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President's Message

On this, my first occasion to address you as your president, I feel somewhat like an eldest son on whom suddenly and unexpectedly have fallen the duties and responsibilities of the head of the family. It is a sobering feeling, and one that mixes humility with pride, and inadequacy with obligation. I have no promises to make nor platform to present, but having taken the reins that "Doc" Laffer proffered, it is my earnest intention to give freely not only of whatever duty demands, but to make additional efforts to promote growth and unity in our organization.

It is impossible to go beyond this point without a tribute to "Doc" Laffer and "Charlie" McBride. (It is also impossible to think of one without the other.) Under their enthusiastic leadership, and directly through their unstinted efforts, ASTD has made remarkable progress;—several new chapters have been added, policies and procedures have been crystallized, and recognition of ASTD as a social and economic force has been established. My personal thanks go to

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You are cordially invited to become a Member or an Associate Member of the American Society of Training Directors, an organization devoted to the advancement of training and education, especially as it applies to the American industrial system. The avowed purpose of the Society is the development of the profession of training. It functions as a coordinator of activity, a publisher of important and timely training information, a sponsor of Research; its JOURNAL provides a medium of exchange of ideas and publishes the results of special studies, training programs, and analysis of training and related activities.

President's Message

them for their fine example of effective leadership and for the privilege of emulating them.

It should be gratifying and reassuring to all ASTD members to know that "Doc" has graciously agreed to continue his good work as special liaison officer between ASTD and government agencies in all matters pertaining to training. In these trying days of manpower shortages and unsettled mobilization policies "Doc's" is no small task.

It is with pride and pleasure that I announce as our new Secretary-Treasurer, Dr. Russell L. Moberly. Many of you know "Russ" for the excellent job he has done, and is doing, in the organization and operation of the Industrial Management Institutes at the University of Wisconsin, at Madison, Wisconsin. "Russ" is an extremely busy man, but, as of old, the successful "doers" always get more to do, and always come through, so, we feel fortunate in having "Russ" in office.

Due to prior commitments "Russ" will be on both coasts during the month of June, so, the transfer of records and duties of the office of Secretary-Treasurer from Cleveland to Madison will be delayed until July 1, 1951. Until that date "Charlie" McBride will continue to look after our business affairs from his office in Cleveland. Good old "Charlie!"

The Philadelphia Conference is another milestone in our history of progress. While there, I spent most of my time in the meeting rooms of the Board of Directors, but even there the air of stimulation and satisfaction from association with capable professional men in thoroughly organized and well-run meetings was felt. Very noticeable was the constructive influence of new Board members who represent districts in which there are active chapters rich in professional experience, and from whom ASTD may expect to gain much in the way of organization, administration, and solidification. This was the first annual meeting of the new Board of Directors as created under the revised Constitution adopted in Chicago in 1950. Its composition and its deliberations proved conclusively that district representatives were elected carefully and charged specifically with responsibilities for the improvement of ASTD, and that this enlargement of the administrative body was wise and profitable.

Along with this welcoming commendation for new members on the Board of Directors, a tribute must also go to the old-timers on the governing body, some of whom have served in one capacity or another since the birth of ASTD in Chicago in 1945. Theirs is the voice of experience, and in them is the hope of continuity of purpose. Theirs is a

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Supervisory Development Training Introduced into Japan Industries

By

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VERY LITTLE IS known in the U. S. of the extensive program of Supervisory Development Training now going on in Occupied Japan. Last January a management training organization received the contract from the Department of the Army to proceed to Japan and introduce this type of basic training.

This project included the following:

- 1) Setting up a national headquarters in Japan to carry on the training;
- 2) Training specially selected Japanese in training Institutes to carry on this type of training;
- 3) Training personnel to man headquarters.

These men were from representative industries in Japan as well as from various government facilities and the larger Prefectures (States). The representative industries included are those such as:—mining, silk, rayon, ship building, auto manufacturing, heavy industries, rubber, glass, railroads, telecommunications, etc.

I have recently returned from there, having completed my particular part of the overall program. Other members of the mission are continuing with the remaining phases of the project. I was on leave of absence from my own company to go to Japan for this work.

We assisted in setting up a Headquarters Office and in training the per-

sonnel in its operation and administration including their system of records.

The principal basic programs to come within this category at first are:—Job Instruction, Job Methods and Job Relations together with special Follow-Through Programs for each. We also set up special training programs in "Program Presentation" and "Program Installation."

Many of the facilities which have been introduced and carried on by the Occupation Forces are now being gradually transferred to the Japanese. This is true with this training program as well. The Japanese Government has extended the present contract for the remainder of the year.

The program received a tremendous amount of publicity in Japan having been broadcasted over the radio many times and articles appearing in the newspapers several times. We made many talks before manufacturing groups of various kinds as well as before the Chamber of Commerce groups in several of the larger cities.

The Japanese seem to realize that there is a great need for Supervisory Training and our own observations in several plant visits and surveys would point to the same conclusion. It is also believed that there is a great "plus" value in this type of training as well