

Tokai University European Center

Lecture Series 2015

November 23

“Economic Reforms as Drivers of Change in Talent and Diversity Management in Large Corporations in Japan”



On 23 November 2015, Tokai University European Center (TUEC) hosted a lecture on economic reform and team dynamics in Japan. The invited speaker was Associate Professor Lisbeth Clausen of Copenhagen Business School.

The theme of the talk was team dynamics and diversity management, and the effects of economic and political reforms on these. Assoc. Prof. Lisbeth Clausen discussed this theme based on her recent study of multinational corporations in Japan; a study which was published in book form as *Team Dynamics and Diversity: Japanese Corporate Experiences* in the spring of 2015.

The lecture discussed Tokyo based corporations as providing a useful platform for studying the Japanese government's recent initiatives of including international talent and not least the female workforce, 'womenomics', as assets in the Japanese drive for economic progress. A one-year study of teams in multinationals in Tokyo provides examples about collaboration between traditionally Japanese ways and international corporations that bring in new inspiration and act as catalysts of change. The participating corporations in the study were Bang & Olufsen, Ecco, Coloplast, Novo Nordisk, Microsoft, Sony and Huawei.

Lisbeth Clausen, PhD, is associate professor at the Department of Intercultural Communication and Management at Copenhagen Business School and vice-director of the Asian Studies Program. She studied for her Ph.D. at Keio University and was a Japan Foundation Research Fellow at Hitotsubashi University (2012-13). She has lived in Japan for more than ten years. She teaches courses and seminars on team dynamics, Japanese management and Asian Business strategy. Her publications count numerous journal articles and books including *Global News Production* on Japanese international news management, *Intercultural Organizational Communication: Five*

corporate Cases in Japan concerning headquarter subsidiary corporate communication and recently (2015) *Team Dynamics and Diversity: Japanese Corporate Experiences*.

Attending the lecture at TUEC were the Ambassadors of Nepal and Macedonia, local business people, university students as well as a number of guests with professional and personal interest in Japan.