

**2022 AOTS Online Program [KROP05]
Program for 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 Online Program KROP05 "Program for Leaders aiming for Further Growth amid COVID-19" is an online seminar designed for company owners, executives, and senior managers, etc. in developing countries who are interested in learning how to improve and practice their leadership skills especially by empowering female managers or employees even in COVID-19 Pandemic, and using what they have learned to increase the added value of the company.

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 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 contributes not only to the economic development of developing countries, but also to the SDGs Goal 5, "Achieving Gender Equality and Empowering All Women and Girls."

OBJECTIVES

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

- 1) Understanding how to improve leadership skills and the qualities of leaders required in Corona Era through learning the differences in leadership styles by gender as well as the leadership valued in the face of COVID-19 disaster.
- 2) Understanding how to demonstrate leadership amid COVID-19, the way to generate ideas from employees and the process to make innovation through the lectures, tours, and case studies.
- 3) Promoting women's empowerment in their own companies by creating, presenting, and implementing "Action Plan for becoming a transformational leader."

DATE AND TIME

DAY 1: Tuesday, 6 September, 4:00-8:00PM (Japan)
DAY 2: Wednesday, 7 September, 4:00-8:00PM (Japan)
DAY 3: Thursday, 8 September, 4:00-8:00PM (Japan)

*Participation in all three days is required.

*Please check the starting 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

Company owners, executives, and senior managers (regardless of gender), and those in equivalent positions who have responsibilities regarding female empowerment.

[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) The participants are requested to cooperate for pre- and post- surveys conducted by AOTS by the due date.
- f) 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 PROGRAM

DAY 1:

<Lecture>

- (1) The leadership qualities essential to get us through this pandemic
- (2) How gender affects leadership style

(3) Qualities of leadership needed in the face of COVID-19

DAY 2:

<Lecture>

- (1) Learning from entrepreneurs who are admirably active in the COVID-19 Pandemic

<Interview & Video Factory Tour>

- (2) A Video virtual tour of the 5S theme park factory of Ogura Kinzoku Co., Ltd, the world's most attractive factory created by employees
- (3) 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

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

AOTS course completion certificate will be awarded for those who have completed this seminar with satisfaction of AOTS criteria.

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, ACE Insurance in Tokyo, Philadelphia and Beijing, 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. In her leadership seminar, she teaches participants important leadership qualities needed today.

LANGUAGE

All the programs 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

- We accept applications from the AOTS Alumni Societies exclusively.
- Please contact the AOTS Alumni Societies in your area to apply for this program.
- Application form is available at the AOTS Alumni Societies.
- For the list of AOTS Alumni Societies, please visit <https://www.aots.jp/en/alumni/about/>.
- E-mail the application form to the person in charge of the AOTS Alumni Society in your area 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 will not be paid by the program starting day, the eligibility for participation will be cancelled.

The screening is conducted based on a comprehensive evaluation as well as described eligible requirements. Please note that you may not be able to participate in this program depending on the number of applications received.

APPLICATION DEADLINE

Thursday 4 August 2022 (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, you 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 button to participate in the Meeting. On the day of the Meeting, just click this button.

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

*Participants are requested to install the application of Zoom Meetings in his/her PC 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>

*We are planning discussions and presentations from participants in the program. We recommend that you join from a PC instead of a smartphone. Also, please prepare a device equipped with a microphone and a webcam.

NOTES

Please read the following notes before applying for this program. By applying for the program, you agree to the following terms and conditions.

- ◇ During the program all the participants are requested to turn on the video.
- ◇ Attending the program in a group is not admitted. Use one device such as PC/tablet each participant.

- ✧ Do not transfer the seminar connection information (meeting link/number/password) given to the participants, to others without permission.
- ✧ This program will be conducted using the external service "Zoom". Participants are required to prepare the necessary equipment for attending the seminar, such as a computer, webcam, and microphone, and to confirm that the communication environment does not interfere with participating this program before the program started. The participant shall prepare and maintain the equipment and communication environment necessary to receive training at their own expense and responsibility.
- ✧ The personal information provided by the participant may be provided to the persons involved in the implementation of the program, such as lecturers and interpreters, based on the participant's consent. In addition, the registration information and other information and data provided may be used at the discretion of AOTS for the purpose of providing and operating training, improving and enhancing training content, publicizing other training programs and conducting surveys, or may be made public as statistical information in a form that does not identify individuals.
- ✧ Unauthorized reproduction, editing, modification, distribution or reprinting of handouts, or filming or recording of lecture content is strictly prohibited. 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 program. AOTS will not be held responsible if it becomes difficult for participants to participate in or continue to participate in the program 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.

Asia (24)	Oceania (15)	Middle East (9)	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	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			

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.

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/>.