off			
8	(Sun.)	Day Off			
9	(Mon.)	Lecture:	Challenges with Japanese style management – Corporate governance -		
10	(Tue.)	Lecture & Exercise:	To practice hybrid type management		
11	(Wed.)	Presentation:	Final Report Presentation	Presentation:	Final Report Presentation Evaluation of the Program/Closing Ceremony
12	(Thu.)	Departure from Japan			

*The above schedule is subject to change for the convenience of lecturers and cooperating companies, or for other unavoidable reasons.

Requirements.

Application Deadline: 19 December 2014