

**AY2022 Center for Inclusive Leadership (CIL)
Research Project Grant**

研究代表者 Research Representative	所属・職位 Affiliation/Position	APM	氏名 Name	Rebecca Chunghee Kim
研究課題名 Research Title	Inclusive Business Leadership in New Capitalism: Asian Perspectives			
研究メンバー Research Group Members	氏名 Name	所属 Affiliation		職位 Position
2022 年度 研究経過 (研究経過・到達点を明確にご記入ください。800~1,000 字) AY2022 Research Progress (Please state clearly the research progress, results, approx. 400 words.)				
<p>In AY2022 (the diagnostic systematic review period), I proceed to the preliminary stage by undertaking in-depth literature and theoretical review, followed by exploratory semi-structured interviews with top business leaders around Asia. In this diagnostic stage, I aimed to find out “what is happening” and “what are challenges and distortions” to inclusive leadership in Asia.</p> <p>The series of meetings with business top leaders that I’ve conducted in Japan (Fuji Film, Saraya, Unicharm, YKK), Korea (LG Electronics, Sung-shim-dang, CJ group, Cosmaxx, DAC, E-land) and India (Infosys, Greenko, Varun Group, Loadstar) could give me a few pivotal points to proceed the leadership research, which should be linked to leaders’ ambition and philosophy and specially unique Asian values based leadership narrative. In particular, it is the point about founder based firms having the ability (and conviction) to drive faster the transition to new and innovative ideas on capitalism and business environment in comparison to listed entities. I also observed top leaders’ dedication on sustainable management that has been integrated into the "values" and the DNA of each company’s unique business model for innovation and solutions.</p> <p>Above all, I've got valuable insights by many top leaders’ pioneering innovative approach towards the social problems and renewable energy, which they insisted as new source of business challenges and opportunities, along with transparent and digital-based economic system. Moreover, their focus on "value" driven approach and systematic thinking for the sustainable and inclusive society beyond single nation made me think a lot. It was constructive sharings on inclusive leadership for the new capitalism.</p> <p>In addition, during my interview visit to India, I delivered guest lectures on Inclusive Leadership and the idea of New Capitalism of Asia to prestigious Indian educational institute including the University of Hyderanad and Indian Institute Of Management–Visakhapatnam (IIMV).</p> <p>Based on the initial findings, my paper on inclusive leadership during crisis is about to be submitted to international journal after the proofreading. In this paper, <i>the model of inclusive leadership during crisis</i> is generated and critically introduced.</p>				

2022 年度中の研究発表 (予定を含めてご記入ください)
Publication of Research in AY2022 (journal articles, conferences, etc.) (Please include future plans as well)

発表方法 Publication Methods	詳細 Details		
著書・論文等 Books or Articles	著書・論文名等 Title of Books or Articles	出版社／掲載誌・巻号等 Name of Publisher / Name and Volume of Journal	刊行年月日 Date of Publication
学会等 Presentation at an Academic Conference	タイトル Title	学会名 Name of an Academic Conference	発表年月日 Date of Presentation
	Asian Capitalism and Value-oriented Inclusive Leadership: Some Insights to Business Organisations	Guest speaker, College of Integrated Studies (University of Hyderabad, India)	2023. 02
	CSR and ESG: Business Challenges and Opportunities under Contemporary Capitalism	Research Seminar (Indian Institute of Management Visakhapatnam, India)	2023. 02
	Inclusive Leadership in Times of Crisis: The Messaging of Business Leaders Before and During the COVID-19 Pandemic	EURAM 2022 Conference (Zhaw School of Management and Law, Winterthur, Switzerland)	2022. 06
その他 Others	ESG Management and Inclusive Leadership of CEOs: Case Study of 120 Global Business Leaders	Guest speaker, THE CSR 2022 Forum (Seoul, Korea)	2022.11.

2023 年度 研究計画 (800～1,000 字)
Research Plan for AY2023 (Please state clearly the research progress, results, approx. 400 words.)

In AY2023, built on the gaps in literature and initial findings from interview, I seek to explore the under-researched linkages of inclusive leadership and capitalism and propose the inclusive ideas of NEW capitalism in Asian context. This process focus on the actual findings and answers on my proposed questions on RQ1) What are distortions of current capitalism and where is Asia to lead NEW capitalism?; RQ2) Why and to what extent inclusive leadership with ethical underpinnings is crucial in NEW capitalism?; and RQ3) HOW can Asia lead and contribute to the inclusive growth of the global capitalist society? In this stage,

I will follow mixed methods approach (i.e., extensive interviews, observation & participation, focus group, and analysis of quantitative institutional and firm-level data). The point of departure for this stage is to identify the potential of new capitalism and how business leadership can contribute to this initiative. The investigation including extensive interviews will be continuously done not only in Japan but also other nations in Asia.

The final outcome from the clinical approach will be the backbone of my new paper on “inclusive leadership of Asia and Asian capitalism”, and I will seek to publish it in high-quality academic journal and also present in a variety of reliable academic conferences. The planned publications and communications with global scholarly and business society will certainly contribute to the endeavor of APU where has been trying to be a genuine higher-education institution along with academic excellence and groundbreaking research on inclusive leadership and inclusivity in current capitalist society and way forward.