



**The Employers' Federation of India (EFI) and The
Association for Overseas Technical Cooperation and
Sustainable Partnerships (AOTS)**



Two Days Seminar on

**“Globalization and Changing Role of Managers:
Japanese Experience”**

This workshop aims for the Indian participants to deepen the understanding of globalization and the changing role of managers in a technologically driven era. Leadership Behavior Development, up scaling of skills and competencies to match the changing role has been the need of the hour.

Examples of Japanese firms and the characteristics of “Employer – Employee Relationships” in Japan shall also form a part of the learning in this program and how it can be deployed in Indian firms. The program has been designed to enhance participants’ capabilities in handling HRM through Group Discussions, Interactions and Question & Answer Session.

CERTIFICATE OF PARTICIPATION SHALL BE AWARDED TO THE PARTICIPANTS ON COMPLETING THE 2 DAYS PROGRAM.

Objectives of the Workshop:

- To learn the best practices of HRM from Japanese cases.
- To learn actual situation of Industrial Relations in Japanese Firms.
- Understanding the HRM issues threadbare by actively engaging and participating in the sessions and exchanging views with the other participants.
- To acquaint participants with HRM issues that can be applied to various situations at their respective companies through group discussions and presentations by Ex-Participants.
- To develop lower and middle level managers to cope up with employee relation situations in technologically driven environment.

Date:

8th & 9th of October, 2018

Timing:

Day 1 - 09:00 am to 05:00 pm

Day 2 - 09:30 am to 04:45 pm

Venue:

Mind Space Hotel (Citrus)

Opp. PCMC Building, Old Mumbai

Pune Highway, Pimpri,

Pimpri-Chinchwad, Pune – 411 018

Registration:

09:00 am to 09:30 am

Participation Fee:

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

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

Students Rs. 4,000/- + 18% GST

Discount of 10% on or before 30th of September, 2018*

Discount of 15% for 3 or more participants from 1 organization*

(*Only 1 of the 2 discounts will be applicable)

Last Date to send the nomination:

5th October, 2018

Who should attend?

Managers and officers, who are required to deal with people in day to day operation. Students, pursuing their specialization in Employee Relations and Human Resource Management.

For Participation

The Employers' Federation of India

Mr. Uday - +91-9820551619

E- Mail: - efisolar@gmail.com



**The Employers' Federation of India (EFI) and The
Association for Overseas Technical Cooperation and
Sustainable Partnerships (AOTS)**



Two Days Seminar on

“Globalization and Changing Role of Managers: Japanese Experience.”

Monday, 08 th October 2018 (Day 1)		
09:00 am - 09:30 am	REGISTRATION (Tea / Refreshments)	
09:30 am - 10:00 am	Inaugural Address Welcome Address	<p>Mr. Deepak Karandikar Director, Praditi Press Parts Pvt. Ltd. Pune</p> <p>Mr. Vijay Padate Director General – EFI</p> <p>Mr. Eiji Teshima Assistant Manager/Chief Program Coordinator/AOTS</p>
Session - I 10:00 am - 11:00 am	<p>“Globalization and changing role of managers(1): Understanding the relevance of conventions and traditions of India and managing the workforce accordingly</p> <ol style="list-style-type: none"> 1. Developing strategies for managing cultural differences and value perspectives among countries 	Mr. Kazuteru Kuroda Head, Global Management Center, Japan Productivity Center
11:00 am - 11:20 am	Tea / Coffee Break	
Session - II 11:20 am - 01:00 pm	<p>Globalization and changing role of managers(2): Handling cross-culture diversity</p> <ol style="list-style-type: none"> 1. Assessing individual styles for communications and leadership 2. Developing your own behaviors for better management 	Mr. Kazuteru Kuroda Head, Global Management Center, Japan Productivity Center
01:00 pm - 02:00 pm	Lunch Break	
Session - III 02:00 pm – 03:30 pm	<p>The Characteristics of “Employer-Employee Relationships” in Japan</p> <ol style="list-style-type: none"> 1. Examples of Japanese Firms 2. Consensus decision making for resolving conflicts – Ringi System 	Mr. Tomio Isogai Freelance Advisor to Indo-Japanese Relations, Adjunct Professor at Ajeenkya DY Patil University
03.30 pm - 03:50 pm	Tea / Coffee Break	
Session - IV 03:50 pm - 05:00 pm	<p>Shifting focus from IR to HR(1): The cultivation of individual skills and abilities to improve communication</p> <ol style="list-style-type: none"> 1. Fundamental frameworks for human resource development 	Mr. Kazuteru Kuroda Head, Global Management Center, Japan Productivity Center
Tuesday, 9 th October 2018 (Day 2)		
09:15 am - 09:30 am	Tea / Refreshments	

Session - V 09:30 am - 11:00 am	Shifting focus from IR to HR(2): Leadership behavior for motivating subordinates 1. General theories for leadership and motivation 2. Developing skills and competencies for leaders	Mr. Kazuteru Kuroda Head, Global Management Center, Japan Productivity Center
11:00 am - 11:15 am	Tea / Coffee Break	
Session - VI 11:15 am - 12:00 pm	Learning's from the program on IR & HRM at Japan & its broad perspective in India context	Mr. Anil Gupte General Manager - IR & HR, Godrej Aerospace (Godrej & Boyce Limited)
12:00 pm - 01:00 pm	Lunch Break	
Session - VII 01:00 pm - 01:45 pm	Learning's from the program on IR & HRM at Japan & its broad perspective in India context	Mr. Ritesh Joshi Director (Labour Relations), Cummins India Limited
Session - VIII 01:45 pm - 02:45 pm	Shifting focus from IR to HR(3): Decentralization of collective bargaining system 1. Case studies of HRD Practices among Japanese Companies 2. Case studies with HRD practices among US companies	Mr. Kazuteru Kuroda Head, Global Management Center, Japan Productivity Center
Session - IX 02:45 pm - 03:45 pm	Group Discussion and Presentation by the Participants	Mr. Kazuteru Kuroda Head, Global Management Center, Japan Productivity Center
03:45 pm - 04:00 pm	Program Evaluation and making Action Plan by Participants	
04:00 pm - 04:45 pm	Valedictory Address and Certificate Distribution	Mr. Pradeep Bhargava Executive Committee Member and Past President Council of EFI, Independent Director of Persistent Systems Ltd.
04:45 pm	Tea / Coffee	

For Participation

The Employers' Federation of India

Mr. Uday - +91-9820551619

E- Mail: - efisolar@gmail.com