

**Inter-Graduate School Program for
Sustainable Development and Survivable Societies**



**Interdisciplinary Seminar (1 session course)
【 # 19-(1)】**

My experience of managing multi-cultural company in USA

**By: Mr. Mitsushige (Mick) Morita
(Advisor, Koshii Maxelum America, Inc.)**

Date: July 4, 16:30- 18:00

Venue: Shishukan Hall (HIGASHI ICHIJOKAN, basement floor)

<Summary>

Based on his long-year experiences in a business world in Japan and in USA, the lecturer will provide useful information for students to act as a leader in an international company. His business career and talk contents are:

a) Mr. Morita's professional career

1979: Tomen Corp. (Japanese general trading company) - import/domestic sales of wood products

1989: Tomen America Inc. Atlanta Branch - export of North American hardwood products & building materials. Setting up two J/V companies with local partners. Involved litigation as defendant. Initiated export of Eastern European wood products after the end of Soviet Union.

1997: Tomen Corp. Osaka lumber & building material dept. Section manager

1999: Koshii Maxelum America, Inc. New York, Vice President & General Manager - manufacturing interior panels for passenger railcar

2003: President & C.E.O. of Koshii Maxelum America, Inc.

2016: Advisor of Koshii & Co. Ltd & KMA for R&D from North America & Europe

b) One example of KMA business plans executed during his managing time which includes specific target, action plan, and some mottoes.

c) Differences of managing style between Japan and USA

- `Ringi` = Request for authorization, Top down or bottom up, `They or We`, Disclosing `mistakes`, Blaming other member - team work?, Encourage or discourage, Efficiency or Originality, Clean up floor together.

d) Key elements to be a leader of multi-cultural organization

- who you are, understand difference, state your opinion, share your dream, to be fair, transparent, Passion/Vision/Action

Giving a talk above in English, the lecture would like to have active discussions with GSS students.

<Activity type>

Lecture and Discussion

<Obligation of attendee>

Submission of short report after the lecture