

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 CULTURAL
ASSOCIATION (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





JASTECA

Japan Sri Lanka Technical and
Cultural Association

- 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



JASTECA

Japan Sri Lanka Technical and
Cultural Association

- **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

KEY ELEMENTS OF THE JASTECA MODEL

- 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

KEY ELEMENTS OF THE JASTECA MODEL

- 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

KEY ELEMENTS OF THE JASTECA MODEL

- 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

VALUE AND MEANING OF MONOZUKURI

FROM THE SRI LANKAN PERSPECTIVE

- 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
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CURRENT ISSUES AND CHALLENGES

- 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

The background of the slide is a light gray gradient. It is decorated with numerous realistic water droplets of various sizes. Some droplets are large and prominent, while others are small and scattered. They are primarily located in the top-left and bottom-right corners, with a few smaller ones in the center and along the edges. The droplets have highlights and shadows, giving them a three-dimensional appearance.

THANK YOU VERY MUCH!