



Business Training Programme “facilitated in English”

We support global career development
in FAIRLAKES Training Programme

- Business Seminar facilitated in English
- Various types of programme and key contents
- Multi-national learning opportunities
- Problem solving environment by using English

Foreign employees

- Due to globalization of both demand and supply side, the number of foreign employees in Japan has been increasing year by year, and this trend will continue.
- A high level of interaction between foreign and Japanese employees is required.
- Foreign employees are expected to play an active part, and their human resource development in a mid/long term is required.

Issues

- Foreign employees need to understand cross-functional culture such as Japanese culture, Corporate unique culture, industry rules, and individual diversity.
- When assigning foreign employees to new positions (leaders, managers, professionals, etc.), there is uneasy concern about 1. leadership against Japanese employees and 2. teamwork with Japanese people.
- Japanese employees need to communicate well with foreign supervisors, colleagues, and subordinates.

Our Solution

- Employees shall participate in business training programme facilitated in English. Simultaneous progress in Japanese and English is also an effective option.

Expected result

FAIRNESS

With programme in English, management can prepare equivalent human development opportunities for employees having difficulties to understand Japanese.

SHARE

Employees can deepen their understanding of Japan by participating in programme with unique culture.

TEAM

Foreign and Japanese employees together can cultivate teamwork by participating in training such as workplace problem solving.

Language skills

Rather than learning English itself, participants can expect to improve English skills when using English as a tool in training programme.

Superiority of our training programme

Various programme contents	English menu is available for all of the Fairlakes training programme (about 100 types)
Contents and Instructors in English	Trainers and Lecturer, who experienced manager or leader positions at a foreign company, will facilitate in English.
Customized programme for customer's needs	We will customize programme contents and process by well communicating with customers.

Programme List

Cross culture <ul style="list-style-type: none"> ● Understanding Japanese culture ● Diversification ● Business manners 	Risk management <ul style="list-style-type: none"> ● Business risk ● Crisis management ● Compliance ● Prevention of Fraud and Harassment 	KAIZEN <ul style="list-style-type: none"> ● Problem solving ● Improvement / KAIZEN methods ● 5S ● QC activities ● Cost Reduction 	Decent work <ul style="list-style-type: none"> ● Time management ● Productivity improvement ● Prevention of human error
Subordinate training <ul style="list-style-type: none"> ● Japanese subordinate training for foreign supervisors ● Global leadership 	Communication <ul style="list-style-type: none"> ● Team communication ● Communication with Japanese superior 	Business basics <ul style="list-style-type: none"> ● Work process ● Explanatory skill ● Document writing ● Think logically ● Critical thinking ● Facilitation ● Financial analysis basics 	Training by job position <ul style="list-style-type: none"> ● Newcomers ● Follow-up session ● Middle careers ● Supervisors ● Managers

※ A programme combining the above key contents is also available.
For the details, please contact us.

Our instructors

- Backgrounds of Instructors and lecturers are company CEO, HR managers, MBA and SME in overseas companies and affiliates.
- Instructors are always involved in creating training programme contents.

Training progresses not only in lectures but also in "Workshop", "Problem solving" and "Assessment".

Workshop

Individual work, pair exercises, group discussions, and overall presentations will be held. Prepare an active-learning environment by solving problems and creating ideas. Role-playing and Case study is also available. Participants can also share ideas and awareness from multiple perspectives by sharing with others.

Problem Solving

Will proceed Problem Solving Flow

- step1.** Identification of workplace problems and risks ▶▶
- step2.** Current status analysis / Cause analysis ▶▶
- step3.** Decision of countermeasures ▶▶
- step4.** Execution of countermeasures

Participants will use actual workplace issues and put them to above flow. Programme covers Step 1,2,3, and can cover Step 4 if allocating another day.

Assessment

- ✓ **Participant Assessment** Instructors to evaluate each participant based on their output and action presented within a programme.
- ✓ **Workplace Assessment** We use a method of "four organizational revitalization frameworks" (Adaptability, Consistency, Involvement and Mission) to conduct workplace assessments to set up an optimal training program.

Fair Lakes Co., Ltd.

- Representative instructor experienced management position at foreign energy major company' s affiliate in Japan. Majored in international HR at MBA in USA. He holds more than 100 business programme and speakers every year.
- Since the company was founded in 2015, we have been expanding business opportunities, especially in government agencies after planning and capabilities competitions.
- Japanese native instructors, who understand Japanese culture, will proceed the programme with their advanced level English.



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