

## 2022 AOTS Online Program [KROP13] Training Program for Behavior Change

Organized by The Association for Overseas Technical Cooperation and Sustainable Partnerships (AOTS)  
Cooperated 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.

The AOTS Online Program “Training Program for Behavior Change (KROP13)” is an online program targeting senior and middle managers, supervisors, and engineers in organizations, for example, companies. This program is suitable for those interested in improving leadership and communication skills.

### OUTLINE

This online program helps to acquire the methods of subordinate motivation, leadership skill development and communication improvement, for the purpose of promoting organizational reform and activation in the capacity of managers or line leaders.

### OBJECTIVES

The participants will be able to achieve the following objectives.

- To understand what a leader needs to do to achieve team results.
- To provide a trigger to motivate subordinates to take on new challenges of the company by changing their own behavior as team leaders.
- To understand the way their own behavior should change by accepting a new perception of about how they need to behave as managers or line leaders, and thereby realize a change in their behavior.

### DATE AND TIME

**DAY 1: Wednesday, 11 January 2023, 5:00-8:00PM (Japan)**

**DAY 2: Thursday, 12 January 2023, 5:00-8:00PM (Japan)**

**DAY 3: Wednesday, 18 January 2023, 5:00-8:00PM (Japan)**

**DAY 4: Thursday, 19 January 2023, 5:00-8:00PM (Japan)**

\*Participation for all four-days is required.

\*Please check the online program 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

All Developing Countries

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

## NUMBER OF PARTICIPANTS

30 participants in total

## TARGET PARTICIPANTS

Company senior and middle managers, supervisors, and engineers in organizations.

### [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 an advanced English language ability sufficient to be able to actively discuss with the instructor and fellow participants.
- 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

(1) Understand of the 5 principles of how to change the behavior of others

1. Acknowledge the self-esteem of others
2. Focus on the behavior of others
3. Techniques for behavioral change
4. Active listening to sense the feeling of others
5. Continued communication and follow-up

(2) Improvement of their own communication skills

- \* Role playing (a good superior and bad superior)
- \* Cases of the practice of the 5 principles
- \* Presentation of reference videos

(3) Analysis of role playing

- \* Exercise
- \* Mutual study and reflection on the video recording the scenes of role playing

## LECTURERS

### Mr. Noriyuki Murata



### **Chairman, Research Institute for International Management Chu-San-Ren, Inc.**

Mr. Murata specializes in corporate leadership development, organizational vitalization, the creation of corporate visions, “Action-Learning” training, factory management and cost management, feasibility studies for factory establishment, etc. He is an officially registered management consultant of All Japan Federation of Management Organization (Zen-Noh-Ren).

As the chief instructor of “The Training Course on Solving Human and Organizational Problems (SHOP)” conducted by AOTS, he has presided over a total of 45 courses with participants from 45 countries during a period between 1992 and 2019.

## LANGUAGE

The webinar will be conducted in **English**.

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

## PARTICIPATION FEE

**90USD** This webinar 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

**Thursday 24 November 2022 (Japan Time)**

\*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 Meeting

\*When selected as a participant by AOTS, you will receive an email which includes the Zoom Meeting link of the program. Please make sure with your company IT administrator that your company network allows the use of ZOOM if you use your company/organization's PC. A private PC with a global e-mail address such as Gmail, Hotmail or Yahoo mail for ZOOM connection purposes is welcome.

**\*We are planning discussions and presentations from participants in the webinar. 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 seminar. By applying for the program, you agree to the following terms and conditions.

- ◇ **We are planning discussions and presentations from participants, so please turn on your webcam when you participate.**
- ◇ Attending the seminar in a group is not admitted.
- ◇ Do not transfer the seminar connection information (meeting link/number/password) given to the participants, to others without permission.
- ◇ This seminar 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 seminar before the seminar 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 seminar, 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.
- ◇ The participants are requested to cooperate for a survey conducted by AOTS.
- ◇ 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 seminar. AOTS will not be held responsible if it becomes difficult for participants to participate in or continue to participate in the seminar 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

Tel : 03-3888-8256

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.

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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