

AOTS The Program for Japanese Corporate Management [PJCM] - Learning from Spirits of Japanese Manufacturers -

Tue, 19 February - Wed, 6 March 2019 at the AOTS Kansai Kenshu Center (KKC)

Course Objectives

The Program for Japanese Corporate Management (PJCM) is one of the management training programs provided by AOTS for participants from developing countries. Targeting participants who are business managers or executives of companies in developing countries, it is a practical course designed to allow participants to learn the characteristic management methods of Japanese corporations and the thinking behind these methods, and to study how to apply these to their own companies.

Target Participants

Owners or directors of manufacturing companies.
Owners and directors in the service sector and senior managers who are responsible for management may also be accepted.

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

Language

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

Concept

In this course, participants deepen their understanding of the characteristics of management in successful Japanese corporations such as management policies based on long-term perspectives, the managers' GEMBA (shop floor)-oriented approach, the permeation of management philosophies and a variety of other management methods that elicit the commitment of employees.

In addition, the course considers the potential of applying the features of such Japanese management methods to participants' own companies, and aims to improve the participants' resources and capacity as managers to seek a "hybrid management" that fuses Japanese management with the spirit of corporate management in their own countries.

Course Contents

First Step

Participants deepen their understanding of three spirits in corporate management, including citizenship, entrepreneurship and the utilitarian mind. Participants understand the basic approach and way of management characteristic of Japanese corporations.

Second Step

Participants deepen their understanding of the "5S", "Amoeba Management", the "Toyota Way" and other GEMBA (shop floor)-oriented management methods engaged in by Japanese corporations with successful results, and learn the ideas behind these methods as well as methods of putting them into practice through corporate visits, practical exercises and discussions.

Third Step

Participants learn about the efforts and techniques for perpetuating a business that are utilized in family businesses in Japan, and consider how to make the most of these ideas in the management of their own companies.

Fourth Step

On the final day, participants give a presentation detailing an action plan to implement on returning to their own countries, explaining how they will apply the knowledge they have gained in the course to the management of their own companies.

Program Director

Dr. Tadao Kagono

Special Visiting Professor, Konan University / Professor Emeritus, Business School, Kobe 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 studied abroad at Harvard University, USA from 1979 to 1980. 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 Policy Science, Shizuoka University of Art and Culture

Dr. Sone has been teaching as an Assistant Professor at Faculty of Policy Science, Shizuoka University of Art and Culture since 2015 after working as an Assistant Professor at Osaka University of Economics, a Visiting Researcher at Memorial University and an Assistant Professor at the Faculty of Business Administration at Tezukayama University. He is also active as Executive Director of Japan Academy of Family Business, Executive Secretary of Entrepreneur Research Forum and a member of Board of Directors of SMEUCE (Sustainability Management of e-Business and Ubiquitous Commerce Engineering). Dr. Sone holds a PhD in Business Administration.

Schedule (Tentative)

Date		Morning Session		Afternoon Session		
Feb. 18	(Mon.)	Arrival in Japan				
19	(Tue.)	Lecture:	Orientation/Opening Ceremony Spirit of Japanese management	Presentation / Discussion:	Sharing management issues and training objectives of participants	
20	(Wed.)	Company Visit:	3S and Management	Lecture:	5S (Cleaning) Habituation and Management	
21	(Thu.)	Distance Lecture:	Example of introducing 5S activity in an overseas company	Lecture & Exercise:	Exercise for Making a 5S Implementation Plan	
22	(Fri.)	Lecture:	Spirit of Japanese Entrepreneurs	Company Visit:	Case Study of Japanese Entrepreneurs	
23	(Sat.)	Day Off				
24	(Sun.)	Day Off				
25	(Mon.)	Lecture:	The Hybrid Management (Incl. Discussion among participants)			
26	(Tue.)	Lecture:	Strategic Intercompany Alliance by Japanese Companies			
27	(Wed.)	Company Visit:	Management Spirit of Mr. Kounosuke Matsushita (1)	Company Visit:	Management Spirit of Mr. Kounosuke Matsushita (2)	
28	(Thu.)	Study Tour	Company Visit:	Management philosophy and human resource development of TOYOTA Motor Corporation	Company Visit:	Toyota Production System of TOYOTA Motor Corporation
Mar. 1	(Fri.)		Lecture:	Skill Succession and Family Business	Company Visit:	Practical Case of the Sill Tradition and Family Business
2	(Sat.)	Day Off				
3	(Sun.)	Day Off				
4	(Mon.)	Lecture:	Features and Basic Concepts of the Amoeba Management	Lecture:	System of the Amoeba Management	
5	(Tue.)	Lecture:	Exercise of the Amoeba Management	Company Visit:	Practical Case of the Amoeba Management	
6	(Wed.)	Presentation:	Final Report Presentation	Presentation:	Final Report Presentation Closing Ceremony	
7	(Thu.)	Departure from Japan				

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

Visit http://www.aots.jp/jp/ikusei/management/files/18pjcm_e.pdf for the Program Outline and Participation Requirement

Application Deadline: 10 December 2018 (Mon.)



Program Outline