

Seminar on

## “Globalization and changing role of Managers: Japanese Experience”

**Date:**

26-27 September 2019  
(Thursday and Friday)

**Venue:**

HP Management Development Institute  
Old Mumbai Pune Highway, Near Bhakti  
Shakti Chowk, Nigdi, Pune – 411044

**Theme:**

This seminar aims for the Indian participants to deepen their understanding of changes of managers' role in the era of globalisation with examples of Japanese-affiliated companies. Also, the program is designed to enhance participants' capabilities in handling IR, HR, individual skill development and leadership through lectures by Japanese and Indian lecturers and group discussions in which they seek how to better apply what they learnt in the seminar.

**Contents:**

- Handling cross-culture diversity
- Understanding the relevance of conventions and traditions of the host country and managing the workforce accordingly
- Shifting focus from IR to HR
- The cultivation of individual skills and abilities
- Development of Management (Leadership)
- The Characteristics of "Employer - Employee Relationships" in Japan

**Target Participants:**

- Managers or people likely to become future managers.
- Specialist in charge of Human Resource Department or Industrial Relations

**Participation requirements**

- Be managers or they should be candidates for managers who are promised to promote to be management positions in near future.
- Specialist in charge of HRM or IR or any other relevant fields
- Be preferable between 23 and 60 years of age
- Be physically and mentally fit to undergo an intensive training program and be able to attend entire program of two days.

**Certificate**

AOTS's certificate will be awarded to participants who complete the program.

**Participation Fee**

EFI Members Rs. 6,000/- + 18% GST

Non EFI - Members Rs. 7,000/- + 18% GST

**Contact**

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## Schedule

Day 1				
Sr. No.	Time	Area of Study	Subject of the session	Faculty
1	09:30 am - 10:00 am		Inaugural Address Welcome Address	Senior HPCL Executive Senior Official from EFI AOTS Representative
2	10:00 am - 11:00 am	Cultural Diversity	Developing strategies for managing cultural differences and value perspectives among countries – Global Perspective	AOTS, Japan Faculty
	11:00 am - 11:20 am	Tea Break		
3	11:20 am - 01:00 pm	Cultural Diversity	Handling cross-culture diversity: 1. Assessing individual styles for communications and leadership 2. Developing managerial behaviour for better management	AOTS, Japan Faculty
	01:00 pm - 02:00 pm	Lunch		
4	02:00 pm - 03:30 pm	Employee Relations and Collective Decision Making	The Characteristics of “Employer-Employee Relationships” in Japan 1. Examples of Japanese Firms 2. Consensus decision making for resolving conflicts – Ringi System	Senior Leader from Japanese Organisation in India
	03:30 pm - 03:50 pm	Tea Break		
5	03:50 pm - 05:00 pm	Application of learning	Learning’s from IR & HRM program at Japan	A senior Indian executive (who is successful past participant of AOTS training at Japan and has implemented the learning in practice.)
Day 2				
1	09:30 am - 11:00 am	Communication and HRD	The cultivation of individual skills and abilities to improve communication: Fundamental frameworks for human resource development	AOTS Faculty
	11:00 am - 11:15 am	Tea Break		
2	11:15 am - 12:00 pm	Theories of Leadership and Motivation	Leadership behaviour for motivating subordinates: 1. General theories for leadership and motivation 2. Developing skills and competencies for leaders	AOTS Faculty
	12:00 pm - 01:00 pm	Lunch Break		
3	01:00 pm - 01:45 pm	Collective Bargaining	Decentralization of collective bargaining system: Case studies of HRD Practices among Japanese Companies Case studies with HRD practices among US companies	AOTS Faculty
4	01:45 pm - 03:45 pm	Learning Outcome	Group Discussion and Presentation by the Participants	Monitoring by AOTS Faculty
5	03:45 pm - 04:00 pm	Participants Feedback	Program Evaluation and making Action Plan by Participants	
6	04:00 pm - 04:45 pm		Valedictory Address and Certificate Distribution	Senior HPCL Executive