

"Connecting the Human Resources Frontlines of Japan and the World"

HRAI+SHRM 2022 Webinar #1

Webinars jointly hosted by the Human Resource Accreditation Institute and SHRM, the world's largest association of HR professionals, will be held regularly from June 2022! It is a bilingual event (Japanese and English).

For each theme, we will connect experts in the field in Japan with experts from around the world to introduce challenges and success stories in the field of real human resources.

#1 "How to Create a Successful Global Team" - Diversity in Japan and Asia and the Middle East - Real Sites

Information on diversity, equity & inclusion (DE&I) available in Japan is quite limited. It has become common for many organizations in Japan to be composed of diverse human resources, but: don't you have many worries about the practice of DE&I in your workplace? What kind of challenges and problems are there - In Japan? Overseas?

Knowledge and experience are the most important for the success of DE&I, but Japan still needs time to accumulate a wealth of knowledge and expertise within the organization. How do countries with diverse nationalities and ethnicities practice DE&I and run successful global teams as a prerequisite?

We will directly convey best practices in Japan and overseas at the field level.

In the first session, we welcome presenters from Japan and India.

From Japan, Yoko Ishikawa, founder, and CEO of Aileron Co., Ltd., provides "Global Team Building Training Where Japanese and Foreigners Can Grow Together" to Japanese organizations based on specialized knowledge of Japanese language education. Supports global co-creation design and retention of foreign human resources.

From SHRM India, **Dedeepya Alith John, Director of Advisory Services**, is a DE&I (Diversity, Equity & Inclusion) and Human Capital Management expert.

Yoko and Dedeepya will share their insights on the current situation and success stories.

Date & Time (Japan Standard Time): Monday, 27 June 2022, 15:00~16:00 Online

Timetable

Opening:

Archana Jerath, Director of Operations, Middle East, SHRM India, APAC

Fumie Hanazono, Chair of Executive Board, Human Resource Accreditation Institute

Presentation: 40 minutes

Yoko Ishikawa, Aileron Co., Ltd. Founder, and Representative Director

Dedeepya Alice John, SHRM India Advisory Services Director

Japanese ⇌ English Interpretation

Fumie Hanazono, Chair of Executive Board, Human Resource Accreditation Institute

Q&A 10 minutes

Closing

Fumie Hanazono, Chair of Executive Board, Human Resource Accreditation Institute

For registration, please visit click below link:

<https://hrai-shrm1.peatix.com/>

Meet the Speakers

Presente



**Yoko
Ishikawa**
Founder and CEO,
Aileron Co. Ltd

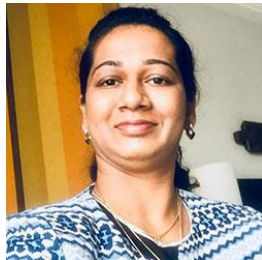
Worked at Recruit Staffing for the first ten years of her career, working in the Sales department as a coordinator, legal department, and Human Resources Department.

In 2014, became a Japanese language teacher and worked as a full-time teacher at Human Academy Japanese Language School Tokyo, responsible for Japanese language education with 1,300 international students. Received the Outstanding Lecturer Award, assumed the chief teacher position, and developed Japanese Business curriculums.

In 2019, she founded Aileron Co., Ltd. and became CEO, providing global team-building training where Japanese and foreigners can grow together by focusing on global co-creation design and support for the retention of foreign human resources.

In 2020 Appointed as a board member of the Japan Association of Foreign Human Resources

In 2021 Appointed as a Chair of the Board of the Association for Supporting Foreign Children's School Education



**Dedeepya
Alith John**
Director –
South & Advisory
Services, SHRM India &
APAC

A passionate and multi-tasking business professional with over a decade of experience, Dedeepya handles the portfolios including Advisory, Research and Academic Partnerships catering to the regions of India, as well as APAC regions. She further also heads the South Region for SHRM India and is responsible for business development and consulting in the area of Human Capital Management. Prior to this, she has worked with Oracle India as HR Consultant. Her areas of interest include Knowledge Management, Diversity and Inclusion, Competency Assessment and Development, Organization Development, Research and HR Analytics. She has been involved in the project design, content generation and implementation of consultancy projects in the above areas. She is experienced in using Quantitative and Qualitative research methods for diagnostic purposes including identifying relevant variables, designing questionnaires and using various statistical methods for analysis. She co-authored papers/ book chapters in the areas of Diversity, Equity and Inclusion (DE&I), and further has contributed extensively to various articles / interviews in leading newspapers. Dedeepya is a Mechanical Engineer from Jawaharlal Technological University (Kakinada, A.P) followed by a MBA from Indian Institute of Science (IISc, Bangalore, India). She is a certified SHRM Senior Certified Professional (SHRM SCP), Level -1 Hogan Assessor and is certified in Job Evaluation by KornFerry - Hay. Along with her work, Dedeepya is passionate about painting, dancing and sports.

Facilitator



Archana Jerath
Director, Operations -
APAC & MENA SHRM
India

Archana Jerath has been with SHRM for 8 years and is Director, Operations - APAC & MENA SHRM India. She is responsible for Conferences and Events (India, MENA, APAC) ; SHRM Certification and Membership growth in India and APAC, B2C Sales and driving various initiatives in the region. She has Twenty Three years of experience of which she spent the last Thirteen years in the HR Industry. In the past Archana has worked with TV-18 (BBC World, CNN, Star etc.), GE Capital International Services, Kelly Services and IKYA Human Capital Solutions in various roles prior to joining SHRM. Archana is result oriented and has successfully led large teams across various verticals and has an expertise in Business and project management. She is Six-Sigma Green Belt Certified from GE and has led quality projects in Lean Six-Sigma, ISO implementation and Internal Systems and procedures from the ground-up.



Fumie
Hanazono
Chair of Executive
Board,
Human Resources
Accreditation Institute

US CPA

Fumie started her career at a major Japanese staffing company and worked at their U.S. subsidiary in Los Angeles. Upon her return to Japan, she launched a staffing division placing bilingual and multilingual workers at foreign-owned global companies in Japan.

Fumie then took an expatriate assignment from a major Japanese real estate company and worked in Australia as a part of a resort management team.

After returning to Japan and passing the U.S. CPA exam, Fumie pursued a career at foreign-owned global companies in senior management positions. Her experience ranged from start-ups to fast growing larger companies, and she served as head of Finance, HR, IT, and Legal departments with teams of diversified workforce.

In 2020, Fumie became the first and only official partner of SHRM (The Society of Human Resource Management) in Japan and jointly developed the SHRM Essentials Japanese program.

Fumie is focusing on advocating for and empowering Human Resource professionals in Japan by providing SHRM Essentials program and SHRM Credentials through HRAI (Human Resource Accreditation Institute).

With her HR and Finance expertise, Fumie also serves as an advisor for government projects, including the “Comprehensive Job Competency Evaluation System” project for the Ministry of Health Labor and Welfare, and one of the COVID-19 Aid programs for the Ministry of Economy, Trade, and Industry.