

Ritsumeikan Inamori Philosophy Research Center: SY2016 Action Plan

Part 1: Research Sector

Part 2: Practical Education
Research Sector

1. Research Activities in the 2nd Term (SY2016)

1-1. Corporate Management Based on the Inamori Philosophy

Learning from Kyocera, KDDI, JAL, and other companies of the Seiwajuku members, elucidating the situations, superiority, and methods of practice for corporate management and enabling corporate management based on the Inamori Philosophy to be properly put into practice at as many companies as possible.

Category	Academic field	Person in charge	Description	Dec. Int'l symposium	Int'l academic journal
Center-led research (cont.)	Management organization	Eugene CHOI (Ritsumeikan), Ikujiro NONAKA (Hitotsubashi University), Ayano HIROSE (Rikkyo University)	How far has Kyocera's fractionalization (creation of the "alter ego," sense of integrity, knowledge co-creation, and phronesis management) made progress? The characteristics of knowledge creation within Kyocera management is elucidated via a knowledge survey, thereby clarifying the effectiveness of the Inamori Philosophy.	✓	✓
Center-led research (cont.)	Human science/ psychology	Kazuho YAMAURA, Tatsuya SATO (Ritsumeikan), Tatsuhiro KONO (Tohoku University)	How did employee awareness change due to the management reforms at JAL? Are the independent actions of awareness reforms and initiatives for vision creation universal? Through inquires with Kyocera, KDDI, JAL, etc., these questions are elucidated from a psychological perspective, enabling awareness reforms to be effectively linked to corporate performance.	✓	✓
Center-led research (cont.)	Human science/ Education	Fumihiko KANAI, Etsuko TANIGUCHI (Ritsumeikan)	The education platform as a platform to mutually learn philosophy is analyzed through interviews with JAL employees, enabling the more effective penetration of a management philosophy.	✓	✓
Center-led research (new)	Psychology/ management history/ cultural anthropology	Tatsuya SATO, Eugene CHOI, Michiko SAWANO (Ritsumeikan)	By analyzing the process of acceptance of the Inamori Philosophy by members of Seiwajuku and the effects on their performance with interviews and through participated observations, effective penetration and development to owners of small- and medium-sized businesses is enabled.	Interim report	✓
Domestic and international recommended research (new)	Management	John WILSON (Newcastle University), etc.	By developing a method to describe the influence of changes in the management philosophy and the corporate culture upon organizations and applying it to U.K. companies, promote the recognition of the Inamori Philosophy to British enterprises.	Interim report	✓
Research group	Management	Research Center and volunteers from inside and outside Ritsumeikan	By hosting volunteer research groups on practical examples of altruism and the Twelve Management Principles, the entire picture of corporate management based on the Inamori Philosophy can be clarified, while also exploring the possibilities of publishing Kyocera management books mainly based on the Twelve Management Principles and referring to relations of Amoeba Management and the Eight Accounting Principles.	-	-

1-2. A Market Economy with the Inamori Philosophy as Norms and Ideals

The limits and defects of the current market economy are analyzed, and a mechanism is presented of markets, finance, and the economy that control the excesses of the ego and that create vitalization through competition and with altruism being compatible. As its foundation, the characteristics and mechanisms of human thoughts and actions in the market economy are elucidated.

Category	Academic field	Person in charge	Description	Dec. Int'l symposium	Int'l academic journal
Lecture meeting	Economics	Tsutomu HORIUCHI (Previous CFO of MORI Building)	A lecture meeting with the promoter of "Liberal Arts of Capitalism" (a research group on capitalism) and the author of <i>Philosophy of Finance: Basic Knowledge for Understanding Finance and Capitalism</i> was planned. As this field of economics has not yet reached the stage of a research project, an analysis of the limits and defects of the market economy and ideas to overcome such are studied as a future setting for a research theme.	-	-
International symposium keynote address	Economics	TBD	To study the present market economy, in particular, the challenges of globalization and neo-conservatism, a keynote address by an economist will be conducted. An analysis of the limits and defects of the market economy and ideas to overcome them are studied for a future setting of research themes. The possibilities of international joint research are explored.	✓	-
Center-driven research (new)	Management/economics	Nobuhiko HIBARA (Waseda), Atsushi AOYAMA (Ritsumeikan)	How have entrepreneurial strategies discussed in the Inamori Philosophy been executed is analyzed. By verifying superiority compared to mainstream theories in economics, practices are expanded and promoted.	Interim report	✓
Domestic and international recommended research (new)	Brain science	Noriko YAMAGISHI (National Institute of Information and Communications Technology), Anthony I. JACK (Case Western Reserve University), etc.	Where do "altruism" and "sufficient knowledge" come from? An analysis of neuroscientific mechanisms of human characteristics in economic activities by using cognitive psychology, brain imaging technologies, neuro-ethics, and neuro-economics is established as a foundation of studies on the mechanism of markets, finance, and the economy that controls the "excessive self." Pursue possibilities of joint research with Kokoro Research Center, Kyoto University.	Interim report	✓

1-3. Ways of living and thinking based on the Inamori Philosophy

The Inamori Philosophy is expressed as a more universal way of thinking and living for human beings, beyond the range of management. To achieve this goal, philosophical research is conducted to come within range of the very essence of the Inamori Philosophy.

Category	Academic field	Person in charge	Description	Dec. Int'l Symposium	Int'l academic journal
Center-led research (cont.)	Philosophy	Takahiro NAKAJIMA (University of Tokyo), Atsushi AOYAMA (Ritsumeikan)	To search for a process of creating sources of the Inamori Philosophy, the contents of meetings with Director Emeritus Dr. Kazuo INAMORI and his books are analyzed to find any relevance to Eastern or Western thoughts and philosophies, Japanese thoughts such as <i>sekimonshingaku</i> , along with contemplation on the management of companies that emerged after WW2. An interim report was presented at the 1st International Symposium, but with further analyses added, it was carried in academic journals, including the <i>Journal of Business Ethics</i> , so as to introduce the Inamori Philosophy to the world.	-	✓
Center-led research (new)	Philosophy/economics	Takahiro NAKAJIMA (University of Tokyo), Atsushi AOYAMA (Ritsumeikan)	The forms of the market economy and capitalism are closely related to philosophical issues such as ethical viewpoints. Under the name of "Capitalism and Ethics (name tentative)," a workshop inviting domestic and overseas philosophers will take place this fall. Planned participants include Professor Ching-yuen CHEUNG (Chinese University of Hong Kong), Professor Roger AMES (University of Hawaii), and Professor Tomoji ONOZUKA (University of Tokyo). The extraction and elucidation of the philosophical issues that are highly relevant to the market economy are positioned to prime the pump for new philosophical research in this field. Discussions at the workshop, in addition to materials submitted by participants will be compiled and published in the form of a booklet.	✓	TBD

1-4. Development of Human Resources That Can Understand and Put the Inamori Philosophy into Practice

The core search of what new management, new education, and a new society should be is human resources that understand the Inamori Philosophy, set it as a norm in terms of a personal way of thinking and living, and also put it into practice in corporate management and organization management. As RITA-LABO mainly takes care of elementary, junior, and senior high school education, the Research Sector mainly studies how to develop human resources and leaders among working adults, university students, and graduate school students.

Category	Academic field	Person in charge	Description
Study possibilities	All	Atsushi AOYAMA, Eugene CHOI, Hiroshi KURAISHI (Ritsumeikan), Kagoshima University's Inamori Academy, Seiwajuku	<p>In cooperation with Kagoshima University's Inamori Academy, which has already put education for university students and working adults into practice, the development and implementation of university and graduate school education programs are studied. For this goal, seminars for university students, etc., are planned in advance. As for education programs for management, the possibilities of cooperation with Seiwajuku are also reviewed.</p> <p>In the future, a degree conferment program is also being studied. The following are examples of the subjects to be offered.</p> <ul style="list-style-type: none"> ◆ The market economy with the Inamori Management Philosophy as norms and ideals ◆ Corporate management based on the Inamori Philosophy ◆ The Twelve Management Principles and leadership ◆ Amoeba Management control and "participation-by-all" management ◆ Inamori Philosophy case studies ◆ Ways of living and thinking based on the Inamori Philosophy
Study possibilities	All	Atsushi AOYAMA, Eugene CHOI, Hiroshi KURAISHI (Ritsumeikan), Inamori Kazuo (Beijing) Management Consultants Ltd., etc.	<p>China has many Seiwajuku company members and enjoys a high level of willingness to learn. In cooperation with Inamori Kazuo (Beijing) Management Consultants Ltd., etc., we study the plausibility of the development and practice of education programs on the level of university and graduate schools so as to develop human resources that can understand and practice the Inamori Philosophy in China, including working adults.</p>

2. Strengthening Research Systems for the 2nd Period

The following new researchers have been added to strengthen the organization for the expansion and promotion of study areas, for applications to education, and for the enhancement of information infrastructure and the invigoration of awareness-raising activities.

Researchers	Description	Mission
Nobuhiko HIBARA	Associate professor, Waseda Business School, 2008–2009 Inamori Fellow	Study of the economic rationality of the Inamori Philosophy; strengthening the field of economics
Michiko SAWANO	Senior researcher, Ritsumeikan Inamori Philosophy Research Center	Survey and research of the penetration process of the Inamori Philosophy at SMEs (Seiwajuku) through visits and interviews; development of young researchers
Akira HASEGAWA	Ritsumeikan Primary School, vice principal	Conducting surveys and research on the Inamori Philosophy from the viewpoint of school management and organization management; tackling the improvement of teacher abilities
Shigeyuki KITANI	Manager, Management Research Department, Philosophy Education Division, Corporate General Affairs Human Resources Group, Kyocera Corporation	In promoting research going forward, supports the plausibility of building a database for a vast collection of essential, Director Emeritus Dr. Kazuo INAMORI'S books and publications; support of important concepts such as the Twelve Management Principles and "altruistic mindset," as well as Kyocera management studies

Partnership agreements, etc., are concluded with the following research and other organizations to strengthen cooperative systems for research and education.

Fields of cooperation	Organization	Description
Management research	Newcastle University	Promotion of the recognition of the Inamori Management Philosophy in the U.K.; study of its applicability to U.K. companies
Management research	EMLYON Business School	Research cooperation on management philosophy and management ethics; exchange of researchers and students
Ethics/brain science research	Case Western Reserve University	Research cooperation on management ethics; research into human ethical characteristics via a brain-specific scientific approach
Educational development and practice	Inamori Kazuo (Beijing) Management Consultants Ltd. Peking University	Development and practice of educational programs for universities and graduate schools, including working adults
Educational development and practice	Kagoshima University	Development and practice of educational programs for universities and graduate schools, including working adults

3. 2nd International Symposium

- ◆ Expand the range of fields by giving keynote addresses on economics and philosophy.
- ◆ Keynote address from China, which is important in terms of international development
- ◆ Theme: Realizing a society based on Inamori Philosophy

Date: Thursday, December 8, Symposium, 9:40–18:00

Venue: Colloquium, 3F, Ritsumeikan Ibaraki Future Plaza

Scale: Participation by about 180 persons anticipated

Contents: Greetings from Director Emeritus, Dr. Kazuo INAMORI

Keynote address: Professor John Zhuang YANG (Peking University)

Professor Yoshinori Hiroi (Kyoto University)

Result report on the 1st Period Research Project

Interim report on the 2nd Period Research Project

Panel discussion

4. Regarding the Development of Research Activities

		1st Period (SY2015)	2nd Period (SY2016)	3rd Period- (SY2017-)
Research project	Number of projects	Research led by the center: 4	About 10 research projects including 6 center-driven research studies, 2 domestic and international recommended research studies, and research studies publicly solicited by the university, including projects that continue from last year	About 10 projects per year; through attentive progress management, publications on academic journals, presentations at international society meetings, and other outputs are promoted.
	Field	3 (management, psychology, and philosophy)	5 (In addition to the conventional fields, brain science and cultural anthropology)	Striving to increase and expand academic fields, including economics
	Invited researcher	0	1 invited Japanese researcher	Increase of invited overseas researchers; about three in total per year
International and domestic partnership		Study of international joint research with lecturers that have given a keynote address.	2 research studies with the U.K. and U.S.; cooperation for education in China being studied; cooperation in education with Kagoshima University being studied	By expanding joint research studies and exchanges with researchers and students, targeting becoming an international hub in research into the Inamori Philosophy.
International symposiums		3 keynote addresses from overseas mainly on management	Expanding the themes of keynote addresses such as economics and philosophy; 2 keynote addresses including ones from China	Setting up a platform for discussions and exchanges with researchers related with the Inamori Philosophy, in diverse fields; hosting symposium overseas also to be studied
Research group, Lecture meeting		4 research groups and 2 lecture meetings	Research groups regularly hosted about 5 times a year; lecture meetings and workshops also held twice a year	To be regularly held so as to raise the recognition and deepen the understanding of the Inamori Philosophy; publications of results also studied

Part II Practical Education Research Sector

Practical education research activities in the 2nd Period (SY2016)

1. Basic concept
2. Conceptual overview regarding applying the Inamori Philosophy to education
3. ① Development of teaching materials and the implementation of classes so as to materialize Inamori Philosophy
 - ② Development and implementation of leadership development training programs
 - ③ Modeling of school reforms
 - ④ Securing collaborative researchers based on altruistic philosophy
 - ⑤ Promoting the prevalence of activities and the establishment of research bases (educational activities)

Practice Educational Research Activities in the 2nd Period (SY2016)

1. Basic Concept

The research into the educational practices of the Inamori Philosophy that started in SY2015 is being further promoted. Trials and settlement at Ritsumeikan-affiliated schools are being conducted, thereby promoting prevalence at other public and private schools, in companies, and in people.

To be concrete:

① Development of teaching materials and the implementation of classes so as to materialize the Inamori Philosophy (for students)

② Development and implementation of leader training programs (for teachers of Ritsumeikan-affiliated schools)

Organization of teachers who enthusiastically practice education (strengthened partnerships with consistent educational departments)

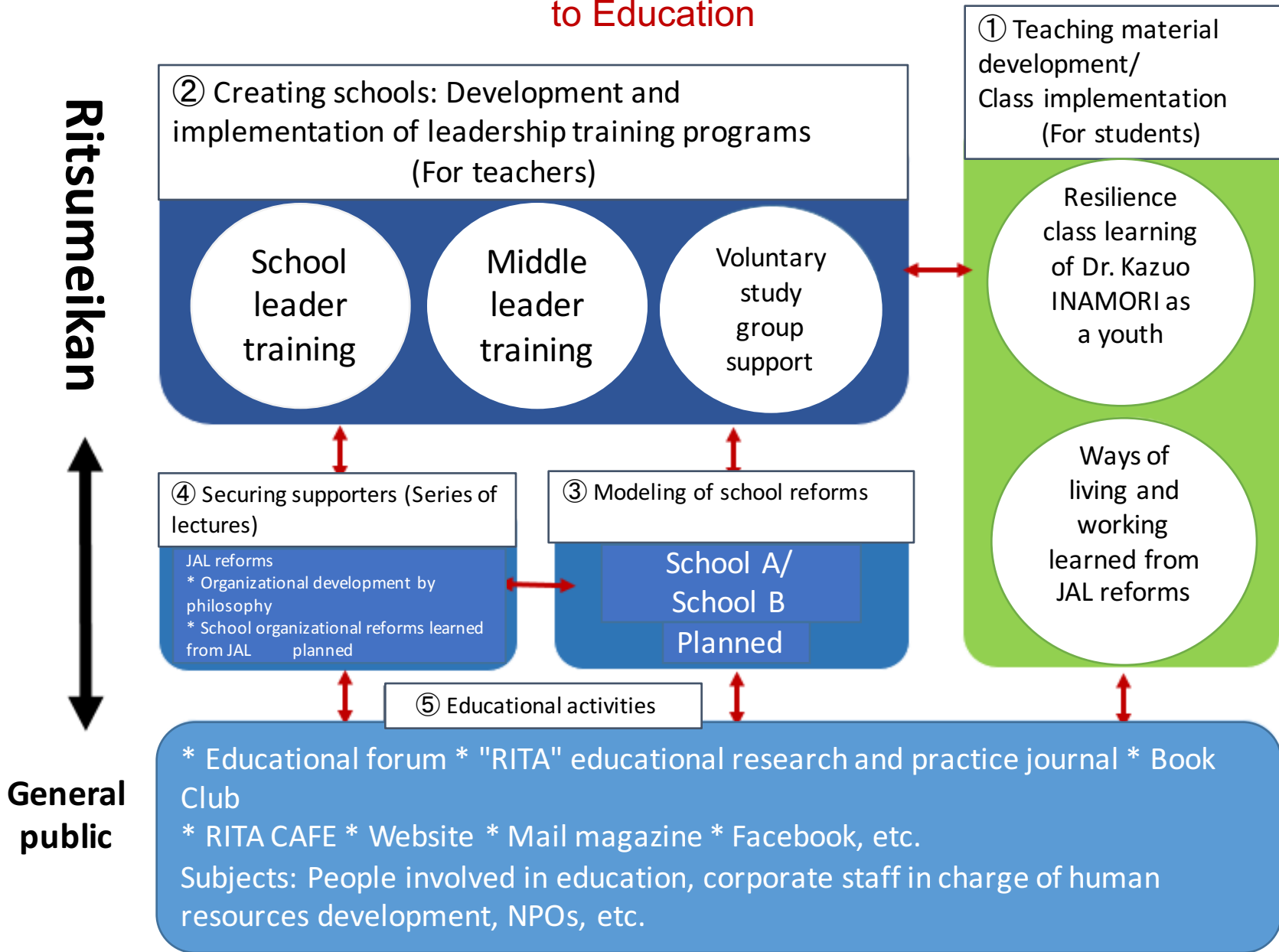
③ Modeling of school reforms at individual schools through philosophy education

④ Securing collaborative research partners across Japan (series of lectures)

In addition:

⑤ By conducting the above educational activities (Book Club, RITA-CAFE, the "RITA" educational research and practice journal and website), promote participation by the teachers of public and private schools as well as by businesspersons and people who are interested in education (partners, support researchers), and establish RITA-LABO as a "research base for school and class creation via philosophy education with the altruistic mindset as the core."

2. Conceptual Overview Regarding Applying the Inamori Philosophy to Education



3. ① Development of teaching materials and the implementation of classes so as to materialize Inamori Philosophy

Motivation (developing motivation for studies and leadership)

1) "Classes to develop an altruistic mindset"

"Ethics," etc.

→ Develop class plans and teaching materials to develop an altruistic mindset that is considerate of others, based on ethics classes at Ritsumeikan Primary School. A new educational program in childhood that greatly affects the formation of a personality is being developed; for example, conventional group activities will be converted to form an activity emphasizing child independence as "Amoeba Activities," etc.

2) "Resilience class learning of Dr. Kazuo INAMORI as a youth": Psychology, management

"Japanese," "Ethics"

→ Taking advantage of textbooks and workbooks produced on the basis of "Resilience" classes put into practice on a trial basis at Ritsumeikan Junior High School and Konan Women's University in SY2015; classes are implemented at Ritsumeikan-affiliated schools and other public and private schools to complete class plans.

* For "Resilience," in cooperation with Associate Professor Kei HIRAI (fields of study: health psychology, behavioral medicine, palliative medicine, psycho-oncology, etc.) of the Public Health Graduate School of Medicine, Osaka University/Center for the Study of Communication-Design, teaching materials are prepared with reference to problem-solving therapy (a type of cognitive behavioral therapy) for companies and cancer patients, in addition to lectures on problem-solving for university students; classes will be conducted.

Schools scheduled for implementation

- Ritsumeikan Junior High School, 1st Grade Ethics (all classes), Ritsumeikan Moriyama Junior High School, 1st Grade Ethics (all classes)

3) "Work methods and learning from JAL reforms": Management/psychology

"Civics (Politics & Economics, Modern Society)," "Career Education (Career Service Learning)"

→ Teaching materials produced in SY2015 are implemented on a trial basis at Ritsumeikan-affiliated schools and completed as a class plan. In addition, with reference to the high school management educational program supported by JAL, the study of a program to conduct fieldwork at corporate sites is also reviewed.

* Through cooperation between Mr. Junpei SAKAI, a teacher at Ritsumeikan Uji High School, and Recruit Marketing Partners Co., Ltd. (Operating "Rikunabi-Shingaku Career Guidance," "Juken Suppli," etc., mainly on the Internet), classes are put into practice to complete class plans.

Schools scheduled for implementation

- Ritsumeikan Uji Senior High School, 1st Grade Career education (all classes)
- Ritsumeikan Moriyama Junior High School, 1st Grade Ethics (all classes)

3. ② Development and Implementation of Leadership Training Programs (For Teachers)

Learning Organization (creating an educational organization that reforms learning)

1) Survey and research of internal education at Kyocera Corporation and JAL

→ Based on a survey of "Research on JAL platforms for awareness and reform education" conducted in SY2015, contents applicable to schools, etc., are elucidated.

2) Survey and research of educational programs such as manager training conducted by Kyocera Corporation for the Kyoto Prefectural Board of Education

→ Survey and research the contents of programs up to now and clarification of the key points for implementation in classrooms

* Conducted since SY2006; three nights, four days; for about 50 senior teachers currently in service

3) Development of teacher training programs at Ritsumeikan-affiliated schools (leadership development)

→ In SY2016, the implementation of various training courses for school leaders (school executives) and middle-level leaders (middle-level leader teachers), sponsored by the Educational Research and Training Center (Ritsumeikan), is supported on the basis of contents obtained from the above 1) and 2) to develop a leadership development training program based on the philosophy.

→ Through these training courses, the hosting of study sessions, etc., by teachers aspiring to conduct more energetic activities and enthusiastically putting education into practice, thereby promoting the organization of groups of teachers that will bear the responsibility for education at affiliated schools in the near future.

3. ③ Modeling of School Reforms Based on the Inamori Philosophy

Learning Organization (creating educational organizations that reform learning)

1) Trial of school reforms at School A

→ At School A, studies on school management and educational contents based on the Inamori Philosophy proceeded by school management are supported to create a reform plan.

2) Trial of school reforms at School B

→ At School B, a school reform trial on philosophy education is being launched. Starting with the philosophy education of school management and executive teachers, while afterward expanding it to all teachers, all while introducing Amoeba Management to small groups, such as for certain grades and subjects, a model plan for school reform is being created, using the school as a unit.

3. ④ Securing Collaborative Researchers Based on an Altruistic Philosophy

Learning Organization (creating an educational organization that reforms learning)

Secure partners for joint research and put into practice the development of the Inamori Philosophy for the field of education.

For teachers and faculty staff, in addition to businesspersons and people involved in human resources development, lectures and forums on organizational development by the Inamori Philosophy and Amoeba Management motivated by an altruistic mindset on advanced active learning are being held.

In SY2016, such events are being held in Tokyo and Kyoto for the purpose of nationwide public relations and attraction, in addition to networking.

1) Series of lectures (jointly held with Division of Integrated Primary and Secondary Education)

→ For teachers and faculty staff, in addition to businesspersons and people involved in human resources development, lectures on organizational development based on small group activities as according to the Inamori Philosophy and Amoeba Management motivated by an altruistic mindset are being held.

- Venue: Tokyo Campus, Ritsumeikan University (Classroom 2; capacity: 66 persons)
- Theme (tentative): School organizational development learned from JAL (lecturer pending)
- Participants: School administrators interested in school reforms and organizational development
Businesspersons that comply with RITA-LABO are assumed.

2) Hosting educational forums (jointly hosted with Division of Integrated Primary and Secondary Education, Ryugaku Fellowship NPO, etc.)

→ Hosting a forum on advanced active learning

- Venue: Osaka Ibaraki Campus (OIC), Ritsumeikan University
- Theme (tentative): "Altruistic Mindset & Active Learning" (name tentative)" (details to be adjusted)
- Participants: Practitioners of altruistic education and advanced active learning, along with teachers at Ritsumeikan-affiliated schools and private junior and senior high school teachers in the Tokyo Metropolitan Area and Kansai region are assumed.

3. ⑤ Promoting the Prevalence of Activities and the Establishment of Research Bases (Educational Activities)

Instructional Design (Changing the design of educational methods)

1) Education prevalence through educational research and practice journal, "RITA," and website, mail magazines and Facebook

→ Based on educational research and practice journal, "RITA," attention is given to the relationship between an "Altruistic mindset," which is the foundation of Dr. Kazuo INAMORI'S way of living, thinking and education, introducing education to develop the strength to live, including active learning and other class methods, ways of thinking and methods of school and class management, research results by the Ritsumeikan Inamori Philosophy Research Center. Providing information to enable educational practitioners to connect this to actual practice, while building a network of educators and citizens interested in education, thereby linking research to practice.

Proceed with the study of charging for "RITA" at the end of SY.

RITA 3rd Issue (Planned)

○ Class focusing on resilience so as to learn from Dr. Kazuo INAMORI'S youth and adolescence

- "Resilience" theory in psychology: Key "Thoughts" and "Ways of Thinking"

→ Associate Professor Kei HIRAI, Osaka University (research into resilience and problem-solving therapy for cancer patients, etc.)

Classes on "Resilience" at elementary, junior, and senior high schools, along with teacher round-table discussions

- Report on a "Resilience" class at Ritsumeikan Moriyama Junior High School

○ Project learning at a super-professional school: Practice by Nishiwaki Industrial High School in collaboration with Banshu Ori

- Design and commercialization of Banshu Ori small items via high school student marketing
- Fashion show for young women using Banshu Ori, planned by high school students
- A chosen female high school student studies ways of thinking in relation to fashion in Paris

○ Series of articles: My Inamori Philosophy; INAMORI EDUCATION

2) Book Club, RITA CAFE (public relations and educational activities for businesspersons and people)

→ For businesspersons and people interested in educational and social issues, in addition to teachers, platforms to mutually learn about the Inamori Philosophy, the altruistic mindset, new practices in school education, and ways of thinking are provided in the form of reading sessions (Book Club) and workshops (RITA CAFE), promoting participation in educational activities. (Contact between educational practice and research activities at Ritsumeikan Inamori Philosophy Research Center and society at large)