

Welcome to KAIRIN JUKU School (KAIRIN 5S School)

The Senior Corporate Management Leadership Program for Sri Lanka (LKSL)

We Love Sri Lanka , and Sri Lanka People.



Presented by: Akio Hayashi (President)

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Q-1 : When was Kairin Juku School founded and when was it established as a company?

- A : (1) Kairin Juku School was found in October 1979, in Ashikaga City, Tochigi Prefecture.
(2) Kairin Juku School was established as a company in October 1984.
(3) The head office is located at 145 Horigome , Ashikaga City, Tochigi Prefecture.
(4) Mr. Akio Hayashi is the founder and the president of Kairin Juku School.
(5) The content of the business is to teach the student from the first year elementary level to the third year high school level. There are 60 school branches in Tochigi, Gunma and Ibaraki Prefecture.
Kairin Juku School is a full-fledged, one of the best cram schools in the Northern Kanto region of Japan.

Q-2 : What is the mission and reason for existence of Kairin Juku School?

- A : (1) “Contribute to the success of the students” .
① Kairin Juku School aims for building academic ability of the students by the way of proactive learning.
② Developing the “ academic ability” is directly connected with “variety of choices through the lifetime” . “Academic ability” is tied to the “success in life” .
(2) “Contribute to the improvement of the educational power of the region” .
① “Improvement of the academic ability” is directly linked with “improvement of the educational power of the region” .
② “Improvement of the educational power of the region” will lead to the “Formation of the society to function properly” .

Q-3 : What is the “Educational goals” of Kairin Juku School ? What are the “Key competencies” corresponding with it ?

- A : (1) “High level ethics” means “Ability to act autonomously” .
(2) “High level academic achievement” means “Ability to use the knowledge, information and technology interactively” .
(3) “High level International understanding” means “Ability to interact with a diverse mass of people” .
(4) “To develop self-learning ability” means mastering the “learning methods” .
• To develop the thoughtfulness by reading... “Writing reading memo” .
• To develop the “ability of self thinking” and “ability of critical thinking” by reading newspaper daily. ... “Making Scrapbook” .
* Kairin Juku School is promoting the NIE (Newspaper in Education) Activity in every class.

Q-4 : What are the action targets of Kairin Juku School ?

- A : (1) We aim for the “No.1 teaching skills in Japan” .
① All the employees aim for their own No.1 teaching skills in Japan.
② We “Design Lesson everyday” by “Lesson Plan” for everyday Lesson.
③ We improve the teaching methods through the “Individual Teaching Practice” , and “National Teaching Skill Contest” last Sunday of May, every year since 2015.

(2) We aim for the “Largest number of students in Northern Kanto region” .

① Aiming for the No.1 teaching in Japan, Kairin Juku School will be in the every corner of North Kanto region.

② We aim to be the best cram school in the region.

Q-5 : What are the management policy of Kairin Juku School ?

A : (1) “Making best school that deserves learning” .

(2) “Making best work place that deserves working” .

(3) “Making best company without bankruptcy” .

Q-6 : What are basic skills and common duties of all the employees of Kairin Juku School ?

A : (1) 「Education skill」 ... Learning guidance

(2) 「Students gathering skill」 ... No students invited, no education

(3) 「Basic management skill」 ... Communication between customers , business partners and employees.

Q-7 : What are the prohibited tasks for all the employees of Kairin Juku School ?

A : (1) 「Sexism」 ... Sex discrimination

(2) 「Ageism」 ... Age discrimination

(3) 「Racism」 ... Discrimination based on origin

Q-8 : What are the basic management philosophy of Kairin Juku School ?

A : (1) 「Customer oriented」

① Kairin Juku School defines “Students” , “Guardians (Parents)” and “Community” as the “Customer” .

② Kairin Juku School defines the “School where the students wants to get admission as well as making the students 100% pass in the first class school.

(2) 「Own ability」

① As the premise of own ability, “Competitive comparison” along with three “Best practices benchmarking” is thoroughly performed.

② Kairin Juku School actively performs the “Best practices benchmark” on the base of the idea of “All division other than own” .

(a) Best practice benchmark within the company.

(b) Best practice benchmark of the competitors.

(c) Best practice benchmark of different industries.

(3) 「Employee oriented」

① The core concept of “employee oriented” is “empowerment”. The “empowerment” in English has two meanings ; “Empowerment” and “devolution of authority” .

② The improvement of the productivity, work quality, maintenance and employment expansion of each employee is directly connected to the “Capacity Building” . The employees who develop their “Capacity building” performs the “delegation of authority” .

* Kairin Juku School aims to be accompany in which the employees strive to be discover and extend their potential on their own force.

(4) Harmony with society-as a Corporate citizen

- ① Compliance
- ② Promotion of corporate social responsibility (CSR)
- ③ Social Enterprise

Q-9 : What are the things that are promoted in Kairin Juku School ?

A : (1) 「Kairin 5S School」

- ① 「Organize」 seiri... Throw the unwanted stuffs
- ② 「Cleaning」 seiso... Cleaning activities
- ③ 「Arrange」 seiton... Arrange the things in the fixed place
- ④ 「Cleanliness」 seiketsu... To keep the state ①～③
- ⑤ 「Discipline」 situke... To do these four sets voluntarily
 - ・ We have 「Kairin 5S School」 in every branch.
 - ・ 「5S Instruction」 is the key person for 「Kairin 5S School」

(2) Declaration of 「Career Rights」 Promoting Companies

- ① We think the formation of one's carrier on their own forces is one of the fundamental human rights of the “Career rights” .
- ② Kairin Juku School aims to be the carrier promotion company that fully supports the career development of our students, parents, local communities, business partners, and, all of our employees.

(3)

- ① We support “Kairin UNESCO Association”, “Regional UNESCO Association, UNESCO Club” and “National Federation of UNESCO Associations in Japan” .
- ② We support different UNESCO activities in Japan as well as all around the world.
- ③ We aim for the fully support of all the UNESCO activities based on the UNESCO slogan that says “The war is the one that is born in the human heart, We must build a fort of peace in the human heart” .

Q-10 : What are the “Three Stage theory of Learning of Kairin Juku School” ?

A : (1) The way of learning that have up effects on the students results was a continuous thought of the Founder of the Kairin Juku School, Mr. Akio Hayashi since from the establishment of the Kairin Juku School in 1979. We began compiling the problems of the students, guardians, community and everyone who were having trouble with the way of learning.

- (2) “The three stage theory of learning” divides the learning into three stages of “Understanding” , “Fixation” , and “Applications” along with the specific learning process.
- (3) 「Understanding」 is to understand properly the things that we are learning now. 「Fixation」 is to establish the understanding properly. 「Application」 is to achieve good marks in the exam by implementing the 「Understanding」 and 「Fixation」 , to be helpful for the society.

Q-11 : What is “academic ability” ?

- A : (1) “Academic ability” is defined as the “ability to Learn voluntarily” ,
“Ability to learn willingly” is academic ability.
- (2) In order to put on the academic ability defined above, the capacity of “learning hard for a long time” is required.
- (3) To carry out the “three-stages of learning” , and “voluntary learning power” are essential.

Q-12 : What do you think of the “ main factors that determine the outcome of education ” ?

- A : (1) We think they are a “factors that determine the outcome of education” ?
- (2) One must think by his or her own about “study for what ?” , “What to do in the new school ?” , “Work for what ?” , “ What to do for the society?” , “What type of lifestyle to proceed ?” etc. One must set a “high aspirations” on his or her own and know about what should be done for “learning things proactively” with “consciousness” .
- (3) One of the most important things as a “teacher of competence” is to “make his or her students be conscious of their identity.
- (4) All the teachers of Kairin Juku School are required to lift students’ motivation up through telling warriors heroic stories (musha-gatari) for more than three minutes.
- (5) In today’ s lesson, think about what type of warrior stories to be told to promote the consciousness of every student. The contents of the HP of the president is a reference for that . Please use it .

Thank you for your attention