



HPC Leadership Competency Training Course

Overview

The HPC Leadership Competency Training Course is designed for individuals seeking to enhance their leadership competencies to further advance their careers in international organizations or other professional institutions. Prior work experience in the field of international cooperation is not a mandatory requirement for participation. The course welcomes applicants from international organizations as well as from diverse sectors, including private businesses and NGOs/NPOs.

The program is especially suited for professionals with experience in areas such as peace and security, development, or humanitarian aid, who are eager to strengthen their leadership skills and other core competencies—such as communication, negotiation, and management—and who are motivated to build networks with expert practitioners.

This five-day training course seeks to achieve these objectives through interactive discussions and role-playing exercises led by experienced facilitators holding senior positions in the UN and other international organizations. Participants will also receive individualized feedback from facilitators on their performance. Furthermore, the course offers ample opportunities to develop invaluable professional networks through one-on-one meetings with facilitators and informal networking events.

The course will be held in Hiroshima, Japan, and conducted in English. It is open to individuals of all nationalities.

Curriculum

Date & Venue	Agenda	Facilitators
Session 1 (9:30 – 11:00), Session 2 (11:15 – 12:45), Session 3 (14:15 – 15:45), Session 4 (16:00 – 17:30) (Time in Japan)		
January 18 (Sun), 2026	Arrival	
<u>Day 1</u> January 19 (Mon), 2026 Hotel in Hiroshima, Japan	<p><Introduction and Welcome></p> <p>Session 1: General Introduction</p> <p>Session 2: Leadership in the History of Peacebuilding in Japan / Hiroshima</p> <p>Session 3-4: Visit to the Hiroshima Peace Memorial Park</p> <p>[Contents]</p> <p>The day will begin with self-introductions, followed by an overview of the course structure and key leadership concepts. Participants will then explore the history of Hiroshima and Japan from a leadership perspective. In the afternoon, there will be a visit to the Hiroshima Peace Memorial Park, including the Atomic Bomb Museum.</p>	Hideaki Shinoda

<p><u>Day 2</u> January 20 (Tue)</p>	<p><Sharing Leadership Challenges at the UN and Other Professional Environments> Session 1: Overview of the Key Concepts for Leadership Session 2: Sharing Leadership Challenges Session 3: Leadership Expectations for Senior UN Officials Session 4: Leadership and Well-being</p> <p>[Contents] After the conceptual exploration of leadership competencies, the facilitators will present real-life “leadership challenges” from their professional experience and introduce skills essential for effective leadership.</p>	<p>Hideaki Shinoda, Yuji Uesugi. Kenro Oshidari, Siddharth – Chatterjee, Hiroko Hirahara (<i>subject to change</i>)</p>
<p><u>Day 3</u> January 21 (Wed)</p>	<p><Sharing Application of Communication Skills> Session 1: Communication Skills and Leadership Tips Session 2: Press Conference Simulation Session 3-4: Group Discussion: Overcoming Leadership Challenges</p> <p>[Contents] The morning sessions will focus on communication techniques essential for leaders, followed by a plenary discussion. The Press Conference Simulation provides an opportunity to apply these communication skills. In the afternoon, selected participants will present their own leadership challenges, followed by group discussions to explore solutions and insights. Group discussions will allow participants to reflect on and share their own leadership challenges.</p>	
<p><u>Day 4</u> January 22 (Thu)</p>	<p><Enhancing Leadership Competencies> Session 1: Negotiation Skills for Leaders Session 2: Preparation for Negotiation Simulation Session 3: Negotiation Exercise I Session 4: Negotiation Exercise II</p> <p>[Contents] Participants will engage in a series of negotiation simulations designed to showcase and strengthen their leadership abilities in complex scenarios requiring effective negotiation.</p>	
<p><u>Day 5</u> January 23 (Fri)</p>	<p>< Overall Review of Leadership and Communication > Session 1: Leadership through Consultation I Session 2: Final Review Session</p> <p>[Contents] The exercises take place in the form of fictitious consultations among colleagues as well as leadership-oriented CBIs. The final review session will be organized to discuss prospects for the future.</p> <p><Optional Excursion to Miyajima></p>	

	In the afternoon, you may join in the optional excursion to Miyajima, World Heritage Site.	
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List of Facilitators (*subject to change due to unavoidable circumstances*)

- Hideaki Shinoda (Director of HPC / Professor, Graduate School of Global Studies, Tokyo University of Foreign Studies)
- Yuji Uesugi (Course Mentor of HPC / Professor, Faculty of International Research and Education, Waseda University)
- Kenro Oshidari (Former Regional Director, WFP Regional Bureau for Asia / Director, Borad of Directors-Japan Association for the World Food Programme)
- Siddharth Chatterjee (United Nations Resident Coordinator in China)
- Hiroko Hirahara (Director, Civil Affairs, UNMISS [UN Mission in South Sudan])