

Report on the JCCP Program Seminar

A JCCP Program Seminar (TCJ-1-06) was held over an 8-day period from September 5 to 12, 2006. The following is an overview of the successful completion of the seminar.

1. Seminar Overview

The JCCP Program Seminar is not a training course. It is a special program that invites managerial-level people from JCCP counterpart departments in national oil companies in oil-producing countries to further their understanding of JCCP and exchange views on specific issues that relate to training programs and expert services to be held in the future.

JCCP regards the seminar as essential for the effective implementation of training programs between JCCP and major oil-producing countries. Yet, its significance has not necessarily been sufficiently conveyed to JCCP counterparts. In fact, the seminar has not been held for the past two years, because there have been few applicants.

Given this situation, we made persistent efforts to gain the understanding of relevant countries by actively emphasizing the specific objectives of the seminar mentioned below. As a result, we were able to hold the program for the first time in three years.

(1) To enhance the participants' understanding of JCCP and to exchange views on specific issues that relate to JCCP training programs and expert services

Based on the awareness that providing a detailed description of FY2007 JCCP training programs and promoting Study Tour (ST) and Expert Service (ES) programs are priority issues, we presented specific proposals prior to implementing the seminar and set the stage for concrete discussions during the seminar.

We also included matters related to



Seminar participants

the overall flow of JCCP initiative courses, general rules, and appreciation for nominators, and planned to present an overview of JCCP member company courses.

(2) To offer seminar participants the same experience as JCCP regular courses

To allow participants to experience the essence of a regular course program, we planned to conduct experimental matters, such as the opening ceremony, closing ceremony, administration guidance, and orientation in the same manner as in an actual regular course. We also decided to offer lectures on an "Overview of Japan's Oil Industry" and "Human Resource Management in Oil

Companies in Japan," make visits to an oil company office and an oil refinery, and incorporate cultural and historical field trips to Hiroshima and Kyoto, as in an actual regular course.

(3) Presentations by the participants

We decided to request all participants to give a presentation on their company, their HRM policies, roles expected of JCCP, etc., as a way for us to gain a deeper understanding of our counterparts. We sent them a comprehensive evaluation questionnaire on JCCP training activities and collected their responses in advance, so that we would be able to elicit further views from the counterparts during the seminar.

Participants

No.	Name	Country	Organization
OT-01	Mr. Abdulla Juma Yousif	Bahrain	BAPCO
OT-02	Ms. Basma Ali Khalfan	Bahrain	BAPCO
OT-03	Mr. Mamad Samadi	Indonesia	PERTAMINA
OT-04	Mr. Nanang Hendriana	Indonesia	PERTAMINA
OT-06	Mr. Ahmad Saleh Al-Failakawi	Kuwait	KISR
OT-07	Mr. Ali Abdulla	Kuwait	KNPC
OT-08	Mr. Abdulrahman A. Alolayan	Kuwait	KNPC
OT-09	Mr. M. K. A. Barau	Nigeria	NNPC
OT-10	Mr. Kwame Jonathan Okehs	Nigeria	NNPC
OT-11	Mr. Abdulla A. Aziz Al-Sahlawi	Qatar	QP
OT-12	Sheik Hamad Saoud Al-Thani	Qatar	QP
OT-14	Mr. Ratasha Bin Abd. Hamid	Malaysia	PETRONAS



At the Idemitsu Kosan Tokuyama Refinery



At the Atomic Bomb Dome

We designed the seminar with the primary goal of achieving the above three objectives. At the same time, we also made sure that the seminar would ultimately promote mutual understanding between the participants and JCCP staff, allow participants to experience Japanese society, culture and customs, and thereby deepen their understanding of Japan. We hope these efforts will serve as an effective step toward increased utilization of JCCP programs in the future by the participants' companies.

2. Seminar Participants

The average age of the participants was 44.4. They were all key executive personnel of HRM-related departments (JCCP counterpart departments), and included nominators of JCCP initiative courses themselves from five of the seven companies. Ten of the 12 participants were first-time participants of a JCCP program. In view of the goal of the seminar, we feel we obtained the participation of an extremely well-balanced group of people.

3. Achievements

We were able to fully accomplish our objectives and complete the seminar with success. The major points of the seminar were as follows.

The participants gained full understanding of JCCP's intentions regarding FY2007 ST and ES programs. That we were able to hold discussions on specific issues was especially

significant. The participant countries have agreed to provide concrete feedback on JCCP's proposals hereafter, so we are hopeful that more programs can be implemented in the future.

The participants considerably deepened their understanding of Japan and JCCP, and created strong relationships of mutual understanding and trust with the JCCP staff. We believe they gained abundant knowledge to the extent that they can adequately brief employees who are selected to participate in future JCCP training program before they depart for Japan. We are convinced that the seminar has paved the way for more active utilization of JCCP training programs in the future.

During the course of the seminar, visits were made to the Cosmo Oil Co., Ltd. Overseas Technical Cooperation Center and the Idemitsu Kosan Co., Ltd. Tokuyama Refinery, where the participants received highly valuable lectures on personnel management and human resource development. The visits were highly appropriate as a practical training experience at an oil company and a refinery, and were appreciated by all participants. We are deeply grateful to the two companies.



At the Cosmo Oil Overseas Technical Cooperation Center

We have obtained evaluation results and general views on JCCP training activities from the participating countries and are glad to learn that each country is utilizing JCCP training as an important part of their employee training programs. On the other hand, however, we have also received many suggestions for improvement, including, for example, small matters such as requiring a dress code for course program participants, to larger matters such as implementing a participant evaluation system. We intend to respond to matters that need to be addressed as quickly as possible, starting with those that can be dealt with immediately.

4. Appreciation

This program seminar was planned and implemented from a different perspective than before, in response to vast changes in circumstances that have occurred in relation to JCCP. In this regard, it was more a new challenge than a resumption of an existing program for the first time in three years. We feel that the successful completion of the seminar and successful communication of JCCP's philosophies and vision to the



Discussion session with JCCP staff members

participants were themselves great achievements of the seminar.

We informed the participants of this particular seminar of our intention to hold a program seminar annually from

the next fiscal year, as an annual meeting between JCCP and its counterparts in major oil-producing countries, and obtained their understanding.

Lastly, we would like to extend our

sincere gratitude to all 12 participants for their generous cooperation in making this seminar successful. Thank you very much.

<by Koji Hori, Operations Dept.>



My Impressions of the Program Seminar

Mr. Ali Abdulla

(Team Leader, Career Development, In Charge of Planning and Implementation of Training Plans / KNPC)

I would like to thank JCCP for giving me the opportunity to participate in this seminar.

Through the program, I have gained significant knowledge, received training at two oil companies, and visited many memorable places.

Firstly, I have been able to observe JCCP activities up close and in detail, and learned how KNPC and the oil sector in Kuwait could utilize these resources more effectively for their mutual benefit. Additionally, at Cosmo Oil Co., Ltd. and Idemitsu Kosan Co., Ltd., I was introduced to their methods of human resource management, and how they regard their personnel as equal members of the company instead of merely as employees. This approach appears to have played an important role in helping the company achieve success and, ultimately, prosperity.

In regard to the course schedule, I initially doubted whether

we would be able to actually follow the tight schedule JCCP had created for us. However, the JCCP staff was so organized and time-oriented that the course was able to proceed smoothly, without incident. In addition, a tight network formed among all the participants and JCCP, which I believe will lead to an even more fruitful relationship among us all. I am sure the strong bond between participants and JCCP will help make courses and seminars more effective in the future.

Secondly, even beyond the seminar content, I thoroughly enjoyed my stay in Japan during the seminar. I have visited many different countries, but this was the first time I encountered a society in which its people are so hard-working, polite, well-respected, goal-oriented, and very cooperative. This is what I particularly enjoyed in Japan, and will never forget.