

## 2021 AOTS Webinar [KROP21] Leadership and Subordinate Development for Managers

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 KROP21 “Leadership and Subordinate Development for Managers” is an online seminar (webinar) provides managers of organizations in developing countries with an overview of the leadership skills that are essential to their job responsibilities and enables them to exercise leadership in developing human resources, increasing motivation, and setting and achieving goals. The course focuses on strengthening communication skills for subordinate development, among other roles required of leaders, and on strategies for leaders to achieve results as a team.

### OUTLINE

In many developing countries, wages are rising at an accelerated rate due to rapid economic development and the influx of foreign capital, but the supply of human resources is not sufficient to keep up. Therefore, in order to solve such problems for companies, the leadership of managers who actually lead employees, especially the ability to train subordinates, is necessary.

In light of this situation, this training aims to provide managers of organizations in developing countries with an overview of the leadership skills that are essential for their position and responsibilities, and to enable them to exercise leadership in human resource development and motivation, goal setting and achievement, etc. Among the roles required of leaders, this training focuses on strengthening communication skills for subordinate development in particular, and learning how leaders can achieve results as a team.

After learning the theories in the lecture, participants will actually implement the theories in their own companies and share the results with each other for reflection to deepen practical learning.

### OBJECTIVES

We aim for managers in developing countries to achieve the following goals:

- 1) Understand the roles and attitudes of a leader who is responsible for the development of subordinates and the methods used to develop subordinates.
- 2) Understand the communication methods and motivational methods necessary to achieve goals as a team.
- 3) Understand examples of Japanese companies that have created strong teams by changing the atmosphere and climate of the workplace and the awareness of employees through the leadership of managers.

## DATE AND TIME

**DAY 1: Tuesday, 25 January 2022, 2:00-5:00PM (Japan Time)**

**DAY 2: Tuesday, 8 February 2022, 2:00-5:00PM (Japan Time)**

**DAY 3: Tuesday, 22 February 2022, 2:00-5:00PM (Japan Time)**

\*Participation in all the webinars is required.

\*Please check the webinar start time in an applicant's 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

40 participants in total

## TARGET PARTICIPANTS

Managers of company or organization in developing countries.

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

In order to participate in the training program, the following conditions must be satisfied, in addition to the work experience and position requirements specified for each 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.
- f) Participants should not be students.

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

DATE	Program Content
DAY 1 Tue. 25 JAN.	<Lectures and Workshops> Training of team members -Three steps in training -Six principles of training -Training cycle
DAY2 Tue. 8 FEB.	<Lecture and exercise> -Practical examples of training -Increasing motivation -Attitudes to increase influence
DAY 3 Tue. 22 FEB.	<Lecture and exercise> -Practical examples of motivation enhancement -Introduction of successful leadership cases

\* Each program will be implemented from **2:00PM to 5:00PM (Japan Time)**.

## LECTURER

### Mr. Yasumitsu Komori



Representative, Komori Consulting Office

He spent 20 years in sales and human resource development at meritocratic foreign companies such as P&G Japan, L'Oreal Japan, and COACH Japan. Later, he became a visiting professor at Kobe Gakuin University. In 2009, he established Komori Consulting Office as a consultant. Since then, he has given many lectures and consulted for companies and local governments, etc.

## LANGUAGE

The webinars of the both days will be conducted in **Japanese with English interpretation**.  
The lecture material will be prepared and distributed to participants in **English**.

## PARTICIPATION FEE

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

## 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.

Please make sure to pay the participation fee to the AOTS Alumni Society by the designated deadline. If the participation fee will not be 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, 24 December 2021**

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

## ONLINE TOOL

### Zoom

\* When selected as a participant, the participant will receive an invitation email from the AOTS Alumni Society that he/she applied for. Please register for the webinar by clicking on the link in the email. After registration, a registrant will receive another email including participation button for the webinar. On the webinar day, just click this button.

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

## NOTES

- ◇ AOTS certificate will be awarded to the participants who participate in more than two thirds of the total webinar time.
- ◇ Attending a webinar in a group is admitted. For details, please ask the AOTS Alumni Society that the participant applied for.
- ◇ 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 meeting information (meeting 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  
Overseas Cooperation Group

30-1, Senju Azuma 1-chome, Adachi-ku, Tokyo 120-8534, JAPAN

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Fax : 03-3888-8242

E-mail: [webinar-kaikyo@aots.jp](mailto: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
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.

<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		
Myanmar	Vanuatu		
Nepal	Wallis and Futuna		
Pakistan			
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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