Call for Authors for Japanese Women in Leadership

We are working on a book proposal on Japanese Women in Leadership (Co-Editors: Yoshie Tomozumi Nakamura, Mayuko Horimoto, and Gary N. McLean) with the publisher, Palgrave Macmillan. It is a part of the Asian Women in Leadership book series (co-editors: Yonjoo Cho, Rajashi Ghosh, Judy Sun, and Gary N. McLean), with the support of three Asian HRD SIGs (Special Interest Group): Korea, China, and India of the Academy of Human Resource Development (AHRD). Based on the Japan chapter in the first book in the series, and presented in the AHRD International Research Conference in Asian and MENA held in Seoul, Korea, the book will provide a comprehensive understanding of authors’ perspectives, including current status, and barriers, challenges, and opportunities women leaders are facing in Japan. Additionally, we will cover sector and international perspectives, and discuss convergence and divergence in practice, sector, and international perspectives (see the detailed outline below).

This book has critical implications for the development of women leaders in Japan, providing insights into developing the potential of highly qualified and talented women in organizational settings in this rapidly changing nation where traditional cultural expectations and modernized values co-exist. Our discussion will provide the possibility to see what has not been exposed from a dominant western perspective on women in leadership and will identify lessons learned from Japanese perspectives. Each chapter will present a comprehensive perspective of the topic that will include a literature review, including indigenous and Japanese-language references, and authors’ observations.

We are inviting you to express your interest in participating in this book project. Please email any or all of us by May 13 (Friday), midnight EST time, at yt278@columbia.edu, mayuko.horimoto@tokai-u.jp, and gary.mclean@mcleanglobal.com, and provide us a paragraph of no more than 150 words to indicate your expertise and, in rank order, your top 3 interests in which you wish to participate. Based on the book outline below.

Note that the outlined chapter titles are temporary ones, indicating the content and book structure, not the actual title. You are welcome to submit your chapter title based on your interest, and, if selected, you are free to change this, with our input, as we move forward. Also, expressing interest for 3 chapters does not imply that you would be expected to write 3 chapters. We will allocate chapters in a manner that balances your interest with our need of finding an author or authors for every chapter noted in the outline. Our preference is to have each chapter co-authored to represent varied perspectives. If you are willing to co-author a chapter and have a preferred partner, please indicate who the team will be and provide the 150-word description of your backgrounds for each of you. If you do not have a partner in mind, but you are willing to co-author, please let us know, as there will be others in a similar situation, and we will help match co-authors, with the approval of both parties.

Additionally, please forward this information to people who might be interested in the book topic. We welcome perspectives from scholars and practitioners, male and female, and Japanese and non-Japanese who know the Japanese situation well. No abstracts are required at this time. We will
make a decision no later than **June 10 (Friday)** about the participating authors and their chapters. At that point, we will invite you to submit a short abstract that we can include in our proposal to the publisher.

The deadline for the submission of the first draft of the book chapters is **February 2017**. You may contact any of us if you would like more information. We are so excited to be working on this project and look forward to working with many of you in the successful completion of the book project!

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**Japanese Women in Leadership**  
**Book Chapter Outline**

Co-Editors: Yoshie Tomozumi Nakamura, Mayuko Horimoto, and Gary N. McLean  
Publisher: Palgrave Macmillan

**OPENING:**

Chapter 1: The Status of Women Leaders in Japan: Challenges and Opportunities (Yoshie Tomozumi Nakamura and Mayuko Horimoto)

**PART ONE: FROM PAST TO PRESENT**

Chapter 2: Roles of Women in a Cultural Context  
Chapter 3: Challenges from Employment Systems Perspectives  
Chapter 4: Career Development and Educational Opportunities
PART TWO: LEADING CHANGE

Chapter 5: Government-Led Initiatives in Response to Demographic Changes in the Workforce
Chapter 6: Communities of Practice: Local Community-Led Initiatives in Developing Women Leaders
Chapter 7: Leading Self: Motivation and Leader Identity

PART THREE: SECTOR PERSPECTIVES

Chapter 8: Corporate Sector: Traditional Japanese Companies
Chapter 9: Corporate Sector: Foreign-Affiliated Companies
Chapter 10: Small Business: Family-owned Businesses and Start-ups
Chapter 11: Government Sector
Chapter 12: Education Sector
Chapter 13: Agriculture, Forestry, and Fisheries
Chapter 14: Not-for-Profit Sector and Non-Governmental Organizations

PART FOUR: INTERNATIONAL PERSPECTIVES

Chapter 15: Japan in an Asian Context
Chapter 16: Japan in a Non-Asian Context

CLOSING:

Chapter 17: SYNTHESIS – Convergence and Divergence: Practice, Sector, and International Perspectives (Gary N. McLean, Yoshie Tomozumi Nakamura, & Mayuko Horimoto)