

AOTS Webinar [KROP13]

Leadership in the VUCA Era

~For Middle Managers , Managers and those who are expected to be Leaders~

Organized by The Association for Overseas Technical Cooperation and Sustainable Partnerships (AOTS)
Collaborated by AOTS Overseas Alumni Societies

OUTLINE

In this age of uncertainty known as VUCA, with no sight to end the Corona disaster, the social environment is becoming increasingly uncertain worldwide. At the same time, environmental issues, SDGs, digital transformation (DX), and other changes in industrial structure are arising, and the essence of leadership has been fundamentally questioned again.

Employees are the ones who actually drive the organization and their full support is essential to achieve organizational transformation, and it is necessary to provide the environment in which they can fully work.

In addition, a hybrid work style with greater flexibility in where and when employees work is needed due to the spread of Corona. In order for such changes to lead to increase employee's productivity and satisfaction, supervisors must take into account the job type and duties, and pay attention to fairness among employees and enable employees to work without feeling the isolation.

In this era of change, leadership is needed to develop employees who can think and act autonomously to respond the rapid change in the market needs.

Therefore, in this program for middle managers, new managers and those who are expected to be leaders, we ask participants to learn the basic significance of leadership and management, the underlying view of human nature and the changes in the sources of motivation, the growth of leaders, and other basic issues related to leadership.

Based on their understanding of the above, we also aim to help middle managers understand the interaction between leaders and followers and new managers and those who are expected to be leaders understand the key points about changing attitudes and leadership growth after being appointed to management positions.

OBJECTIVES

We aim for middle managers / managers and those who are expected to be leaders to achieve the following goals:

- 1) To clarify the meaning of the concept and the difference of leadership, management and organization
- 2) To understand the changes in managers' views of people and sources of motivation underlying the meaning of both leadership and management and the growth of leaders.
- 3) To understand the interactions between leaders and followers.
- 4) To understand the significance of followership and followers' recognition of leadership
- 5) To understand changes in awareness after assuming management positions

DATE AND TIME

Monday 13 December 2021, 1:30 PM -4:30PM (Japan)

*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.

NUMBER OF PARTICIPANTS

200 participants

TARGET PARTICIPANTS

Middle managers, new managers and those who are expected to be leaders
(20 years old and over)

[Basic Requirements for Participants]

In order to participate in the management training, the following conditions must be satisfied, in addition to the work position requirements 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

<Lecture>

- (1) Clarification of the meaning of the concept and the difference of leadership, management and organization
- (2) Changes in managers' views of people and sources of motivation underlying the meaning of both leadership and management and the growth of leaders.
- (3) Multifaceted understanding of leadership through related leadership issues, such as changes in managers' views of people and sources of motivation underlying the meaning of both leadership and management and the growth of leaders.
- (4) Significance of followership, based on the fact that leadership is based on followers accepting the leader.
- (5) Changes of attitudes after assuming management positions and significance of Illusions of management

LECTURER**Prof. Yoshio ONO**

Professor, Faculty of Economics, Shiga University.



He graduated from Faculty of Economics, Shiga University in 1997 and completed the doctoral program at the Graduate School of Business Administration, Kobe University in 2003.

He has been in his current position since 2016 after working as an assistant professor in 2006 and as an associate professor since 2007 at Faculty of Economics of Shiga University.

He specializes in leadership, organizational theory, organizational behavior, business management, and business administration.

His books include "Leadership", "Intensive Lecture on the Strongest Leadership Theory", "What Constitutes Leadership from Follower's Perspectives: A Study of Leaders from Follower's Narratives", and "Introduction to Leadership".

LANGUAGE

The webinar will be conducted in **English**. The lecture materials will be prepared and distributed to participants in **English**.

PARTICIPATION FEE

Free of charge. This webinar will be implemented with the subsidy from the Japanese Government and sponsored by **AOTS Alumni Societies** in target countries.

HOW TO APPLY

Contact the AOTS Alumni Society nearby and send the completed application form by email to the person in charge of the Society by the application deadline. After the deadline, AOTS will screen the applicants and select the participants, who will be notified from the AOTS Alumni Society by email. 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, 19 November 2021 (Japan Time)

*** This is the final deadline to submit the recommendation list to AOTS.**

* 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 Webinar

* When selected as a participant, you will receive an invitation email from the organization you applied. Please register for the webinar by clicking on the link in the email. After registration, a registrant will receive another email including the participation button for the webinar. On the webinar day, just click this "Join Webinar" button.

*Invitation/Confirmation emails will be sent to all the approved participants. If you do not receive emails, please contact AOTS Alumni Society/Association you applied for.

NOTES

- ◇ AOTS certificate is not awarded for this webinar.
- ◇ Personally information provided by the participant may be used to publicize other AOTS training programs and conduct questionnaires based on the 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 meeting information (meeting link/number/password) given to the participants to anyone other than the participants without permission.
- ◇ Use only one device per participant.
- ◇ 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 Partnership
Overseas Cooperation Group

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[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
Myanmar	JST - 02:30
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.

Asia (24)	Oceania (15)	Middle East (8)	Europe (10)
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	Syria	North Macedonia
Kazakhstan	Papua New Guinea	Yemen	Serbia
Kyrgyzstan	Samoa	Palestine	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			

Africa (54)		Latin America (28)	
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.

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