

# The Third East Asia Local and Regional Government Congress and the Aspen Institute Japan Symposium

**10/ 17** (Wed.)

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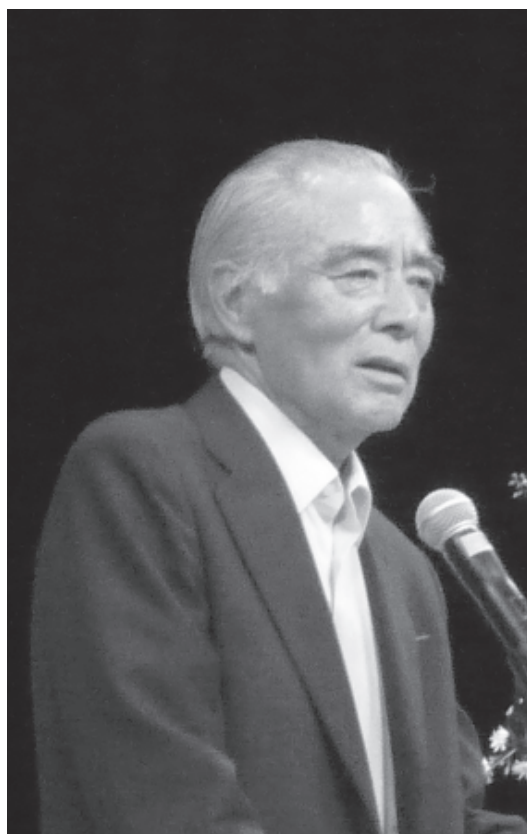
# The Third East Asia Local and Regional Government Congress and the Aspen Institute Japan Symposium

“Development of Human Resources from Now on ~ East Asia’s Growing Presence”



## Keynote speech

Theme: **“Global human resources and the Aspen Institute Japan”**



### KOBAYASHI, Yotaro

Chairman, Aspen Institute Japan, Former Chairman of the Board, Fuji Xerox

I extracted 6 requirements for leadership from my own experiences. The first is a sense of mission, the second is having guts, the third is intellectual ability, the fourth is physical ability, the fifth is expressiveness, and the sixth is modesty. Mr. Walter Isaacson, President of the Aspen Institute (US)) has also said that the most important requirement for leadership is modesty, that modesty generates a feeling of openness and tolerance, and that new things are created from that.

The Aspen Institute was created by an American businessman who agreed with comments by Robert Hutchins, President of the University of Chicago, at the celebration of the 200th birthday of von Goethe held in Aspen, Colorado in 1949. Mr. Hutchins pointed out that modern society was becoming segmented and specialized and that different fields could no longer communicate with each other, and called for development of leaders who could understand classic literature, discuss the issues that we face, hold dialogues, create broader education and culture, and make better decisions.

In Japan today, there is increasingly extreme specialization among intellectuals, and if we continue this way the nation will surely decline. In order to show the world a new Japan, it is necessary to develop global human resources.

However, Japan’s leaders have little ability, and the quality of their leadership is weakening. I believe that this is where Aspen can play an important role. Because people from different industries gather at Aspen Institute Japan seminars, receive moderation from outstanding teachers, and conduct dialogues and study, it is possible for them to obtain new discoveries, feelings, and personality traits.

In the end, experience speaks for itself. In recent years, young people in Japan tend to be introverted, but it is important for them to start coming out of their shells, bring good foreign human resources into Japan, and come into contact with other cultures.



## Panelist

**SHIRAI, Katsuhiko** Chairperson, Foundation for the Open University of Japan, Executive Advisor for Academic Affairs of Waseda University (former President of Waseda University)

The foundation of human resource development is human strength, and it is essential for students of the various countries of Asia to obtain education while conducting exchanges with students from other countries. If they do not do so, it will not be possible for us to create a global Asian region or a global world.

There is currently a shortage of human resources for both global leaders and people who will develop regions. It is the mission of secondary education and universities to develop human resources who can gather together as the main leaders and exert their abilities.

As aging is proceeding at a rapid pace, the labor force must be supported by young people for the time being. Since a large number of people with strong abilities are necessary to do that, it is not a problem of doing something with a small number of elite people, but rather a question of how the intermediate level will support society from now on.



## Panelist

**ARAI, Shogo** Governor of Nara Prefecture

I think that Japan's employment system might be what is exerting the worst influence on human resources who will live in the global era. Under Japan's employment system, in which careers are built up through mainly OJT and the ability to display one's abilities is not fostered, it is only possible to live within one's own company and therefore people cannot respond to the global employment market. Accordingly, it is important for Japanese society as a whole, and most importantly its work style, to adapt to globalization.

I also hear that there are problems with connections between universities and society. Amid globalization, the purpose of universities is being questioned.



## Panelist

**SHIBUYA, Haruyoshi** Professor, Faculty of Education, Saitama University

Dialogue is the central part of the Aspen method. In contrast to debates, which have a winner and a loser, and discussions, which draw out the truth and the best decision for the time being, dialogues have the meaning of confirming and boosting each other's personalities. In addition, having a dialogue with oneself during that time leads to a significant influence on later actions and ways of thinking.

The most important abilities are imagination and the ability to make associations. By making associations and using imagination, your world will rapidly expand and become deeper. In addition, preparations will be made for the possibility of leading you to opinions and conclusions about what position you are in and what you need to do.

# Executive Seminar by the Aspen Institute Japan

Sept. 28 (Fri.) – Oct. 3 (Wed.)



Along with the Third East Asia Local and Regional Government Congress, the "Executive Seminar by the Aspen Institute Japan" was held in Nara Prefecture.