

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.

Tochigi Quality Award

Performance Excellence

顧客本意に基づく卓越した業績を生む経営革新の実現を目指して

栃木県経営品質賞

知事賞受賞

2002 年度

Presented by:

Akio Hayashi (President)

Date: November 18th 2016(Friday)

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) Mr. Akio Hayashi is the founder and the
president of Kairin Juku School.**



**(4) The head office is located at 145 Horigome ,
Ashikaga City, Tochigi Prefecture.**

Q-2

What are business contents of Kairin Juku School?

A

- (1) The content of the business is to teach the student from the first year elementary level to the third year high school level.**
- (2) 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-3

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”.

(a) The “empowerment” in English has two meanings ; “Empowerment” and “devolution of authority” .

(b) 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”.

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

(4) Declaration of 「Career Rights」 Promoting Companies

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



(6) Harmony with society—as a Corporate citizen

① Compliance

② Promotion of corporate social responsibility(CSR)

③ Social Enterprise

**④ We support “Kairin UNESCO Association”,
“Regional UNESCO Association , UNESCO Club”
and “National Federation of UNESCO
Associations in Japan”.**

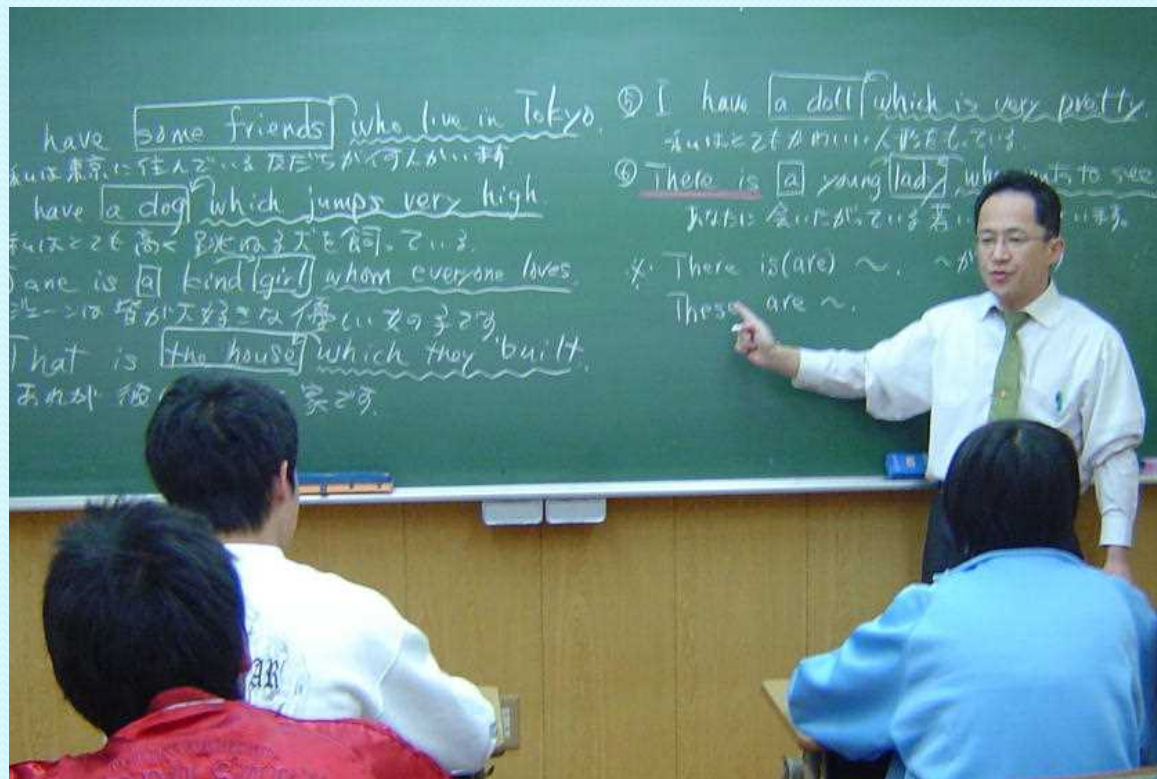
**We support different UNESCO activities in Japan
as well as all around the world.**

**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-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 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 acts
voluntarily

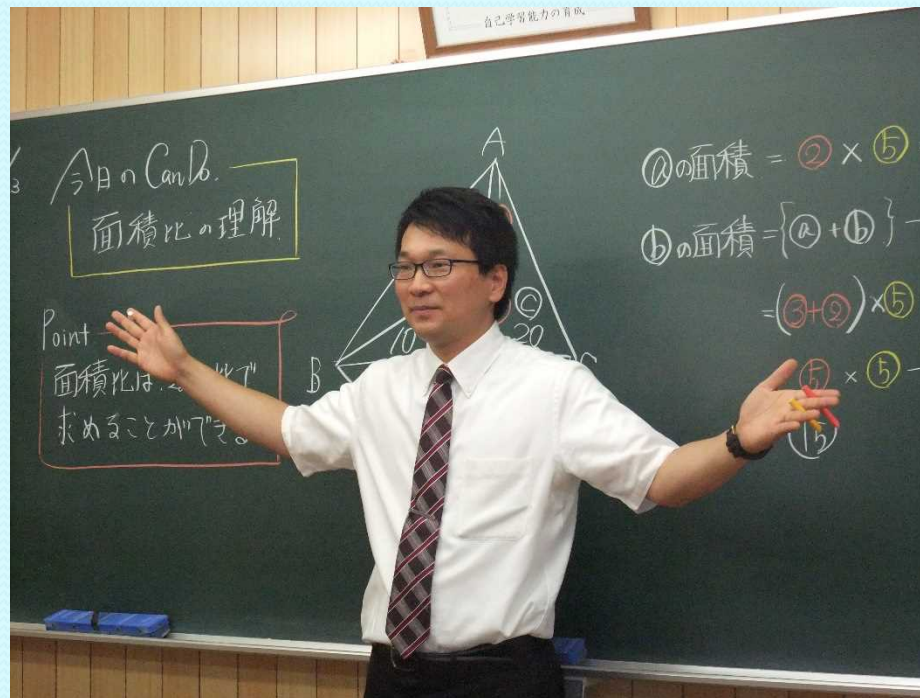
▪ We have 「Kairin 5S School」 in every branch.

▪ 「5S Instruction」 is the key person for 「Kairin 5S
School」



Q-8

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-9

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-10

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”.

Q-11

**What are two terms for the
“Key competencies” ?**

A

- 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-12

What are the “Three Stage theory of Learning of Kairin Juku School” ?

自己学習能力を身につけよう

開倫塾の学習3段階理論



3段階の「内容(ことばの意味)」とは？

どのようにすればよいか(方法)

大切なポイント

1. 理解

「うん、なるほど」とよくわかること。
腑(ふ)に落ちること。

- (1) 学校や開倫塾の授業は、両手を机の上に置き、先生の目を見ながら真剣に聴く。
- (2) 教科書・テキスト・ノートをよく読む。
- (3) 教科書に書かれていないことは、ノートにメモを取る。

- (1) 教科書やノート、筆記用具などの忘れ物をしない。
- (2) 遅刻・欠席・早退をしない。
- (3) 授業中におしゃべりや居眠りをしない。
- (4) わからないところをはっきりさせてから授業に臨むために教科書を辞書や参考書を使いこなしながら「予習」しよう。

2. 定着 (暗記)

- (1) 一度「理解」した内容を何も見ないでスラスラ口をついて言えること。
- (2) 一度「理解」した内容が、何も見ずに正確に「指書(くかしよ)」で書けること。
- (3) 教科書にあるくらいの基本的な「例題」や、簡単な問題は、問題を見た瞬間に条件反射で答えが出せること。

- (1) 「定着のための作業時間」を確保する。
→学校や開倫塾の「授業時間」「食事の時間」「睡眠時間」を除いた時間の中から工夫する。
※コツさえつかめればどんな場所でもどんな短い時間でもできます。
- (2) 教科書やノートを徹底的に暗記する。
- (3) 基本的な例題や簡単な問題は条件反射で答えが出るまで練習する。
- (4) 指書で書けるよう丁寧に練習する。
- (5) 確認テストで満点が取れるようにする。

- (1) 好きな科目から学習しよう。
- (2) 「定着のための作業時間」のために、開倫塾の「自習室」を利用する。
- (3) 教科書やノートを音読する。
- (4) マイノートを作る。
- (5) 辞書で調べる力をつける。
- (6) 参考書で調べる。
- (7) フォン、ケータイなどを長時間行わない。

3. 応用

- (1) 得点力が身に付くこと。
①定期試験でよい点数が取れること。
②希望校に合格できる点数が取れること。
- (2) 社会で使えること。

- (1) 「得点力」をつけるために、問題練習をする。
→過去問を解く。(5～10分)
- (2) 問題練習の後に、間違えた問題を分析し、なぜ間違えたかを推定する。(誤答分析)
- ①「理解」不足なら…「教科書」「辞書」「参考書」を参考に、「うん、なるほど」とよくわかる」まで丁寧に勉強し直す。
- ②「定着」不足なら…定着のための作業を確実に行う。
- ③「応用」不足なら…問題練習をより多くする。

- (1) 間違えノートを作る。
繰り返して一度間違えた問題をやり直そう。(2回以上)
- (2) 新聞を毎日読んで考えよう。
*小学生20分以上
*中学生40分以上
*高校生1時間以上
- (3) 日本語でよく理解している内容の所から英字新聞を読もう。 自覚

学力を身に付け、よい成績を取り・・・

一流校合格!

行きたい学校が「一流校」

人生における選択肢を自分の力で広げよう
人生における可能性を自分の力で広げよう

If you can dream, you can do it !

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-21

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-22

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