

# 18.Aid Approach

Management of Human Capacity Development 現場における能力開発の仕組み～「職務教育」から、日本企業の強みである「総合的な能力開発」へ～		PITD	Leaders	1180027
Target Countries: <div></div>		13 participants		
Sector : Aid Approach/Capacity Development				
Sub-Sector :				
Language : English				
Appeal				
This program is designed for the managerial person of the organization to understand the good example of Human Capacity Development Strategy and Plan, and of Human Resource Development				
Objective / Output		Target Organization / Group		
The participants will understand mechanism of Human Capacity Development in Japanese industries which was one of the major factors of Japanese high economic growth. They will learn that Human Capacity Development is total system including daily job, and is beyond “vocational training” or “vocational education” only for technical knowledge and skills. Through this course, they will think how to establish or improve mechanism of Human Capacity Development in order to enhance industrial development in their countries. 1. To understand concept and reality of Human Capacity Development in Japanese industrial organizations 2. To make an action plan how to apply the Japanese mechanism to industry of the participants’ country		This program is offered to the persons who are responsible for Industrial Education or Human Resources Development (HRD) for industry, with the position of managers or senior personnel of ministry of industry, the chambers of commerce and industry, nonprofits, and so on.  Required working experience is 5 years or more in the field of industrial education or HRD for industry. Be proficient and practical in spoken and written English, and have experience of making reports, presentations and discussions in English.		
Contents		Program Period	2012 / 2/21 ~ 2012 / 3/10	
In the beginning of this course, the participants make inception presentations on issues or problems of industrial education and/or Human Resource Development (HRD) in their countries. Lectures are provided by scholars and practitioners who are familiar with Human Capacity Development in Japanese industrial organizations. The participants learn connection between HRD and organizational vision, relationship between HRD and Human Resource Management, and practices of OJT / Off-JT. The participants visit Japanese organizations to learn reality of Human Capacity Development mechanism (e.g. companies, institutions offering training programs for industrial sector). Finally they present action plans towards solutions of their HRD issues or problems.  This course does NOT cover planning / designing of specific training programs.		Implementing Partner	Keio University Research Institute at SFC	
		JICA Center	JICA Tokyo(Public Policy)	
		Cooperation Period	2010～2012	
		Remarks and Website	This program is offered to High Ranking Officers (Jun-kokyu). Keio University Research Institute at SFC, Career Resource Laboratory http://www.kri.sfc.keio.ac.jp/en/lab/career.html	

Knowledge-based Management for ASEAN “Nonaka Knowledge Forum for Global Leadership” アセアン地域 知識経営		PRTD	Leaders	1184098
Target Countries: Countries in ASEAN Region		11 participants		
Sector : Aid Approach/Capacity Development				
Sub-Sector :				
Language : English				
Appeal				
This program is designed for the leaders or potential leaders of the organization to understand the meaning of “ Knowledge-based Management” through the discussions and exercises.				
Objective / Output		Target Organization / Group		
Japanese leading companies and public organizations which are competitive and resilient, have built initiatives based on the concepts outlined in organizational knowledge creation theory to improve innovation and learning(knowledge-based management). In other words, they are good at sharing individual experiences and knowledge within an organization to connect them to concept development and strategies(organizational knowledge), creating new values and improving the organization continuously to survive in changing environment and to provide the best services. Such process is led by “Phronetic” leaders who continuously ask themselves “for what does this organization exist”?. In this seminar, participant is required to understand what the real readership is in order to contribute to the organization and the society. The participant will; 1.Understand the concept of knowledge-based management, knowledge creation theory and phronetic leadership, 2.Re-articulate visions of respective organization and re-enforce commitment.		<Target Organization> Organization which has an important role to play in development of the respective society(not only governmental and public organization, but also include non-governmental, private organizations) <Target Group> 1.A person who is expected to be influential in the respective organization and the society(eg. entrepreneur, Key-person of an organization which actively doing CSR) 2. 5 years of experience as a Manager or Leader of an organization 3. A person who has strong motivation and commitment to inovate his/her organization		
Contents		Program Period	2011 / 11 / 13 ~ 2011 / 11 / 23	
<Preliminary phase in home country> The participant is required to study a text and a DVD of case studies, to re-examin the role of the respective organization in the society and its visions and to reflect on himself/herself.  <Core phase in Japan> 1. Knowledge-based management --theory and practice-- 2. SECI model and concept of “Ba”. 3. Phronetic leadership 4. Case studies(Site visits and discussions) 5. Exercises(observation, conceptualization and modeling)		Implementing Partner	Hitotsubashi University Graduate School of ICS	
		JICA Center	JICA Tokyo(Public Policy)	
		Cooperation Period	2010~2012	
		Remarks and Website	This program is offered to High Ranking Officers (Jun-kokyu).	