

Leadership training program

- Creating Engagement, Synergies and Performance -

Last updates: Dec 1st 2024 v9.2

AKS Japan International

“Creating the best synergies and values in your global growth”

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Our commitment to quality

- AKS JAPAN INTERNATIONAL* has demonstrated its quality in the domain of training since numbers of years. All trainings delivered by AKS Japan International are highly personalized to satisfy your needs to maximize the direct impacts on your business.
- Training evaluation (by trainees themselves)
 - Satisfaction rate on the training : **100% satisfied and 96% very satisfied ** in 2023**
 - Satisfaction rate on the pedagogy (animation, methodology...) : **100% satisfied and 91% very satisfied in 2023**
 - Attendance rate to the training *** : **100%**, Interruption rate of the training : **0%**
- Registered number at Dirrecte (Numéro d'enregistrement auprès de la Direccte)*: 84380641638.

*This registration is not the state approval (« Cet enregistrement ne vaut pas agrément de l'Etat »). ** Ssatisfaction score : satisfied = 4/5 and 5/5 = very satisfied. Answering rate of the survey : 99%. *** Excluding sick leave

AKS's approach to create engagement, high synergies and performance



Proposed core modules

- Increasing cultural awareness and working efficiency
- Managing (potential) cultural conflicts

A. Cross-cultural management

B. Team vision, missions & values

- Team identity
- Common vision
- Shared purpose & values

- Individual efficiency
- Self-awareness
- (Self) leadership

C. Leadership & Motivation

D. Engagement, Synergies & Performance

- Engagement and commitment
- Collaboration and synergies
- Common goals

AKS' 4-steps to co-create your solutions, put them into practice and lead to sustainable engagement and performance



1. Preliminary interviews



2. Personalization of the contents



3. Training & Workshops



4. Individual follow-up

Training program

To be customized according to your needs

Important information applies to all the trainings listed below

1. All the **program content will be personalized** according to your specific needs as well as the feedback received during the individual interviews.
2. The **duration** of each module, its overall **content and schedule** can be **personalized** and adjusted depending on your learning objectives and priorities.
3. **Accessibility to handicapped person:** Assessed case by case. Handicapped person who wishes to follow this training are asked to contact the trainer directly to assess the possibility to follow the training.
4. **Duration to access to the trainings :** It varies depending on the period but it takes minimum 1 month to realize a personalized training as it requires preliminary study and interviews and personalization of the content.
5. **The venue** of intra trainings: client site.
6. **Access method :** All the trainings listed in this catalog is reserved for professionals. It can be initiated by the employer or by initiative of employee with agreement from the employer.
7. **The nature of the training action**, specified in the French law (called in French, Nature de l'action de formation conformément à l'article L.6313-1 CT), of the all the trainings listed below, falls into the following category: **Acquisition, maintenance or skill development of knowledges** (or in French, **Acquisition, entretien ou perfectionnement des connaissances**)
8. **The trainer** for all these listed trainings hereafter will be assured and delivered by **Akiko Klahr-Suzuki, executive director and representative of AKS Japan International**. (See P.17 for her **profile**). **Contact :** akiko.klahr-suzuki@aks-ji.com (Tel: 0651784281)

Leadership Program Overview

| Module title | Objectives | Benefits | Target audience |
|--|--|--|---|
| A1. Cross-cultural management | <ul style="list-style-type: none"> Understand the impact of cultures at work Anticipate potential risk and conflict areas Adapt your behaviors & communications | <ul style="list-style-type: none"> Increased self-awareness and cultural ability at work Enhanced communication skill based on cultural intelligence | Manager / leader of international teams or projects |
| A2. Cross-cultural Leadership | <ul style="list-style-type: none"> Understand the impact of culture on leadership – different expectations from managers, decision making styles, reporting, etc. | <ul style="list-style-type: none"> Increased leadership in managing cultural diversity Enhanced mutual understanding and synergies within the team | Manager / leader of international teams or projects |
| B. Team vision, mission & values | <ul style="list-style-type: none"> 'Co-create' a sense of shared purpose and values Foster inspiration, exchanges of ideas among the participants | <ul style="list-style-type: none"> Increased sense of ownership and accountability to the co-created vision, mission and values Enhanced team cohesion | Manager / leader of international teams or projects |
| C. Leadership & Motivation | <ul style="list-style-type: none"> Understand different sources of motivation Explore various ways of motivating people across culture | <ul style="list-style-type: none"> Increased ability to understand diverse source of motivations Increased skills to mobilize a global team | Manager / leader of international teams or projects |
| D. Engagement, synergies and performance | <ul style="list-style-type: none"> Team development focused discussion only (how to create high synergies and engagement) Build the high level action plan | <ul style="list-style-type: none"> Active participation and contribution from management Increased sense of engagement & commitment | Manager / leader of international teams or projects |

A1. Working and communicating efficiently in a multicultural / French-Japanese team

- **Objectives:**

1. Understand fundamental cultural differences and its impacts on behaviors at work
2. Anticipate potential conflicts or avoid misunderstandings due to the cultural differences
3. Communicate and work efficiently with people of different cultural backgrounds

- **Contents:**

1. Fundamental cultural differences and comparison of cultural profile of the countries (France, Japan, Sweden and other countries depending on the profile of the participants)
2. Implication of the cultural differences at work (communication style, decision making, management expectation, problem solving, time management, etc.)
3. Decoding behaviors of your counterparts and adapting your style
4. Sharing your own experience (exchange with other participants)
5. Self-reflection and action plan

- **Methodology:**

- Cases and concrete examples inside and out side of the company
- Interactive discussions with alternation of theory and practices

- **Document available :**

- Training slides (printed booklet will be given to the training participants)

- **Date :** to be defined according to your needs

- **Duration :** 7 hours (can be tailored)

- **Training method and place :** Personalized face-to-face intra training at client site

- **Training price :** tailored quote

- **Target audience:** Managers of multicultural teams or projects

- **Pre-requisites:** Experience in managing international teams or projects

- **Technical equipment required:** Conference room (at client site), PC projector, whiteboard

- **Trainer:** Akiko Klahr-Suzuki, over 20 years of experience in international business and cross-cultural leadership, master in international business and leadership development.

- **Access method :** All the trainings listed in this catalog is reserved for professionals. It can be initiated by the employer or by initiative of employee with agreement from the employer. Contact : akiko.klahr-suzuki@aks-ji.com (Tel: 0651784281)

- **Accessibility to handicapped person:** Assessed case by case. Handicapped person who wish to follow this training are asked to contact the trainer directly to assess the possibility to follow the training.

- **Certificate (attestation) at the completion of the training:** Individual testimonial (attestation) of the completion of the training

- **Evaluation method:** cases, individual interviews and situational questions

- **Duration to access to the trainings :** min. 1 month (see page 8)

A2. Cross-cultural Leadership

- **Objectives:**
 1. Understand the impacts of cultural differences on leadership style and manager-employees relationship
 2. Increase awareness on different expectations from managers and team members across cultures
 3. Anticipate cultural risk and identify solutions to increase cultural synergies within the team
- **Contents:**
 1. Differences on hierarchy and management styles in Japan / France and other cultures
 2. Implication on your daily job and relationship with your manager / team members (reporting, roles and responsibility, risk taking, initiatives, etc.)
 3. Analyze your behavioral patterns and the perceptions of others on your own behaviors (role play/game)
 4. Increase your cultural leadership efficiency to have more positive impacts on the team (share your own experience and expectations, exchange with other participants)
 5. Self-reflection and action plan
- **Methodology:**
 - Discussion on cases and concrete examples of challenges within your team
 - Interactive discussions with alternation of theory and practices
- **Document available :**
 - Training slides (printed booklet will be given to the training participants)
- **Date :** to be defined according to your needs
- **Duration :** 7 hours (can be tailored)
- **Training method and place :** Personalized face-to-face intra training at client site
- **Training price :** tailored quote
- **Target audience:** Managers of multicultural teams or projects
- **Pre-requisites:** Experience in managing international teams or projects
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- **Evaluation method:** cases, individual interviews and situational questions
- **Duration to access to the trainings :** min. 1 month (see page 8)

B. 'Co-creating' the team vision of company - Creating a sense of shared purpose -

- **Objectives:**
 1. Build a common understanding on the current situation and the direction of the team
 2. Create a sense of shared purpose and values, enhancing engagement of participants
 3. Foster exchanges of experience and ideas, encouraging innovation as well as 'co-creation' of a vision for the future
- **Contents:**
 1. The definition : Aligning the 'Vision, mission and values'
 2. What is your ideal future image vs. current state of the organization ? ('Visioning')
 3. Explore the common elements and the causes of different viewpoints among the participants
 4. Co-create the future vision, mission and values of your organization
 5. Action plan
- **Methodology:**
 - Practical exercises with concrete examples of your organization
 - Interactive exchanges, games and discussions
- **Document available :**
 - Training slides (printed booklet will be given to the training participants)
- **Duration to access to the trainings :** min. 1 month (see page 8)
- **Date :** to be defined according to your needs
- **Duration :** 6 hours (can be tailored)
- **Training price :** tailored quote
- **Target audience:** Managers of international teams/projects who needs to devine vision and missions
- **Pre-requisites:** Experience in managing international teams or projects
- **Training method and place :** Personalized face-to-face intra training at client site
- **Technical equipment required:** Conference room (at client site), PC projector, whiteboard
- **Trainer:** Akiko Klahr-Suzuki, over 20 years of experience in international business and cross-cultural leadership, master in international business and leadership development.
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- **Evaluation method:** cases, individual interviews and situational questions

C. Leadership and motivation across cultures

- Increase your self-awareness and efficiency as a global leader -

- **Objectives:**
 1. Increase self-awareness on your own leadership style
 2. Understand how to maximize your positive influence and impacts on the team
 3. Understand your inner-drive and those of others to mobilize people
- **Contents:**
 1. What is global leadership?
 2. Different leadership styles and your behavioral patterns (consider cultural elements as well as personal traits)
 3. Your styles and the perception it gives to the others
 4. Your personal values, source of motivation, and strength and weakness as a leader in the given global context
 5. How to maximize your positive impacts as a leader across cultures?
 6. Action plan
- **Methodology:**
 - Practical exercises with concrete examples
 - Interactive discussions with alternation of theory and practices
- **Document available :**
 - Training slides (printed booklet will be given to the training participants)
- **Date :** to be defined according to your needs
- **Duration :** 6 hours (can be tailored,)
- **Training price :** tailored quote
- **Target audience:** Managers of multicultural teams or projects
- **Pre-requisites:** Experience in managing international teams or projects
- **Training method and place :** Personalized face-to-face intra training at client site
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- **Certificate (attestation) at the completion of the training:** Individual testimonial (attestation) of the completion of the training
- **Evaluation method:** cases, individual interviews and situational questions
- **Duration to access to the trainings :** min. 1 month (see page 8)

D. Creating engagement, high synergies and performance

- **Objectives:**
 1. Identify the core values and behaviors to make high synergies and engagement
 2. Engage management team to create
 3. Empower the team to create greater commitment to the future goal
- **Contents:**
 1. Common characteristics of a high performing team – with high engagement and synergies – What are the key elements ?
 2. Where are we now as a team ? - SWOT analysis
 3. Where to go next and what is missing now ? - Alignment of expectations
 4. Co-develop the strategy to take the team to the next level
 5. Action plan - your bold next steps
- **Methodology:**
 - Practical team exercises
 - Interactive discussions with alternation of theory and practices
- **Document available :**
 - Training slides (printed booklet will be given to the training participants)
- **Date :** to be defined according to your needs
- **Duration :** 6 hours (can be tailored)
- **Training price :** tailored quote
- **Target audience:** Managers of international teams/projects who needs to drive greater performance of the teams and company
- **Pre-requisites:** Experience in managing international teams or projects
- **Training method and place :** Personalized face-to-face intra training at client site
- **Technical equipment required:** Conference room (at client site), PC projector, whiteboard
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