

## 2021 AOTS Webinar [KROP12] Program for Women Leaders Aiming for Further Growth amid COVID-19 SDGs -Towards the Promotion of Female Empowerment

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 KROP12 "Leadership Program for Women Managers Aiming for Further Growth amid COVID-19" is an online seminar (webinar) designed for female company owners, executives, and senior managers, etc. in developing countries who are interested in learning how to improve and practice their leadership skills even in COVID-19 Pandemic, and using what they have learned to increase the added value of the company. This training is an additional course with the same content as the one held in August 2021, which was very popular and received far more applications than it could hold.

### OUTLINE

Management leadership is becoming increasingly important in companies that are financially affected by COVID-19 Pandemic. In this program, we focus on female managers as one approach to leadership training and aims to improve their leadership skills. It is said that women's social advancement in Japan falls behind that of other countries, but it is also true that there are many excellent women business owners. We aim for female leaders in developing companies to acquire leadership ability that allows them to grow even in the COVID-19 disaster through practical examples of Japanese women leaders. We also aim for participants to add new value to their own companies by formulating and implementing an action plan tailored to their own company using what they have learned. In addition, improving women's leadership skills not only contributes to the economic development of developing countries, but also contributes to the SDGs Goal 5, "Achieving Gender Equality and Empowering All Women and Girls."

### OBJECTIVES

We aim for female business owners / executives / senior managers, etc. in developing countries to achieve the following goals:

- 1) To understand the difference between male and female leadership styles as well as how to improve leadership skills and the qualities of leaders needed in the face of the COVID-19 through the opportunity to learn about leadership highly evaluated in responding to COVID-19.
- 2) To understand how to demonstrate leadership amid COVID-19 and how to generate ideas from employees, and how to innovate through lectures, tours, and case studies in this program.
- 3) To promote women's empowerment in their own companies by creating, presenting, and implementing "action plan for becoming a transformational leader."

## DATE AND TIME

**DAY 1: Friday 3 December, 3:00-7:00PM (Japan)**

**DAY 2: Monday 6 December, 3:00-7:00PM (Japan)**

**DAY 3: Tuesday 7 December, 3:00-7:00PM (Japan)**

\*Participation in all three webinars is required.

\*Please check the webinar start time in your 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

Developing Countries

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

## NUMBER OF PARTICIPANTS

30 participants in total

## TARGET PARTICIPANTS

Female company owners, executives, and senior managers and

Male company owners and executives who are responsible for training female managers.

### **[Basic Requirements for Participants]**

In order to participate in the training, the following conditions must be satisfied, in addition to the job position requirement specified for this 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

DAY 1:

<Lecture>

- (1) What are leadership qualities essential to get us through this pandemic?
- (2) What is the difference between male and female leadership styles?
- (3) Leaders who have won global praise in responding to COVID-19
- (4) Qualities of leadership needed in the face of COVID-19

DAY 2:

<Lecture>

- (1) Learning from three entrepreneurs who are admirably active in the COVID-10 Pandemic.

<Interview & Video Factory Tour>

- (2) An interview with Ms. Noriko Ogura, Vice President, Ogura Kinzoku Co., Ltd, .a woman leader who has been sustaining a 100-Year-old manufacturing company based on a corporate culture built on the pillars of 5S, even in the COVID-19 disaster.
- (3) A Video virtual tour of the 5S theme park factory, the world's most attractive factory created by employees.

DAY 3:

<Lecture>

- (1) To become a transformational leader.

<Discussion, Participants' Presentation & Lecturer's Advice>

- (2) Presentation of "Action plan for becoming a transformational leader" by participants
- (3) Lecturer's comments & Wrap-up

**LECTURER**



**Ms. Toshiko Kawanami**

Representative, Nami HR Network

MBA in International and Intercultural Management, SIT Graduate Institute, USA

She has worked for decades with a variety of global companies including Du Pont Japan, Tokyo Bay Hilton, Reebok International, and the British Embassy in Japan until she retired in June 2011.

She became an independent HR consultant in 2011 specializing in leadership development and organizational change. She has given her clients innovative solutions to the various HR issues and provided leadership seminars to create work environments for the benefits of both employers and their employees in the most effective and efficient way both in Japan and Sri Lanka. In her leadership seminar, she teaches participants important leadership qualities needed today.

**LANGUAGE**

All the webinars will be conducted in **English**.

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

**PARTICIPATION FEE**

**80USD** This program will be implemented with the subsidy from the Japanese Government.

**HOW TO APPLY**

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

Please make sure to pay the participation fee to the AOTS Alumni Society by the designated deadline.  
If the participation fee are not paid by the webinar day, the eligibility for participation will be cancelled.

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

**Friday 12 November 2021 (Japan Time)**

\*After the deadline, the applicants will be notified as to whether you are accepted or not by e-mail from the Alumni Society in your area.

## ONLINE TOOL

### Zoom Meeting

\* When selected as a participant, the participant will receive an invitation email. Please register for the meeting by clicking on the link in the email. After registration, a registrant will receive another email including the URL for the meeting. To participate in the meeting, just click the link.

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

\*Participants are requested to install the application of Zoom Meetings in his/her PC or smartphone beforehand for smooth participation in the meeting. Be sure to check the version of the app and keep it in the latest version. You can test a video meeting from your device: <http://zoom.us/test>

\*Be ready to use your microphone, webcam, etc. for discussion during the program.

## NOTES

- ◇ AOTS certificate will be awarded to participants who meet the criteria.
- ◇ During the program all the participants are requested to turn on the video.
- ◇ Use one device such as PC/tablet each participant.
- ◇ 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 webinar information (webinar 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 (AOTS)  
 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
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.

<b>Asia (24)</b>	<b>Oceania (15)</b>	<b>Middle East (9)</b>	<b>Europe (10)</b>
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		
Nepal	Vanuatu		
Pakistan	Wallis and Futuna		
Philippines			
Sri Lanka			
Tajikistan			
Thailand			
Timor-Leste			
Turkmenistan			
Uzbekistan			
Viet Nam			

<b>Africa (54)</b>		<b>Latin America (28)</b>	
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.

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