

President's Message

Welcome to Transcultural Management Society!

TMS is an interdisciplinary organization whose purpose is to explore and establish the academic field of transcultural management. It is our firm belief that a close collaboration between the academic and business circle is essential in the effort to find answers to the crucial issue of how individuals and companies can effectively contribute to multicultural environments and to construct a theoretical framework of transcultural management.

It is therefore, important to distinguish culture-bound factors from economic and business factors and to pursue globally applicable practices or “best practices” while giving due heed to local cultural assets.

The primary arena is international business, but it can also apply to NPOs, educational institutions and others with multicultural backgrounds.

Culture does not simply mean national culture; there are regional, organizational, and individual cultures, too. “Transcultural” therefore, signifies diversity and can produce a synergistic effect. In this spirit, we encourage the active exchange of opinion among members transcending gender, age, nationalities and professional status.

Please join us and let us embark upon the uncharted journey to transcultural management!

Emiko Magoshi
President of the Transcultural Management Society

Transcultural Management Review < Vol.9 >
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Universality of international norms — from trans-cultural perspective

Tadashi Hanami

Professor Emeritus of Sophia University and Attorney at law

<Abstract>

The author challenges the generally accepted notion of the universal nature of international norms from a trans-cultural perspective. Taking the International Labor Standards established by the International Labour Organization (ILO) as an example, the author raises serious doubt regarding the universality of international norms in the form of ILO Conventions and Recommendations. Most of these standards are not applicable to the reality of most of the non-Western parts of the world because the majority of these standards are formulated fundamentally based on the ideas and substance of the labor laws of Western countries. On the basis of observation of international labor law, the author provides case studies on the applicability of international legal norms based on Western ideas to Japanese reality by using three different fields as examples: 1. regulations on CO₂ emissions, 2. international regulations on whaling and dolphin hunting, and 3. child abduction and the Hague Treaty.

<Keyword>

Universality of international legal norms, double standard of international norms, principle of tripartism, social clause, core labor standards (core Conventions)

<Title>

The Function of a Shari'ah Board and its Membership in an Islamic Bank in Malaysia

Dr. Yasuhiro FUKUSHIMA

Research Associate, Research Institute for Languages and Cultures of Asia and Africa, Tokyo
University of Foreign Studies

<Abstract>

One of the managerial responsibilities of an Islamic bank is to organize a Shari'ah board to certify that the business and management of the bank is Shari'ah compliant. A Shari'ah board is an independent audit body, which consists primarily of experts on Islam. This article aims to (1) describe the outlines and functions of a Shari'ah board, (2) describe the careers of members of Shari'ah boards, and (3) clarify the similarities and differences between the Islamic banking industry and another Islam-based industry, that is, the Halal food industry, focusing mainly on cases in Malaysia.

<Keyword>

Islamic bank, Shari'ah board, Islamic law, Halal food industry, Malaysia

<Title>

Challenges of Knowledge Transfer in Global Drug Development:
Difference in Context and Effect of Diverse Network from Asian Development Perspective

Graduate School of Business Administration, Keio University

Mariko Watanabe

<Abstract>

This paper sheds light on the Daiichi Sankyo global R&D case study, which focuses on the knowledge transfer process based on differences in context across area, country, division level, and diverse networking effects from an Asia development division perspective. In general, it was observed that multiple differences in context were a factor causing conflict, and consequently interrupting the transfer of knowledge in the global R&D activities of MNE. This study, however, revealed that the following four managerial challenges: (1) integrated project teams, (2) lessons learned, (3) HR exchanges in Asia Development, and (4) R&D leadership summits, enhanced human networks in terms of diversity level and strength to activate the transfer of knowledge among colleagues who are embedded in different contexts.

<Keyword>

Knowledge transfer, Differences in contexts, Social network, Asia Development, Pharmaceutical industry

<Guest Speaker>

Tadatoshi Akiba

Professor, Hiroshima University

National Chair, AFS Japan, Former Mayor, City of Hiroshima

<Lecture Title>

“The Role of Cities and Citizens in Creating a Better 21st Century”

<Guest Speaker>

Kiyoko Fujii

Special Advisor, Yokohama Women’s Association for Communication and
Networking

<Lecture Title>

“Realizing a Gender-Equal Society – Work Project by Yokohama Women’s
Association for Communication and Networking-”

What is Transcultural Management Society?

Transcultural Management Society (TMS) was founded in Tokyo in March 2003.

TMS is an interdisciplinary organization whose purpose is to explore and establish the academic field of cross-cultural management or transcultural management.*

TMS considers collaboration of the academic field and the business circle crucial in its endeavor. The membership reflects this spirit and TMS encourages active exchange of opinions among members of academic and business backgrounds.

TMS holds conferences and workshops regularly and publishes its journal annually. TMS promotes communication and interaction among members of diverse cultures: profession, gender, age, nationalities, ethnic group, language, religion and other attributes.

TMS covers the following fields: Cross-cultural management, international business, diversity management, multinational companies, global corporations, human resources management, strategic alliance, global marketing, personnel motivation, brand management, transplant of production overseas, implication of information technology, business ethics and others.

*Note: Cross-cultural management and intercultural management can be used interchangeably. TMS prefers to use a new word called "transcultural": "trans" means both "across" and "beyond" and "transcultural" signifies the encompassing of diverse cultures.

Activities

Inaugural Meeting

The inaugural meeting was held at Rikkyo (St. Paul's) University, Tokyo on March 11, 2003 to officially launch the Transcultural Management Society.

Workshop on March 11, 2003 (Saturday 15:00 – 17:00 at Rikkyo University, Tokyo)

- **Speaker: Emiko MAGOSHI** Professor, College of Business and Public Administration, Obirin University

"Repositioning Transcultural Management toward the New Horizon"

- **Speaker: Toshikazu TAKAHASHI** Ph.D. Candidate, Rikkyo University, Graduate School of Economics

"Typology and Reconsideration of Cross-Cultural Management Studies: toward an Integrated Theoretical Framework"

Workshop on July 26, 2003 (Saturday 13:30 – 17:00 at Meiji University, Tokyo)

- **Speaker: Hideko SAKURAI** Associate Professor, Faculty of Community Development, Sakushin-gakuin University

"The Islamic Social System and Business Management"

* **Commentator: Tadao SUMI** Executive Adviser, Shibaura Mechatronics Corporation

- **Speaker: Masayuki KAMIYA** Executive Director, Deputy General Manager, Corporate Planning, Asahi Glass Company, Ltd.

"AGC Group's Globalization and Cross-fertilization"

* **Commentator: Masami KAJIURA** Associate Professor, Faculty of Commerce, Aichi Gakuin University

Workshop on November 8, 2003 (Saturday 13:00 – 17:00 at Rikkyo University, Tokyo)

- **Speaker: Risaburo NEZU** Senior Executive Fellow, Fujitsu Research Institute
"Why the Japanese IT Industry Lost Global Competition and How It Can Recover"
 - * **Commentator: Yojiro II** Professor, School of Business Administration,
Meiji University
- **Speaker: Hiroo INOUE** Special Adviser, Kao Corporation
"Kao's Global Strategy: Present and Future"
 - * **Commentator: Takao KOMINE** Professor, Hosei School of Policy
Sciences

Workshop on March 27, 2004 (Saturday 13:00 – 18:00 at Waseda University, Tokyo)

- **Speaker: Masataka OTA** Professor of International Business, School of
Commerce, Waseda University
"Metanational Competition and Cross-Cultural Management"
 - * **Commentator: Yoshiharu KUWANA** Professor, Faculty of Commerce
and Economics, Chiba University of Commerce
- **Speaker: LI, Nian Gu** Company Executive, Japan-China Knowledge Center
Speaker: Tatsuya KODAIRA Consultant, Pasona Tech
"War for Talent - Global competition starts with China -"
 - * **Commentator: Kenichi HIRASAWA** Associate Director, Human
Resources Development Center, Victor Company of
Japan, Limited (JVC)

Workshop on July 3, 2004 (Saturday 13:00 – 17:00 at Waseda University, Tokyo)

- **Speaker: Iwao TAKA** Professor, The International School of Economics and
Business Administration, Reitaku University
"Corporate Social Responsibility"

* **Commentator:** Toyokazu ONO Director, Planning & Research
Department, Japan Overseas Enterprises Association
(JOEA)

- **Speaker:** Toshifumi OKUI President, Harley-Davidson Japan, K.K.
*"Analysis of Harley-Davidson's Success in Japan from the Viewpoint of
Cross-cultural Management"*

* **Commentator:** Hiroyuki OKAMOTO Professor, College of
International Relations, Nihon University

**Workshop on November 13, 2004 (Saturday 13:00–17:00 at Waseda
University, Tokyo)**

- **Speaker:** Rochelle KOPP Managing Principle, Japan Institute Consulting
"Issues in U.S.-Japan Business Communication"

* **Commentator:** Kenji WATANUKI Assistant Professor, Faculty of
Economics, Yokohama National University

- **Speaker:** Kichiro HAYASHI Professor, Graduate School of International
Management, Aoyama Gakuin University
*"Mental Model in International Management : with Reference to Japanese
Corporations"*

* **Commentator:** Takabumi HAYASHI Professor, Graduate School of
Business, Rikkyo University

**Workshop on March 19, 2005 (Saturday 13:00 – 17:00 at Waseda
University, Tokyo)**

- **Speaker:** Toyoko KATO Ph.D. Candidate, Hosei University
*"Human Resources Management of Female Researchers in Pharmaceutical
Companies: Factors which Prevent Continuous Working"*

- **Speaker:** Masataka ASANO Senior Executive Advisor, Mitsubishi Chemical
Corporation
*"The Merits and Demerits of Inviting a CTO(Chief Technology Officer) from
Overseas"*

* **Commentator:** Yoji TANIGUCHI Professor, Graduate School of Economics
and Faculty of Economics, Chuo University

- **Speaker:** Hiroaki NIIHARA Director, Manufacturing Industries, Ministry of
Economy, Trade and Industry (METI)

*“Spontaneous Governance and Corporate Culture: How Excellent
Companies are Governed”*

* **Commentator:** Koji OHIRA Professor, Faculty of Economics, Meiji
Gakuin University

**Workshop on July 30, 2005 (Saturday 13:00 – 18:00 at Waseda
University, Tokyo)**

- **Speaker:** Masato INOUE Ph.D. Candidate, Meiji University

*“Case study : Brand Management – Marketing Center of Matsushita
Electric Industrial Co., Ltd. and the Office of Brand Management of
Nissan Motor Co., Ltd.”*

- **Speaker:** Fumikatsu TOKIWA Former Chairman, Kao Corporation

“In Pursuit of the Third Wisdom”

* **Commentator:** Hiroshi TANAKA Professor, Faculty of Business
Administration, Hosei University

- **Speaker:** Hotaka KATAHIRA Chairman, Marunouchi Brand Forum

*“How does a global power brand remain powerful across different
culture?”*

* **Commentator:** Hirokazu TANAKA Chief Consultant, Integrated
Marketing Communication Center, Dentsu Inc.

**Workshop on November 26, 2005 (Saturday 13:00–17:30 at Waseda
University, Tokyo)**

- **Speaker:** Toshikazu TAKAHASHI Ph.D.Candidate, Graduate School of
Economics, Rikkyo University

“Transcultural Management of Japanese Companies in France”

- **Speaker:** Yoshikazu HANAWA Emeritus Chairman, Nissan Motor Co., Ltd.

“Management Reform of Nissan Motor from the view point of Transcultural Management”

* **Commentator: Isume KOHTOH** Professor, Department of Business Administration & Commerce, Waseda University

□ **Speaker: Ken Sakuma** Research fellow, Chuo University

“Strategic Management of Building Trust in Workplace : International Comparative Study of Leader Member Exchange”

* **Commentator: Tetsuo SEKIYA** Adviser, NSK Ltd.

Workshop on March 11, 2006 (Saturday 13:00 – 17:30 at Rikkyo University, Tokyo)

□ **Speaker: Hirohisa NAGAI** Professor, Graduate School of Business Sciences, University of Tsukuba

“Global Leadership Competency”

* **Commentator: Steve Hoffman** Manager, IHR center, Sony Human Capital Ltd.

□ **Speaker: Nikole WATANABE** Japan Intercultural Consulting

“What Do Japanese Workers Want to Know About Intercultural Communication? – An Analysis of Nikkei vs. Gaishi-kei kigyō Employees –”

□ **Speaker: Toyohiro MATSUDA** Director & General Manager, Global Human Network, Co. Ltd. / Global HRD Team Leader, HRD Center, Mitsubishi Corporation

“Pathways found in pursuit of a GHRD Methodology Originated from Japan—Lessons taken from 10 years’ attempt for GHRD by a Japanese corporation—”

* **Commentator: Hisato NAKAMURA** Professor, Faculty of business Administration, Toyo University

Workshop on July 22, 2006 (Saturday 13:00 – 17:45 at Meiji University, Tokyo)

- **Speaker: Kazuhiro ASAKAWA** Professor, Graduate School of Business Administration, Keio University

“Seven Dilemmas in Metanational Management”

- * **Commentator: Hiroo TAKAHASHI** Professor of International Management, Graduate School of Business, Hakuou University

- **Speaker: Atsushi FUNAKAWA** Managing Partner, Global Impact Inc.

“Transcultural Management 2006—Human beings and Globalization”

- * **Commentator: Takeshi FUJII** Professor, Graduate School of Business, Hakuou University

Workshop on November 18, 2006 (Saturday 13:00 – 17:40 at Meiji University, Tokyo)

- **Speaker: Tetsuya USUI** Assistant Professor, College of business Management, J.F. Obirin University

“Relations between Organizations and Transcultural Communication Competence”

- **Speaker : Mitsuhide SHIRAKI** Professor, School of Political Science & Economics, Waseda University

“Comparative Analysis of International Human Resources Management from viewpoint of Multinational Internal Labour Market”

- * **Commentator: Hiromasa SUZUKI** Professor, School of Business Administration & Commerce, Waseda University

- **Speaker: Akio KATSURAGI** President, Lehman Brothers Japan Inc.

“The Conduct of US Financial Firms and Characteristics of Internal Communications”

- * **Commentator: Shigeki TEJIMA** Professor, Graduate School of International Politics and Economics, Nishogakusha University

Workshop on March 17, 2007 (Saturday 13:00 – 17:45 at Meiji University, Tokyo)

- **Speaker: Yu YASUMOTO** Ph.D. Graduate, Hitotsubashi University
“The Investment Banks in Japan – Lessons from failure of internationalization”
- **Speaker: Mitsuyo HANADA** Professor, Faculty of Policy Management, Keio University
“Guidance and Support for Training within Companies – Paradigm for Autonomous career development”
* **Commentator: Noritake KOBAYASHI**, Emeritus Professor, Keio University
- **Speaker: Kumiko SHIRAI** General Manager, HR Strategic Innovation & Training, Nihon Unisys, Ltd.
“Transcultural Management at undertaking creative IT Businesses”
* **Commentator: Takeshi OYABU** Assistant Professor, Graduate School of Business Administration, Keio University

Workshop on July 21, 2007 (Saturday 13:00 – 17:45 at Meiji University, Tokyo)

- **Speaker: Hiroshi OKUYAMA** Adviser, NEC Corporation
“IT Industries in Japan – Management Strategy for Dominating Situation in the Global Market”
* **Commentator: Norio GOMI** Professor, Graduate School of Business Design, Rikkyo University
- **Speaker: Kenichi YASUMURO** Professor, Faculty of Business Administration, University of Hyogo
“Alternation of Transcultural synergy at ‘area’ and ‘system’ on a basis of Economic Geography by Richard Florida”
* **Commentator: Shiro TAKEDA** Emeritus Professor, Yokohama National University

Workshop on December 1, 2007 (Saturday 13:00 – 17:45 at Meiji University, Tokyo)

- **Speaker: Hiroki KOMAZAKI** Representative Director, NPO Florence
“The challenges of Sick child care NPO Florence”
- **Speaker: Sadanori ARIMURA** Professor, Faculty of Economics, Yamaguchi University
“The essence of Diversity Management”
* **Commentator: Kimiko HORI** President, NPO GEWEL
- **Speaker: Yoshinobu NAKAMURA**, General Manager, Personnel and Administration Group, Tokyo Branch Office, Panasonic Corporation
“Diversity Management of Panasonic”
* **Commentator: Masami TANIGUCHI** Professor, Graduate School, Waseda University

Workshop on March 22, 2008 (Saturday 13:30 – 18:00 at Meiji University, Tokyo)

- **Speaker: Yu BYOUNG-SUB** Ph.D. Candidate, International Business Management, International Relations, J.F.Oberlin University Graduate School
“Servant Leadership: Theories and Case Studies”
- **Speaker: Takabumi HAYASHI** Professor of International Business, Rikkyo University
“Knowledge Creation and Multicultural Management from the Viewpoint of Project Leaders’ Multicultural expertise”
* **Commentator: Hiroo TAKAHASHI** Professor, Hakuoh University
- **Speaker: Kazuo TOKUBO** Corporate Officer, Responsible for Basic Global R&D, Shiseido Co., Ltd.
“Japan of Skincare, France of Perfume, America of Cosmetic Surgery, Classical Chinese Opera of china – The cultural influence on doing makeup”
* **Commentator: Yoshiharu KUWANA** Professor, J.F.Oberlin University

Workshop on July 26, 2008 (Saturday, 13:30—18:00 at Meiji University, Tokyo)

- **Speaker: Yoshihiro OISHI** Professor, Department of Business Administration, and Chairman of Graduate School, Meiji University
"A suggestion of Super-Cultural Management"
* **Commentator: Masahiko AGATA** Adviser, General Electric International
- **Speaker: Norio OTSUKI** Ex-President, Teijin Holdings Netherlands B.V.
"Half step advanced Management and Human Resources in Holland as a Cosmopolitan country"
* **Commentator: Motomichi IKAWA** Professor, Graduate School of Business, Nihon University

Workshop on November 29, 2008 (Saturday, 13:30—18:00 at Meiji University, Tokyo)

- **Speaker: Zhang Hu** Doctoral Student, Chuo University
"Large Shareholders/owners and Foreign Investors in Korean Companies"
* **Commentator: Mutsumi Sakai** Professor of Finance, J. F. Oberlin University
- **Speaker: Shigekatsu Yamauchi** President, International Communication Institute
"Japanese Culture Woven in the Language: An Insight into Japanese Mindsets as Compared with English"
* **Commentator: Yukiko Adachi** Former Professor & Director of the Library
Tokyo Fuji University
- **Speaker: Jun Onishi** Professor & Deputy Director International Exchange Center
Hirosaki University
"Cross-cultural Conflict and National Culture: A Case of Japanese Manufacturers in Thailand"
* **Commentator: Ken-ichi Hirasawa** Professor, Department of Management and Design Junior College of Aizu
- **Special Guest Speaker: Shinichiro Watari** CEO, Corns and Company Ltd.
"Living and Doing Business in the Multicultural World"

Workshop on February 28, 2009 (Saturday, 13:30 – 18:00 at Meiji University, Tokyo)

- **Speaker: Katsushi Yamaguchi** Doctoral Student Waseda University
"Creating the Value of Life and Happiness through Work for Employees"
* **Commentator: Ryozo Murakami** Professor, Graduate School of Beauty Business Hollywood University of Beauty and Fashion
- **Speaker: Shinichi Kakegawa Professor**, College of Business Management J. F. Oberlin University
"Overseas Business of Kirin Group: its Cross-cultural Challenge"
* **Commentator: Toshiko Suda** Professor, Graduate School of International Management Aoyama Gakuin University
- **Speaker: Masanori Kojima** President, Grace Mate Limited
"Multicultural Experiences in Business: Did Japanese Management Work in the Cross-cultural Settings?"
* **Commentator: Teiichi Igarashi** Chairman, International Air Cargo Terminal Co. Ltd.
- **Special Guest Speaker: Toyokazu Ono** Professor, School of Political Science and Economics Tokai University
"Youth Friendship Exchange Program between Japan and China: 1255 Years after Jian Zhen's Visit to Japan"

Workshop on July 25, 2009 (Saturday, 13:30 – 18:00 at Meiji University, Tokyo)

- **Speaker: Nguyen Chi Nghia** Doctoral Student, Graduate School of Economics and Management, Tohoku University
"Research on Business Solutions for Development – Paradigm Shift from Conventional Business and Research Directions"
* **Commentator: Tetsuya Usui** Associate Professor, College of Law, Nihon University
- **Speaker: Rolf Schlunze** Professor, Faculty of Business Administration, Ritsumeikan University

"Hybrid Managers Creating Synergy in the International Workplace"

* **Commentator: Hideko Sakurai** Professor, Faculty of Policy Studies, Chuo University

□ **Speaker: Hideshi Sawaki** Business Consultant

"Japanese Management Styles (JMS) in the Globalizing Environment - an Empirical Research on Japanese Organizations in Malaysia "

* **Commentator: Hideo Ueki** Professor of International Management, Tokyo Keizai University

□ **Special Guest Speaker: Noboru Notomi** Professor, Faculty of Letters, Keio University

"Oeconomicus in Ancient Greece"

Workshop on November 28, 2009 (Saturday 13:30 – 18:00 at Meiji University, Tokyo)

□ **Speaker: Chitose Furukawa** Doctorial Program Student, IMO (International Management and Organization), Birmingham Business School

"Case Study: Leadership Competencies and Effectiveness in Multinational Teams"

* **Commentator: Takabumi Hayashi** Professor, Graduate School of Business, Rikkyo University

□ **Speaker: Wang Junhong** Doctorial Student, Intercultural Education Course, College of Education, Hokkaido University

"Impression of Chinese Students of Japanese Major on Japanese Companies: Perspectives of Intercultural Communication Education"

* **Commentator: Takao Yamamoto** Associate Professor, Department of Commerce, Economics and Management Chiba University of Commerce

□ **Speaker: Motomichi Ikawa** Professor, Graduate School of Business, Nihon University

"Leadership Style in Multinational Organizations "

* **Commentator: Yoshiharu KUWANA** Professor, Graduate School of

Business Administration, J. F. Oberlin University

- **Special Guest Speaker: Eiichi Eddie Maiwa** Nature Guide, Pacific Links
"Maui- Alaska Project: Discovering the Instinctive Sense of Native Culture"

Workshop on March 27, 2010 (Saturday 13:30 - 18:00 at Meiji University, Tokyo)

- **Speaker: Kanaporn Kumponkanjana** Doctoral Student, Graduate School of Economics & Management, Tohoku University
"One Tambon One Product (OTOP) Movement in Thailand: How Women can be Successful in Making the OTOP Movement: Case Study of Wat-Taptimdaeng Village "
* **Commentator: Kasumi Nomura** Senior Research Officer, The Japan Institute for Labour Policy and Training
- **Speaker: Adriana Stoica** Ph.D. Candidate, Graduate School of Commerce, Waseda University
"Comprehensive Review of Importance and Strategies for Inculcating Cultural Competences for the Success of Business Personnel in a Foreign Business Context"
* **Commentator: Yuka Sakurai** Lecturer, School of Global Management, Faculty of Economics, Meijigakuin University
- **Speaker: Ota Kenji** Managing Director, Strategist Inc.
"How to Succeed in the Credit Management in Chinese Business"
* **Commentator: Mariko Watanabe** JSPS Research Fellow, Graduate School of Business Administration, Keio University

<Special Session>

- **Guest Speaker: Atsushi Funakawa** Managing Partner, Global Impact Inc.
"The Challenge for Japan – Making a Global People Company"

Workshop on July 24, 2010 (Saturday 13:30 - 18:00 at Meiji University, Tokyo)

- **Speaker: Mariko Watanabe** Doctoral Course, Graduate School of Business Administration, Keio University
"How to Attract, Accumulate, and Utilize Local Human Resources in Japanese MNC's Subsidiaries? : In the New Context of Chinese Business Environment"
- * **Commentator: Takashi Kumon** Research Fellow, Department of Civil Engineering, The University of Tokyo
- **Speaker: Noriko Mori** Senior Manager, NTT Data Institute of Management Consulting, Inc.
"Local Employees Recognition of Teamwork, Information Sharing, Delegation and Cultural Value in Japanese Companies' Foreign Subsidiaries"
- * **Commentator: Atsushi Yashiro** Professor of Human Resources Management Faculty of Business and Commerce, Keio University
- **Speaker: Koji Kimura** Senior Consultant, Mercer Japan Ltd
"Organizational Cultural Management in M&A Cases"
- * **Commentator: Ikushi Yamaguchi** Professor, School of Information and Communication, Meiji University

<Special Session>

- **Guest Speaker: Seiichi Kitayama** Professor Emeritus, Rikkyo University
"Eating Habit in France –Constant and New Trends"

Workshop on November 27, 2010 (Saturday 13:30 - 18:00 at Meiji University, Tokyo)

- **Speaker: Katsushi Yamaguchi** Ph.D. Candidate, Graduate School of Commerce, Waseda University
"Improving Working Conditions at Suppliers' Factories Overseas: a Research in Asia"
- * **Commentator: Satomi KATO** Associate Professor of Management, Asahi University, Graduate School of Business
- **Speaker: Yu Byoung-Sub** Ph.D. Candidate, International Business

Management, J.F. Oberlin University, Graduate School

"Human Resource Management of a Global Company: Comparing Motivation at Samsung Electronics and Google Korea"

* **Commentator: Masoyoshi Shinozaki** President and Representative Director, Global HR Management Consultant, J&G HR Advisory Ltd.

□ **Speaker: Kenichiro Araki** Ph D candidate, Kobe University, Graduate School of Business Administration

"Narrative Study of Cross-cultural Interactions in Japan"

* **Commentator: Takeshi Fujisawa** Professor of International Marketing, School of Business Administration, Kwansei University

<Special Session>

□ **Guest Speaker: Christina Ahmadjian** Professor of International Business Strategy, Graduate School of International Corporate Strategy (ICS), Hitotsubashi University

"Global Leadership"

Workshop on July 23th 2011 (Saturday 13:30 - 18:00 at Meiji University, Tokyo)

□ **Speaker: Kenji Nagasato** Ph. D. Candidate, Graduate School of Innovation Management, Tokyo Institute of Technology

"Global Industry Activities for Chemical Substance Regulations-Comparison of Europe, the United States and Japan "

* **Commentator: Hideo Oshima** Managing Director, Oshima Management Institute

□ **Speaker: Satoshi Okumura** Director of SDLS Online English Communication Program

"A Report of Philippine Study Tour: An Effect of Fostering International Human Resources through Cross-cultural Study in Developing Countries in Asia."

* **Commentator: Norihito Furuya** Visiting Professor of University of Missouri

St.Louis./CEO, The Institute of Global Business

- **Speaker: Keikoh Ryu** Visiting Research Fellow, Institute of Public Policy,
Waseda University

*"Social Construction of Japanese Corporations in the Harmonious Society of
China"*

- * **Commentator: Tetsuo Saito** Professor, Rikkyo University, Graduate School of
Social Design Studies

<Special Session>

- **Guest Speaker: Toyoo Gyohten** President, Institute for International
Monetary Affairs

"Globalization and Power Shift"

**Workshop on November 19th 2011 (Saturday 13:30 - 18:00 at Meiji
University, Tokyo)**

- **Speaker: Gao Jing**, Graduate School of Economics, Tokai University

*"A Study on Globalization of the Japanese Management System —A Case of
Japanese Companies in China—"*

- * **Commentator: Toru Takai**, Professor, Faculty of Commerce, Nihon University

- **Speaker: Yasuhiro Fukushima**, Research Associate, Research Institute for
Languages and Cultures of Asia and Africa, Tokyo
University of Foreign Studies

"Islamic Finance and Malaysian Studies"

- * **Commentator: Hideko Sakurai**, Professor, Faculty of Policy Studies, Chuo
University

- **Speaker: Tomoyasu Kimura**, Professor, School of Contemporary International
Studies, Nagoya University of Foreign Studies

"Global Human Resources Programs at Universities of Foreign Studies"

- * **Commentator: Yoshinobu Nakamura**, Advisor, Panasonic Excel International
Co., Ltd.

□ **Speaker: Tadashi Hanami**, Professor Emeritus, Sophia University

“International Standards in Transcultural Perspectives”

* **Commentator: Masataka Ota**, Professor, School of Commerce,
Waseda University

<Special Session>

□ **Guest Speaker: Kiyoko Fujii**, Special Advisor, Yokohama Women’s Association
for Communication and Networking

*“Realizing Gender Equal Society – Work Project by Yokohama Women’s
Association for Communication and Networking–”*

**Workshop on March 17th 2012(Saturday 13:30 - 18:00 at Meiji University,
Tokyo)**

□ **Speaker: Junhong Wang**, Graduate School of Education, Hokkaido University,
Ph.D. candidate

*“Considering the Cause of Unemployment of Chinese in the Japanese
Companies—from the Viewpoint of Intercultural Communication—”*

* **Commentator: Jiro Usugami**, Professor, school of business,
Aoyama Gakuin University

□ **Speaker: Mariko Watanabe**, Graduate School of Business Administration,
Keio University

*“Mechanism to Overcome Difficulties of knowledge Transfer in Global R&D: a
Viewpoint of Multilevel Context and Network”*

* **Commentator: Kunio Tadokoro**, Professor, Tokyo Campus, MBA Program, the
University of Wales

- **Speaker: Toshio Fukuzumi**, Representative Director and President of Global Management Laboratory Inc

“The Excellent Global Company”

- * **Commentator: Misa Fujio**, Associate Professor Faculty of Business Administration, Toyo University

<Special Session>

- **Guest Speaker: Tadatoshi Akiba**, Professor, Hiroshima University National Chair, AFS Japan, Former Mayor, City of Hiroshima

“The Role of Cities and Citizens in Creating a Better 21st Century”

Workshop on July 21th 2012 (Saturday 13:30 - 18:00 at Meiji University, Tokyo)

- **Speaker: Weiwei Ji**, Doctoral Student, Graduate School of Business Administration, Ritsumeikan University

“A Comparative Analysis on International Managers in China: a Transcultural Management Perspective—”

- * **Commentator: Takuya Hayashi**, Associate Professor, College of Business Management, J.F. Oberlin University

- **Speaker: Yoshiteru Okamoto**, Researcher Utsunomiya University CMPS in the Faculty of International Studies(Center for Multicultural Sphere)

“The reasons why the Japanese companies have not been successful in their R&D transfer overseas: the empirical studies of the Japanese companies in Malaysia”

- * **Commentator: Hideo Ueki**, Professor, Faculty of Business Administration, Tokyo Keizai University

- **Speaker: Yoshio matsui**, Manager Innovation Office,
Yokogawa Electric Corporation
Kunio Tadokoro, Professor, MBA programme
at HABS Validated and Award by University of Wales
“Developing One Global Team”

* **Commentator: Norio Gomi**, Visiting Lecturer, School of International Business,
Shukutoku University

<Special Session>

- **Guest Speaker: Koji Chino**, Movie Director

“Myanmar learned from a film-making”

**Workshop on November 17th 2012(Saturday 13:30 - 18:00 at Meiji
University, Tokyo)**

- **Speaker: Takuya Hayashi**, Associate Professor,
College of Business Management, J.F. Oberlin University
*“Employee Turnover of Japanese Company in Thailand: The Case of Calbee
Tanawat Co., Ltd.”*

* **Commentator: Takao Yamamoto**, Associate Professor, Faculty of Economics,
Kanagawa University

- **Speaker: Jiro Usugami**, Professor, School of Business,
Aoyama Gakuin University
*“Global Business Strategy in Collaboration with Contents Business: A Case
Study of South Korea and Japan”*

* **Commentator: Makoto Inoue**, Assistant Professor, College of Commerce,
Nihon University

- **Speaker: Tatsuya Kodaira**, President Japan Active Solutions, Co. Ltd.
“The Integration of Heterogeneity and the Role of Line Manager in Organization Management”

<Special Session>

- **Guest Speaker: Hitomi Ohmori**, AICI CIM, Representative Director and CEO,
Ohmori Method Inc. Associate of Image Consultation
International Certified Image Master, AICI Past Vice
President

“The ABC’s of Being Successful Global Leader: Appearance, Behavior and Communication”

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