



BELUX BUSINESS TALKS

Tens of Pointers and Pitfalls Making or Breaking You and Your Business

Lunch Meeting with Thomas Nevins, HR & Labor Consultant, TMT Inc.

Hire the best! Fire the rest!! Just your dream? "Getting on SPEC" (Copyright 2017 TJ Nevins) with HR Strategy, Practices, Engagement, and Culture is not as complex as it seems. Tens of concrete, nuts and bolts policy decisions and actions can brighten-up your workplace, energize your super stars, make work more fun, and assure sales and profits increase. Tom's TMT has specialized in set-ups and adjustments to Rules of Employment (ROE), Salary Systems, Problem Employee Solutions, Cost Savings, large scale Staff Reductions/Outplacement, Staff and Union relations, motivation and personal growth for tens of years in Japan.

www.tmt-aba.com is a content-rich website with 87 client-identified, often detailed testimonial and case study letters by executives like you. Facing the challenges you face. They appear with signatures in Tom's books. Details on the books are also there, along with about 200 articles published around the world by or about Tom and TMT.

Please come with questions or issues troubling you, from trouble makers, good enough but overpaid, overtime abusers, too sickly, lazy, unskilled, poor at sales, teamwork, managing or communicating; on to way too good--what if I lose her? Anything can be changed. Including 'negative changes' (which end up positive!!).

Thomas Nevins graduated Cornell U. ILR (labor) School, started with Japan's Labor Ministry and labor unions. He has written 6 books, published by JETRO and The Japan Times, including Labor Pains and the Gaijin Boss, Know Your Own Bone and the UK published (July 2016) Stay Put? Make a Move?

www.thomasnevins.co.uk

Date & Time: 13 September 2017 (Wed.), 12:00-14:00 (11:45 doors open)

Venue: TMT Bldg., 2F

4-2-22 Shibuya, Shibuya-ku, Tokyo 150-0002

Language: English

Participation fee: free, you just pay for your lunch box (about JPY 1,500)

**Please confirm your attendance by 8 September 2017 (Fri.)
by fax (03-6457-8663) or email (info@blccj.or.jp)**

Name: _____

Phone: _____

Title: _____

E-mail: _____

Company Name: _____

I would like to reserve a total ___ seats for this event

Signature: _____

Tom Nevins

From: BLCCJ office <info@blccj.or.jp>
Sent: Friday, September 01, 2017 11:03 AM
To: Tom Nevins
Subject: REMINDER: BeLux Business Talk – HR issues: Wed. 13 September, 12:00–14:00 @ TMT Bldg., Shibuya
Attachments: BeluxBizTalk_HR.pdf
Follow Up Flag: Follow up
Flag Status: Flagged



Belux Business Talk: HR issues



(英文のあとに和文がつづきます)

Dear BLCCJ members and friends,

We are happy to announce the next edition of the **Belux Business Talks**, informal lunch sessions where a guest speaker gives a presentation about a topic of general interest, followed by Q&A with the participants. Join us and receive some first-hand insights and professional advice that can be useful for your very own business.

For the upcoming edition we will tackle several HR issues, including hiring and firing, and making changes. For this we are pleased to have as a guest speaker BLCCJ member **Thomas Nevins of TMT Inc.**, who will gladly address any HR issues you might be facing in your business.

When: Wednesday 13 September 2017, 12:00-14:00 (doors open 11:45)

Where: TMT Bldg. 2F

4-2-22 Shibuya, Shibuya-ku, Tokyo 150-0002

Language: English

Admission fee: free, you just pay for a lunch box (about JPY 1,500)

*Application deadline is **Friday 8 September**. Once we order the bentos, we will need to charge, also in case of cancelation. Thank you for your understanding*

Please check the attachment for more information and your registration sheet.

You can also find a lot of information on HR issues on the TMT website: www.tmt-aba.com

The BLCCJ office

BLCCJご会員の皆様、ご会友の皆さま、

次回BLCCJランチョンイベント、**Belux**ビジネストークのお知らせです。素晴らしいスピーカーをお招きし、一般的に皆さまに興味深い話題について端的にご説明頂き、その後、昼食をお取りいただきながらスピーカーを交えて皆さまからのQ&Aタイムを設けます。ぜひご参加いただき、多くの皆様に各自のビジネスにとっても役立つようなプロのアドバイスを受け取って頂きたい

と存じます。

次回は雇用と解雇、変更などを含んだ幾つかの人事に関する問題に取り組んでみたいと思います。ゲストスピーカーとしてBLCCJの会員でありますTMTInc.のトーマス・ネヴィンス氏をお招きいたします。ネヴィンス氏には皆さんが今仕事上で直面している人事、人材関係のどんな問題にもお答えいただきます。

日時：9月13日（水）12：00-14：00（受付開始11：45）

場所：TMTビル 2F

〒150-0002 東京都渋谷区渋谷4-2-22

言語：すべて英語で行われます。

参加費：無料、お昼のお弁当代（¥1500位）のみお支払いいただきます。

参加お申し込みの締め切りは**9月8日（金）**です。お弁当の事前注文がありますので、締め切り以降のキャンセルはお弁当代のお支払いをお願いします。

詳細、お申し込みに関しては添付書類をご参照ください。

TMT Inc.のウェブサイトでも色々HRに関する情報を得ることができます：www.tmt-aba.com

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