SRI LANKA'S JASTECA AS A "SUCCESS MODEL" OF JAPAN – ASIA MONOZUKURI HUMAN RESOURCE NETWORK

PRESENTATION BY:

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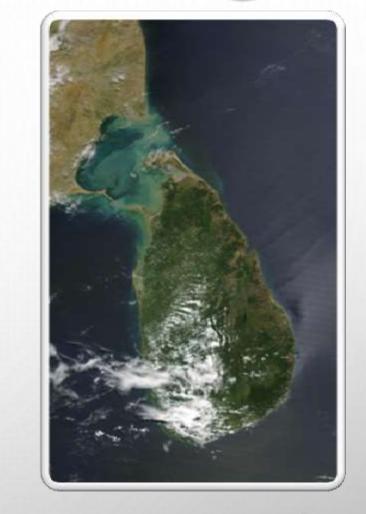
CHAIRMAN - MIDAYA GROUP OF COMPANIES SRI LANKA

VICE PATRON - JAPAN SRI LANKA TECHNICAL AND CULTURA

OASSOCIATION (JASTECA)

SRI LANKA

- ISLAND NATION 65,000 SQ KM (80% OF HOKKAIDO)
- POPULATION 20.33 MILLION
- CAPITAL SRI JAYAWARDENEPURA KOTTE (ADMINISTRATIVE)
 COLOMBO (COMMERCIAL)
- A MULTI ETHNIC, MULTI RELIGION, MULTI CULTURAL SOCIETY
- LONG HISTORY IN THE SOUTH ASIAN REGION
- LITERACY RATE 94%
- HIGH GROWTH IN THE PAST 5 YEARS
- WE ASPIRE TO KEEP GROWING
- MANY FOCUS AREAS FOR FUTURE DEVELOPMENT







- FOUNDED IN 1984
- FOSTER FRIENDSHIP AND NETWORKING AMONG JASTECA ALUMNI

VISION:

TO BE RECOGNIZED AS ONE OF THE BEST MANAGED & FUTURISTIC HIDA/AOTS
 ALUMNI ASSOCIATIONS IN THE WORLD AND A LEADING ASSOCIATION IN SRI
 LANKA PROMOTING HUMAN RESOURCE DEVELOPMENT, TRANSFER OF JAPANESE
 MANAGEMENT TECHNIQUES/TECHNOLOGY AND TRADE & INVESTMENT WITH
 JAPAN



MISSION:

- TO BUILD CULTURAL AND BUSINESS RELATIONSHIPS BETWEEN JAPAN & SRI LANKA
- TO PROMOTE CULTURAL & BUSINESS LINKS WITH OTHER COUNTRIES THROUGH THE NETWORK OF HIDA ALUMNI SOCIETIES AND WORLD NETWORK OF FRIENDSHIP (WNF)
- TO PROMOTE TRADE AND INVESTMENT BETWEEN JAPANESE ORGANISATIONS
 AND JASTECA ALUMNI WITH THE HELP OF HIDA RESEARCH INSTITUTE (HRI)
- AS A RESPONSIBLE CORPORATE CITIZEN IN SRI LANKA TO CONTRIBUTE TO THE ECONOMIC AND SOCIAL DEVELOPMENT OF SRI LANKA



- SHARE THE NIPPON EXPERIENCE:
 - BY PROMOTING TRAINING PROGRAMS FOR HAND SELECTED PEOPLE WHO ARE CAPABLE OF MAKING CHANGES UPON RETURN
 - CURRENTLY OVER 3900 SRI LANKAN MANAGERS AND DIRECTORS HAVE BEEN TO JAPAN FOR TRAINING THROUGH JASTECA
- FELLOWSHIP AMONG ALUMNI MEMBERS AND NETWORKING OPPORTUNITIES:
 - BY ORGANIZING EVENTS TO BRING ALUMNI TOGETHER



- TRANSFER OF KNOWLEDGE:
 - TRANSFER OF MANAGEMENT EXPERTISE AND TECHNOLOGY
 THROUGH WORKS AND SEMINARS DONE BY VISITING JAPANESE EXPERTS
 - KNOWLEDGE TRANSFER BETWEEN ALUMNI
 - JIM JASTECA INSTITUTE OF MANAGEMENT
 - JLEA JAPANESE LANGUAGE EDUCATION ASSOCIATION



- 5S PROMOTION, EDUCATION AND IMPLEMENTATION
 - ANNUAL TAIKI AKIMOTO 5S COMPETITION
- INTER REGIONAL CORPORATION:
 - SAFAAS INTERACTION



KEY ELEMENTS OF THE JASTECA MODEL

- TRADE ENHANCEMENT:
 - TRADE FAIR PARTICIPATIONS
 - BUSINESS TO BUSINESS MEETINGS
- GIVING BACK:
 - CONTRIBUTION FROM JASTECA MEMBERS AFTER THE FUKUSHIMA TSUNAMI
 - DISPATCH OF FULLY FUNDED TRAINEES TO JAPAN





JIM AND JLEA

- JIM JASTECA INSTITUTE OF MANAGEMENT
 - OVER 7500 EXECUTIVES TRAINED THROUGH JIM IN VARIOUS JAPANESE MANAGEMENT TECHNIQUES

- JLEA JAPANESE LANGUAGE EDUCATION ASSOCIATION.
 - APPROX. 1000 STUDENTS ARE TRAINED IN THE JAPANESE LANGUAGE ANNUALLY

DRIVERS OF THE JASTECA MODEL

- CLOSE INTERACTIONS WITH JETRO, JICA AND THE JAPAN SOLIDARITY ASSOCIATION.
- FULL SUPPORT BY THE JAPANESE AMBASSADOR IN SRI LANKA AT ALL TIMES.
- MANAGEMENT COMMITTEE MEMBER OF THE SASAKAWA MEMORIAL SRI LANKA JAPAN CULTURAL CENTER.
- PROMOTING AND POPULARIZING 5S AND OTHER JAPANESE MANAGEMENT SYSTEMS IN SRI LANKA.
- COMMITTED GROUP OF INDIVIDUALS TO LEAD THE ASSOCIATION.
- · HAND SELECT THE BEST OF THE BEST CANDIDATES FOR JAPAN SCHOLARSHIPS.

DRIVERS OF THE JASTECA MODEL

- CLOSE LINKS WITH CORPORATES OF SRI LANKA
- SUCCESS IN LARGER GROUPS RATHER THAN SMALLER GROUPS OR INDIVIDUALS.
- ENCOURAGEMENT AND ACTIVE PARTICIPATION OF RETURN TRAINEES.
- JAPANESE LANGUAGE POPULARITY IN SRI LANKA
- INDEPENDENCE OF JLEA FROM ANY ASSOCIATIONS WITH UNIVERSITIES ETC.
- JASTECA CSR ACTIVITIES



- COLONIAL INFLUENCE AND SYSTEM OF EDUCATION
 - TOP DOWN APPROACH

- JAPANESE SYSTEMS
 - INTRODUCED THE BOTTOM UP APPROACH

HOW DOES JASTECA COLLABORATE WITH JAPANESE ORGANIZATIONS AND BUSINESSES?

- INVITING JAPANESE ASSOCIATIONS TO PARTICIPATE IN JASTECA ACTIVITIES AND FUNCTIONS
- INVOLVING THE JAPANESE ASSOCIATIONS IN SOCIAL FUNCTIONS



- GENERATION GAP
- LACK OF COMMITMENT FROM THE NEW LEADERS
- WRONG PRIORITIES AMONG THE EXCO MEMBERS
- DIFFICULT TO FIND AND OR/KEEP QUALIFIED PEOPLE TO MANAGE THE JASTECA OFFICE
- BUDGET RESTRICTIONS FACED BY HIDA IN JAPAN
- JAPANESE VISA RESTRICTIONS

REQUESTS AND SUGGESTIONS TO JAPANESE HRD ORGANIZATIONS

- PROMOTE SENDING PERSONNEL FROM JAPAN TO OTHER DEVELOPING COUNTRIES
- DISPATCH MANY JAPANESE LANGUAGE INSTRUCTORS TO DEVELOPING COUNTRIES
- FURTHER DEVELOP ENGLISH TRAINING LANGUAGE IN JAPAN
- INCREASE PROGRAMS TO SEND OUT SENIOR VOLUNTEERS TO TEACH SKILLS IN DEVELOPING COUNTRIES

THANK YOU VERY MUCH!