



**Ms. Papinya Tansamrit**  
**Vice President, Learning & Development Center and Head of**  
**Capability and Learning Program, PTT Public Company Limited**

Graduate of a regular course on Human Resource Development (October 2004)

There are many things to say about the JCCP Program, which is one of the best programs I have ever attended.

Here are what I acquired from the program and what has benefited me in my job:

For one, I gained deeper understanding not only of Japanese culture, but also of different cultures by interacting with participants from more than ten different countries who attended this program. I also broadened my perspectives by learning about Japanese lifestyles and witnessing Japan's combination of high technology and traditional culture.

Second, I deepened my understanding about the significance of human resource development, and came to realize that different people have different learning styles. Based on this realization, I am now able to use different approaches as appropriate to different people to

enhance the value and effectiveness of human resources development.

Third, I established valuable relationships with fellow participants. Going beyond building a network of connections, these relationships allow me to exchange knowledge/ideas and keep updated about HR/HRD news and tools that are useful in my work.

Lastly, I gained knowledge of best practices unique to Japan, which mainly focus on action learning. I have adopted this approach in my working environment and have begun to place more importance on "learning by doing," so that my staff can not only learn from theory but also from real work and on-the-job training.

I believe that everyone who has attended a JCCP program feels the same way as me. I am certain the program will be beneficial to all future newcomers as well.