

[Name] Gary Lane United States, 1968	
[Current Positions] - Lecturer at Hosei Business School of Innovation Management, Global MBA program - Vice President, State Stret Trust & Banking Co., Ltd - Managing Director/Owner, Artisan Pacific Travel, LLC	
[Message for students] To be effective or even survive, every company, from large multi-national corporations to start-ups, government, and non-government organizations (NGOs) must manage its human resources taking into account how its human resources will be used to support the organization’s key mission. While companies in Japan have the similar human resource management (HRM) requirements as other organizations throughout the world, the way that HRM is executed in Japan is distinct and has been greatly influenced by Japanese history, society and culture. This course will focus on how human resources are managed in companies in Japan both presently and how it will evolve in the future. Through case studies and active discussion students will understand of how and why human resource management is applied by companies operating in Japan and be able to apply that understanding to operate successfully in the Japanese business environment both now and as human resource needs change in the future to address societal, technological, and demographic changes.	
[Specialized field] International Business Management	
[Class Name] Human Resource Management (HRM) in Japan	
[Background] Gary’s 30+ year career working for both Japanese and foreign companies in Japan and the United States in senior management and human resource roles including, Chief Administrative Officer, Labor Relations Negotiator, Managing Director, and Owner have given him a unique perspective on Human Resource Management (HRM) in both countries and across government, large and small (start-up) company enterprises. He has also worked at two joint ventures between US and Japanese firms and has seen the benefits and challenges of how HRM in Japan is executed. Gary earned his BA from the University of California, Berkeley and his MBA from the Haas School of Business at UC Berkeley in 1996.	

[Main research achievement/Social activity]

Gary's civic activities have included:

- US Masters Swimming Member
- Chigasaki-Kugenuma Open Water Swim Club
- AED Certified
- Habitat for Humanity – State Street representative
- Agnew's Hospital volunteer

[Affiliated academic society • association]

- Certified Board Director, Board Directors Training Institute (Japan)
- American Chamber of Commerce in Japan, Investment Management Committee, Travel and Hospitality Committee

[Credential • Commendation]

- Japan Securities Dealers Association License (inactive)
- Accredited Agent – International Travel Association (ITA)