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
• 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
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
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
THANK YOU VERY MUCH!