

<p>[Name] David Nichols United States, 1963</p>	
<p>[Incumbency]</p> <ul style="list-style-type: none"> - Lecturer at Hosei Business School of Innovation Management, Global MBA program - Executive Advisor at a global consulting firm 	
<p>[Message for students]</p> <p>All organizations including companies, government and NGOs must manage their human resources to meet the organization's goals and vision. How an organization manages its human resources is dependent on a number of factors including the society and economy in which it is operating.</p> <p>This course will focus on how human resources are managed in Japan and how these methods differ from other societies, how Japanese HRM has and continues to evolve and how we, as managers can succeed in managing our human resources in Japan's changing society.</p>	
<p>[Specialized field] International Business Management</p>	
<p>[Class Name] Human Resource Management</p>	
<p>[Background]</p> <p>David's 30 + year career working for both Japanese and foreign companies in Japan and the United States in C-suite roles including President, Chief Administrative Officer and Chief Operating Officer have been focused on using human resources effectively and efficiently to achieve corporate objectives in varied business environments and economies.</p> <p>He has also been active in recruiting, developing, motivating and training international NGO's volunteer and professional resources for over 20 years.</p> <p>David earned his BA from the Jackson School of International Studies at the University of Washington in 1985 and his MBA from the Anderson Graduate School of Management at UCLA in 1992. While at UCLA David served as a graduate teaching assistant.</p>	
<p>[Main research achievement/Social activity]</p> <p>David's civic activities have included:</p> <ul style="list-style-type: none"> - President and Treasurer of the Boy Scouts of America's Far East Council - Lieutenant and firefighter in the Scarsdale Fire Company #1 - Certified Emergency Medical Technician 	

[Affiliated academic society • association]

- American Chamber of Commerce in Japan, Investment Management Committee, Vice Chairman
- President Emeritus, Boy Scouts of America's Far East Council