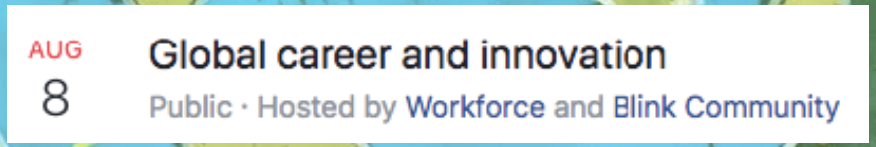
Global Career, Innovation, & Japan



Mathias Sager

Educator, Entrepreneur, and Leadership, Strategy, and Learning & Development Advisor

Different Types of Careers

What is true with 20 may require change with 30 or 40.

Change?!

Salary man

Freeter

Mother

JP abroad

Expat in Japan

80% Psychology : 20% “Mechanics”

So you want to change, but …

“There is no possibility”

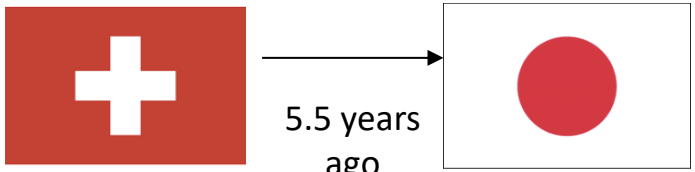
“I’m not the the leader type”

“I’m not talented enough”

I love to support positive change!

Background

- Education Sciences (Bachelor)
- Information Management (Bachelor)
- Business Administration (Executive MBA)
- Psychology (Diploma (MSc, current)).



Experience

- High school teacher
- IT programmer, project leader (5 years)
- Trainer Leadership and conflict management (4 years)
- Senior Manager at Ernst & Young / EY Shinnihon (8 yrs)
- Founder Platform Cooperativism Japan (PCJ) Consortium
- Visiting Researcher Tokyo University (current)
- Startup: Online school and advisory (current)

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So you want to change, but …

“There is no possibility”

Imagination

"What is now proved was once only imagined."

William Blake

(English poet and painter, ✝ 1827)

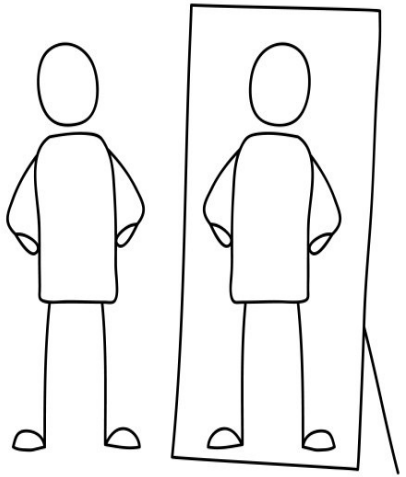
So you want to change, but …

“I’m not the the leader type”

The Seven Habits of Highly Effective People

(Dr. Stephen R. Covey) profile can be used to measure self-leadership:

1. **Be Proactive**
2. **Begin with the End in Mind**
3. **Put First Things First**
4. **Think Win-Win**
5. **Seek First to Understand**
6. **Synergize**
7. **Sharpen the Saw**



- Improved educational, professional achievements
- Increased self-efficacy
- Reduced stress, better health

Difference between Management and Leadership

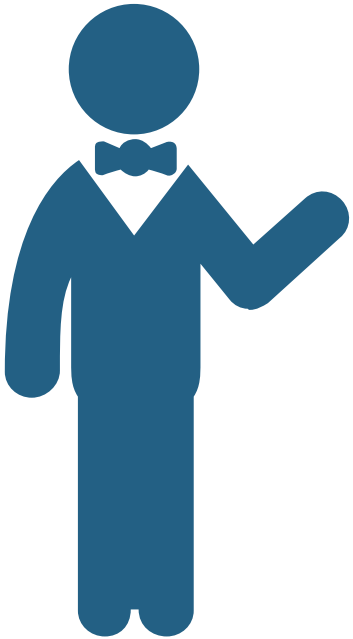
Management

LeadershIp

So you want to change, but …

“I’m not talented enough”

Understanding of Talent



- ✓ Brain plasticity
- ✓ Different types of intelligences
- ✓ Deliberate practice
- ✓ Equal opportunity

- X Fixed genes
- X Traditional IQ
- X Non-learnable
- X A-players only

Talent on different levels than the individual skill-level

Team talent

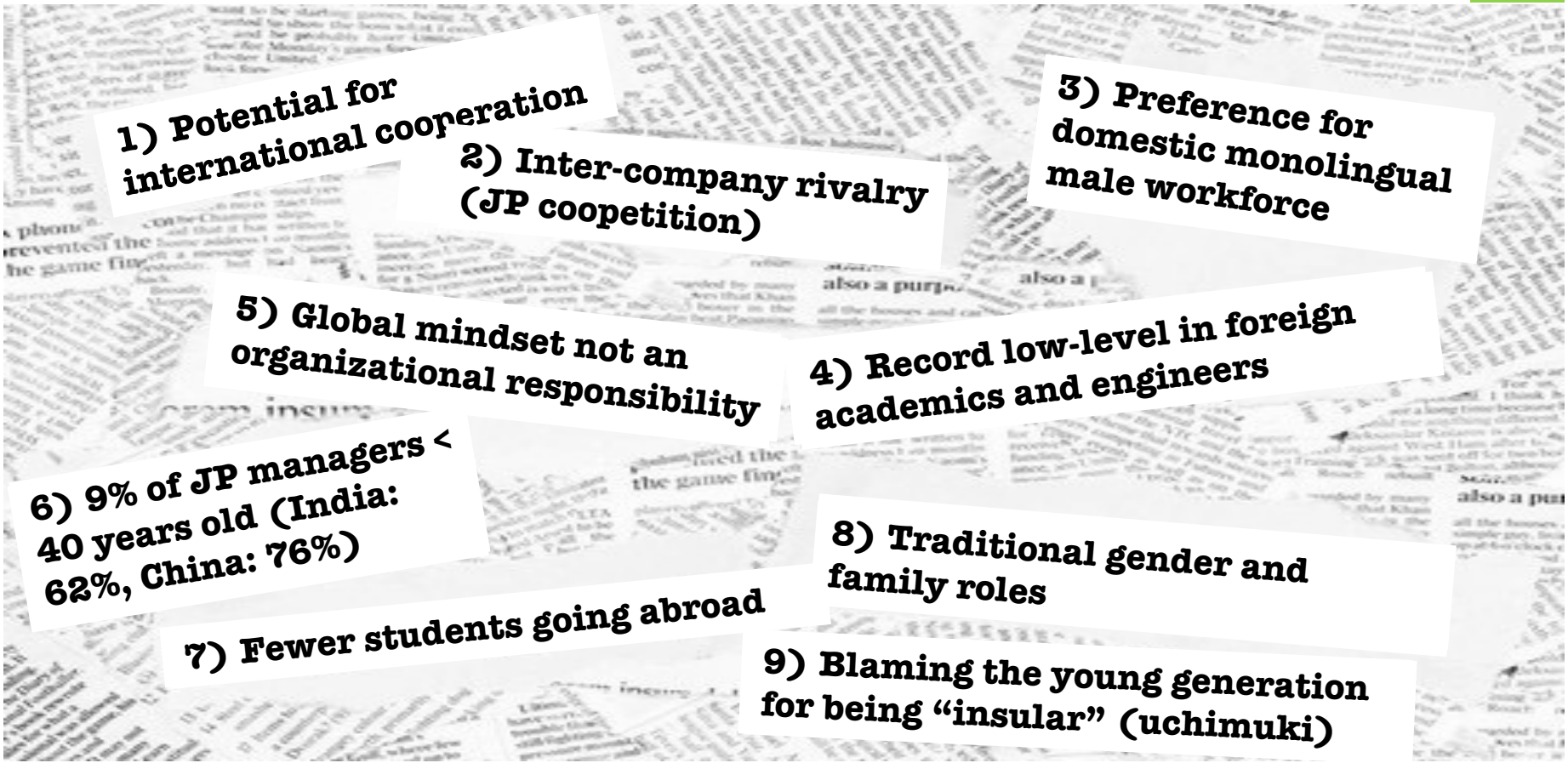
Entrepreneurial talent

Better network -> more information sharing ->

more innovation -> improved performance ->

increased profitability.

Potential Networking / Information Sharing Limitations in Japan



Benefits of
Reverse Mentoring

- ✓ Senior people become more engaged
- ✓ Improve technological/ digital understanding

- ✓ Learn from seniors rich experience
- ✓ Progress teaching and communication skills

New Ideas, Innovation

Locus of Control

	Internal Locus of control	**External** Locus of control
	"I have the power to change my life :-)"	Others determine my destiny ☹"
Outcomes	Gathering more information	Less tolerance
	Better decision-making	Increased anxiety
	More innovative	Higher burnout rates

Tolerance for Ambiguity

Progressing globalization

Need for cross-cultural competencies

!

Willingness / Receptiveness

Tolerance for ambiguity:

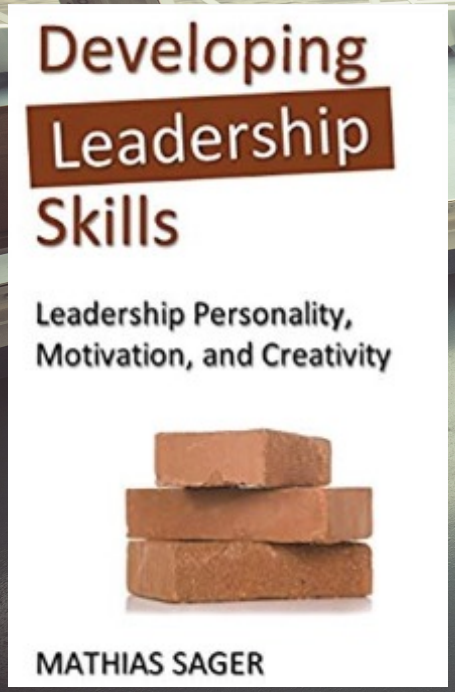
The **ability** to live with uncertainty and coping with organizational change.

→ **MOBILITY**

HR practices	Companies	Individuals
Better knowledge transfer	**Higher revenues**	**Increased employability**

Q&A

Thank you!



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